

Blake Clough

CONSULTING

Blake Clough Consulting (BCC)
Carbon Reduction Plan

First Issue



Document Control

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Carbon Reduction Plan

Blake Clough Consulting Ltd

Prepared in line with the UK Government Carbon Reduction Plan technical standard for public procurement

Organisation	Blake Clough Consulting Ltd	Net Zero target	2050 at the latest
Baseline year	FY2024	Current reporting year	FY2025
Reporting boundary	UK operations under operational control	Primary emissions profile	Office energy, business travel, commuting and homeworking
Status	First formal published CRP; annual refresh committed	Approval	Board approval and director sign-off required before publication

Blake Clough Consulting (BCC) recognises that public-sector clients expect environmental management to be evidenced through a clear, measurable and credible plan. This Carbon Reduction Plan (CRP) has therefore been drafted as a formal corporate commitment, aligned to the UK Government's current Carbon Reduction Plan technical standard.

Important note on data maturity: This is BCC's first formal Carbon Reduction Plan. The financial year (FY) FY2024 baseline and FY2025 reporting year have been prepared using the best currently available operational data, lease and occupancy assumptions, travel records, HR headcount information, commuting assumptions, and UK Government conversion factors. The plan is intentionally transparent about this starting point and commits BCC to replacing estimation-heavy inputs with stronger activity data over the next reporting cycle.

1. Organisational Commitment to achieving Net Zero

BCC is committed to achieving Net Zero greenhouse gas emissions across its UK operations by 2050 at the latest, in line with UK Government policy and PPN 06/21 requirements.

This commitment applies across:

- Office energy use and estate decisions

- Business travel and project delivery models
- Employee commuting and hybrid working arrangements
- Procurement and supplier engagement

Recognising that over 85% of BCC's emissions arise from Scope 3 sources (primarily commuting and business travel), the company will prioritise behavioural, operational and digital delivery changes, alongside energy efficiency improvements.

Progress will be:

- Reviewed annually by the Board
- Reported publicly via an updated CRP
- Supported by progressively improving data quality and auditability

2. Methodology and Reporting Boundary

- **Standard applied:** UK Government Carbon Reduction Plan Technical Standard (PPN 06/21)
- **Accounting framework:** GHG Protocol Corporate Standard
- **Conversion factors:** UK Government (DEFRA) annual emissions factors

Reporting Boundary

UK operations under BCC's operational control, including:

- Office-based activities
- UK-based employees
- Business travel and commuting

Emissions Included

- Scope 1: Direct emissions (e.g. gas use)
- Scope 2: Purchased electricity
- Scope 3 (required categories):
 - Upstream transport and distribution
 - Waste generated in operations
 - Business travel
 - Employee commuting and homeworking
 - Downstream transport and distribution

Assurance

Internal review via finance, HR, and operations. External verification will be considered as data maturity improves.

3. Baseline and Current Emissions

Baseline emissions are those produced before the full implementation of the formal reduction program described in this plan. BCC has selected FY2024 as the baseline year because it provides a recent, representative operating year for a medium-sized consultancy with more than 50 employees and a mixture of office-based, hybrid and client-facing activity. FY2025 is presented as the current or most recent reporting year.

Baseline year emissions: FY2024

Emissions source	tCO2e	Notes
Scope 1	8.4	Natural gas use in occupied office space and minor fugitive emissions allowance.
Scope 2	12.1	Purchased electricity for office operations under BCC's reporting boundary.
Scope 3 - Upstream transport and distribution	1.8	Delivery of purchased goods and services to occupied offices, including couriered IT and office supplies.
Scope 3 - Waste generated in operations	1.2	General office waste, mixed recycling and confidential paper disposal.
Scope 3 - Business travel	46.5	Rail, car mileage, taxis, flights and hotels associated with client and project activity.
Scope 3 - Employee commuting and homeworking	118.4	Hybrid commuting profile with homeworking emissions included within the category.
Scope 3 - Downstream transport and distribution	0.0	Not material to BCC's service-based operating model.
Total	188.4*	

Current Emissions Reporting Year: FY2025

Emissions source	tCO2e	Notes
Scope 1	7.6	Reduction driven by better heating control and lower occupied-space intensity.
Scope 2	10.4	Reduction driven by lower electricity demand and improved energy efficiency following relocation to a new office (e.g. Glasgow team), with enhanced heating controls and more efficient energy management.
Scope 3 - Upstream transport and distribution	1.6	Slight decrease through reduced ad hoc shipments and more consolidated equipment purchasing.
Scope 3 - Waste generated in operations	1.0	Reduction from lower office waste volumes and better recycling segregation.
Scope 3 - Business travel	41.2	Lower air travel and greater substitution of rail and remote meetings.

Scope 3 - Employee commuting and homeworking	113.0	Hybrid working remains the largest source but slightly improved through lower average commuting intensity.
Scope 3 - Downstream transport and distribution	0.0	No material change.
Total	174.8*	

Performance Summary

- Total reduction: 13.6 tCO₂e
- Percentage reduction: ~7.2%

BCC's emissions profile is typical of a consultancy, with over 85% of emissions arising from Scope 3 sources. These are partially outside direct control; therefore, reductions will be achieved through influence, policy, and behavioural change.

4. Carbon Reduction Targets

BCC is adopting a staged reduction pathway that is credible for a growing technical consultancy and that prioritises the sources it can influence most directly. The company will reduce absolute emissions while improving carbon intensity per employee and per £m revenue, ensuring that growth does not obscure real progress. **Absolute Reduction Targets (vs FY2024 baseline)**

Target Year	Reduction Target	Key Actions / Focus
FY2026	≥10%	Full data capture framework for offices, travel, commuting and waste
FY2028	≥25%	Office energy optimisation, lower-carbon travel choices, tighter travel controls, improved hybrid working
FY2030	≥40%	Supplier engagement and requirement for proportionate environmental commitments
FY2035	≥60%	Majority reductions achieved; residual emissions mainly from hard-to-abate travel
2050	Net Zero	Residual emissions neutralised after maximum feasible reduction

Carbon Intensity Metrics (from FY2026)

Metric	Purpose
tCO ₂ e per employee (FTE)	Tracks operational efficiency relative to workforce size
tCO ₂ e per £m revenue	Ensures emissions performance improves alongside business growth

5. Decarbonisation Projects and Measures

BCC will implement a set of practical and proportionate measures focused on the emissions sources it can most effectively influence, particularly business travel, commuting and office energy use.

Governance and Accountability

A BCC CRP Champion will be assigned to take the overall responsibility for delivery of the Carbon Reduction Plan, supported by an operational lead. Progress will be reviewed annually at Board level, and the CRP will be updated and published each year.

Carbon data collection will be integrated into existing business processes, including finance, HR, facilities and project delivery, ensuring that emissions management is embedded within normal operations rather than treated as a standalone activity.

Office Energy and Estate

Where BCC has control over energy use, reasonable energy management measures will be implemented, including:

- Appropriate thermostat settings and heating schedules
- Use of energy-efficient lighting and equipment
- Basic occupancy-based controls and device shutdown practices

Where offices are leased or serviced, BCC will:

- Request energy consumption data where available
- Apply proportionate assumptions where data is not accessible
- Consider energy performance and renewable supply as part of future office decisions, where commercially viable

Business Travel

BCC will apply a practical travel hierarchy to manage emissions while maintaining delivery quality:

- Remote delivery as the default where appropriate
- Rail preferred over domestic flights where feasible
- Public transport prioritised over private hire where practical

Flights will require justification, and travel activity will continue to be monitored through existing systems to support informed decision-making over time.

Commuting and Homeworking

BCC will continue to operate a hybrid working model, with the aim of reducing unnecessary commuting while maintaining effective collaboration.

Actions include:

- Periodic review of commuting patterns through staff surveys
- Encouragement of public transport and active travel where feasible
- Promoting efficient office attendance patterns to reduce low-value journeys

Digital Delivery and IT

BCC will continue to use digital tools to reduce the need for travel, including virtual meetings, secure collaboration platforms and online document sharing.

IT equipment will be managed responsibly by:

- Maintaining appropriate device lifecycles
- Reusing equipment where feasible

- Consolidating procurement where practical

Waste and Materials

BCC will take proportionate steps to reduce office waste, including:

- Minimising paper use through digital processes
- Encouraging recycling and appropriate waste segregation
- Reducing unnecessary single-use consumables

Suppliers providing office materials will be selected with consideration of recycled content and reasonable environmental practices where appropriate.

Supply Chain Engagement

BCC will incorporate proportionate environmental considerations into supplier selection and review, particularly for material services such as office provision, travel, IT and outsourced support.

Preference may be given, where appropriate, to suppliers able to demonstrate:

- Environmental policies or commitments
- Use of renewable energy
- Basic carbon management practices

Project Delivery Practices

BCC will seek to deliver client work efficiently while minimising unnecessary travel. This includes:

- Planning meetings and site visits effectively
- Combining trips where practical
- Using appropriately located staff where this does not impact quality or delivery

6. Data Improvement Plan

BCC recognises that improving data quality is critical.

Planned Actions

- Centralise emissions data collection
- Improve energy data from offices
- Implement commuting survey
- Track travel consistently
- Establish audit trail

Outcome

This approach ensures that:

- Reported emissions remain consistent, transparent and proportionate
- Data improvements are practical and deliverable, without introducing reporting risk
- Future updates can be made without material restatement of baseline emissions

7. Publication, Approval and Annual Review

This CRP will be:

- Published on the BCC website
- Updated annually
- Retained for transparency

7.1. Board approval and sign-off statement

Approved by	Board of Directors of Blake Clough Consulting Ltd
Approval date	17.04.2026
Signed for and on behalf of BCC by	 Anna Feguson
Title	Managing Director

This plan will be reviewed at least annually and materially updated where there are significant changes in organizational structure, office footprint, reporting methodology or carbon reduction performance.