



Strategic Target

At Scale Limited is a consultancy firm working with public sector clients across the UK. We have set ourselves a **bold** target to achieve **NetZero** emissions by 2030.

This commitment encompasses a strategic plan to reduce our carbon footprint annually by at least 20%, covering Scope 1, 2, and 3 emissions as categorized by greenhouse gas protocols.

Our strategy and delivery plan will be outlined in a comprehensive document that will detail the steps we intend to take between 2024 and 2030 to meet this ambitious goal.

We can commit to **NetZero** by 2030 and 20% annual reductions as KPIs.



Carbon Reduction Strategy and Delivery Plan

Our services are increasingly becoming more digitised and the challenge of balancing face-to-face and remote support is an issue for many consultants and advisers.

Irrespective of the changes we must make to our delivery and meeting the needs of clients, we must, alongside those changes, alter the way we work. Some of that will be achieved by deploying resources located nearer to clients and we have a sizeable proportion of our team located in East of England area.

As with most other organisations, we will need to ensure our service and support is not compromised. We are clear our future delivery will need to adapt and the steps we outline below sets a context for changes.

At Scale will start its **NetZero** journey by establishing a baseline of its carbon footprint at the end of the 2023/24 financial year, using financial data to review spending and shape the initial baseline while considering the impact on non-company spending to influence broader behavior changes.

This baseline will encompass Scope 1, 2, and 3 emissions, and we aim to have our annual accounts ready by April 2024 and a reduction plan presented to the Board by June 2024.

The plan will set annual reduction targets of at least 20% per annum up to March 2030, starting from March 2025, to ensure concrete actions towards achieving **NetZero**. It will also include adjustments in baseline figures to reflect business growth, ensuring accurate measurement and reporting of emission reductions.



Carbon Reduction Delivery Actions

Below is a summary of anticipated key actions and methodologies At Scale plan to adopt to produce our carbon reduction strategy and to ensure we have active delivery actions in place. We will start by agreeing the structure and scope of our baselining data and the reduction plan. We are already working with The Carbon Trust and Edinburgh City Council who are advising and validating our plan and carbon calculations. We will use the Carbon Trust’s “**Net Zero** transition planning and delivery” tool and their four-step approach (below) to prepare our plan.



Assess and measure your carbon footprint. Understand climate-related risks and opportunities to your business

Develop your climate goals and define a strategy to turn ambition into action

Mobilise innovation, and financing to drive change. Build partnerships and coalitions to sustain it.

Communicate your progress with confidence and credibility. Align your reporting with disclosure requirements

At Scale Plan



AT SCALE LIMITED
ENGAGE • COLLABORATE • TRANSFORM

Action Teams and Reporting

To ensure the implementation of the reduction plan, At Scale will form reduction action teams by July 2024, each led by a Director. These teams will be tasked with reporting proposals that can deliver the targeted annual 20% reductions in emissions. Their findings and suggestions will be presented at the October 2024 Board meeting, with ongoing reporting and progress updates scheduled for each quarterly Board meeting thereafter.

Focus Areas for Emission Reduction

The strategy highlights specific areas for potential improvement, including office energy efficiency and sustainable transportation. The company aims to minimize energy consumption in its Edinburgh office and reduce emissions from company travel by encouraging public transport, cycling, videoconferencing, and transitioning to electric vehicles. Waste reduction, recycling, and sustainable procurement are also key focus areas, aiming to lower waste production and prioritize eco-friendly products and suppliers.

Employee Engagement and Training

Recognising the importance of a collective effort, At Scale plans to cultivate a workplace culture focused on sustainability.

This involves offering sustainability training, forming a sustainability team, soliciting green ideas from staff, and rewarding sustainable practices

Monitoring and Reporting Progress

Progress towards **NetZero** will be a standing item at each Board meeting, with the Board monitoring annual progress at the end of each financial year. Progress will be recorded and published in the company's Corporate Social Responsibility report, adjusting plans as necessary to meet or exceed the 20% annual reduction target. The company is open to adjusting its targets upwards to achieve **NetZero** earlier than 2030 and will align its actions with evolving local, national, and global sustainability practices.