



Carbon Reduction Plan

Delivering a Carbon Neutral Business

 human engine

Purpose & Introduction

Purpose of the Carbon Reduction Plan

The purpose of this document is to outline how Human Engine is going to reduce its carbon footprint. As a business we are committed to understanding our impact on the environment and making every effort to reduce this.

We are aware that reducing our Greenhouse Gas Emissions represents significant benefits for us, our customers, suppliers and the wider community.

Introduction

This document sets out what driving to Net Zero means to Human Engine, our principles for being a carbon neutral company, our baseline for our carbon reduction plan, actions we will take and then measuring improvements made.

This provides us with a plan to be reviewed on a cyclical basis that ensures our business activity is supporting our carbon reduction objectives.

While some of the requirements will be achieved through behavioural change, it is noted that, where funding is needed, it will be made available to support the delivery of our targets.



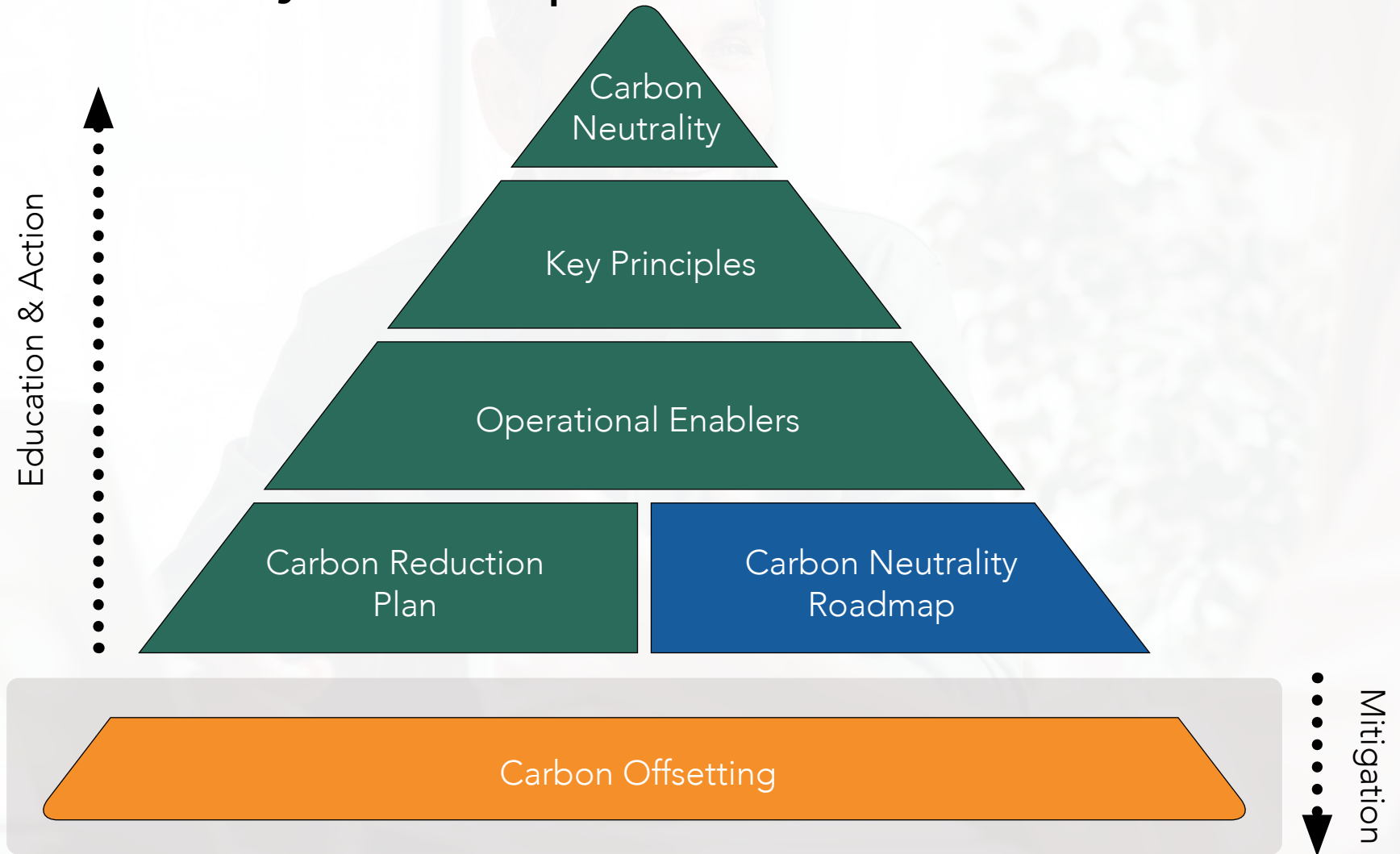
Carbon Mission

“For Human Engine to be a Carbon Neutral Organisation”

Our planet focussed mission is to help accelerate the move towards a decarbonised future by tackling our Greenhouse Gas (GHG) emissions.



Carbon Neutrality Roadmap



Key Principles

To deliver our Carbon Reduction Plan we have set out a series of organisation-wide principles that will be owned by every individual at Human Engine



Drive Action

Creating action driven plans to ensure that CO₂ emissions are discussed with the same importance as conventional business objectives



Strive to be Carbon Negative

Our viewpoint is that being carbon neutral is the minimum target for modern day businesses. As a responsible organisation, we aim to be Carbon Negative in the longer term



Empowerment

Empowering our people with the tools, knowledge and authority to look after their own carbon footprint and to suggest improvements in way we approach it as a business



Report Progress Openly

Being transparent to our people, clients and other stakeholders regarding how our business activity impacts carbon footprint



Collective Measurement

A solidified, team based approach to monitoring our measurable carbon output.



Education

Ensuring regular commitment is made towards educating our people and stakeholders, with the view that they will also hope to influence their wider circle

Operational Enablers

Underneath these key principles, we have identified operational enablers to help us meet them



Drive Action

- Adding carbon reduction objectives to our yearly business objectives
- Updated environmental and travel policies
- 'Carbon Champions' to uphold principles



Strive to be Carbon Negative

- All meetings are virtual by default and working from home is encouraged
- Deliver our Carbon Reduction action plan
- Consciously partner with Carbon Neutral and Negative companies



Empowerment

- Ensuring we are committed to initiatives and standards such as ISO14001
- Our people are empowered to suggest improvements to the way we conduct sustainability



Report Progress Openly

- Ensuring carbon footprint is communicated in monthly team meetings, with clients and non-exec board
- Ensuring clients are informed of our carbon footprint, aims and that updates are communicated regularly



Collective Measurement

- Using dashboards to measure our CO₂ output and individual/collective level as a live metric
- Analysing the data to create further actions and targets to sustainably improve our CO₂ output



Education

- Upskilling our people so that they are conscious of their emissions and ability to influence those around them
- Regularly upskilling our organisation through dedicated learning around sustainability

Baselining our Carbon Footprint

Our day to day services as a business directly contributes across the three core Scopes of carbon emissions

Business Activity	Scope Classification	Measurement
Business travel for team meetings / get together (locations will vary as we no longer have an office).	Scope 1 (Mandatory)	<ul style="list-style-type: none"> • Number, mileage and tCO₂e from Train Journeys • Number, mileage and tCO₂e from Plane Journeys • Number, mileage and tCO₂e from Car Journeys
Business travel to our customers sites to support project delivery.	Scope 1 (Mandatory)	<ul style="list-style-type: none"> • Number, mileage and tCO₂e from Train Journeys • Number, mileage and tCO₂e from Plane Journeys • Number, mileage and tCO₂e from Car Journeys
Energy usage from other business activity e.g. Data Hosting	Scope 2 (Mandatory)	<ul style="list-style-type: none"> • Data hosting energy consumption
Supply Chain carbon footprint	Scope 3 (Optional)	<ul style="list-style-type: none"> • Number, mileage and tCO₂e from travelling for meetings with Human Engine • Number, mileage and tCO₂e from Deliveries

FY22 Carbon Footprint Baseline

The below summarises our baseline carbon footprint from the FY2022/23 (1st March 2022 to 28th February 2023)

Business Activity	Scope	Type of Measure	Measure	tCO2e
Business travel for team meetings / get togethers (locations will vary as we no longer have an office).	Scope 1	Train	tbc Journeys, tbc miles	tbc
		Plane	tbc Journeys, tbc miles	tbc
		Car Travel	tbc Journeys, tbc miles	tbc
Business travel to our customers sites to support project delivery.	Scope 1	Train	tbc Journeys, tbc miles	tbc
		Plane	tbc	tbc
		Car Travel	tbc	tbc
Energy usage from other business activity	Scope 2	Data Hosting	Data hosting energy consumption	tbc
		Internet Usage	Employee daily use	tbc
Supply Chain carbon footprint	Scope 3	Deliveries	xx deliveries and mileage per year	tbc
		Client Travel	xx external visitors per month	tbc

Carbon Action Plan

The below summarises our action plan and expected targets/outcomes for FY2022/23 (1st March 2022 to 28th February 2023)

Business Activity	Scope	Type of Measure	Measure	tCO2e
Business travel for team meetings / get together (locations will vary as we no longer have an office).	Scope 1	Train	<ul style="list-style-type: none"> Reduce total carbon emitted on average per person when travelling by encouraging green travel Reduce average travel per person 	tbc
		Car Travel		tbc
Business travel to our customers sites to support project delivery.	Scope 1	Train	<ul style="list-style-type: none"> Reduce number of business trips on average per person Reduce number of single person car journeys and international travel unless necessary 	tbc
		Plane		tbc
		Car Travel		tbc
Energy usage from other business activity	Scope 2	Data Hosting	<ul style="list-style-type: none"> Collect data from web hosting and assess reduction actions 	tbc
Supply Chain carbon footprint	Scope 3	Deliveries	<ul style="list-style-type: none"> Consolidate delivery days if using single supplier Use a carbon neutral supplier for hardware 	tbc
		Client Travel	<ul style="list-style-type: none"> Reduce number of client visits to meet the team 	tbc
		Supply Chain	<ul style="list-style-type: none"> Conscious switch to environmentally friendly partners, suppliers and products Review and switch to local or refurbished sources for technology 	

Carbon Neutrality Roadmap

Over the next 5 years we are striving to become a Carbon Neutral company. These are the direct actions we are taking and their measures:

Business Activity	Type of Measure	Action for FY2022	Measure & Target
Environmental management policy aligned to standards of ISO14001	Business standard	<ul style="list-style-type: none"> Review and update policy to ensure standards aligned 	<ul style="list-style-type: none"> Policy redrafted and circulated to team
Carbon offsetting	Corporate Social Responsibility	<ul style="list-style-type: none"> Partake in at least one annual carbon neutral initiative Switching to greener technology on a daily basis 	<ul style="list-style-type: none"> Total tCO₂e number offset through investment/action
Employee incentives	Employee Impact	<ul style="list-style-type: none"> Introduce EV Car Scheme Green employee benefits 	<ul style="list-style-type: none"> All employees to have the option to partake in green schemes
Carbon Champions	Business accountability	<ul style="list-style-type: none"> Regular carbon reporting Active reporting and education throughout the business and wider stakeholders around carbon initiatives 	<ul style="list-style-type: none"> Minimum 10% less carbon emissions per year Implementing a sustainability culture for the organisation
Home workspaces	Facilities	<ul style="list-style-type: none"> Review home workspaces to ensure appliances are low energy consuming 	<ul style="list-style-type: none"> Minimum 10% less carbon emissions per year from appliances

Carbon Offsetting - Last Resort

Our aims are to minimise our carbon output via educating our employees and through deliberate action. However, if there are any shortfalls, our plan is to mitigate these through Carbon Offsetting. Examples of this can include:



Volunteering

Creating action driven plans to ensure that CO₂ emissions are discussed with the same importance as conventional business objectives



Financial Support

Our viewpoint is that being carbon neutral is the minimum target for modern day businesses. As a responsible organisation, we aim to go Beyond Zero



Planting Trees

Partnering with an organisation who can plant trees on behalf of Human Engine to counter our carbon emissions



Community Donation

Donating a financial sum and/or time to community projects in order to offset carbon emissions in local areas which may be adversely affected by carbon emissions

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