Carbon Reduction Plan For FHI 360 UK In accordance with PPN 06/21





Supplier name: FHI360UK LTD. Company Registration Number: 08578185 Publish date: March 2025

Our Commitment

FHI 360 UK is committed to achieving Net Zero emissions by 2035.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as "science-based" when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets.

Our near-term targets:

- Reduce scope 1 and 2 emissions to zero by 2030.
- Reduce Scope 3 emissions by 42% by 2030.
- Measure all scope 3 categories by 2025.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2035.
- Neutralise any residual emissions using verified carbon offsets.

<u>Scope 1 emissions</u>: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

<u>Scope 2 emissions</u>: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

<u>Scope 3 emissions</u>: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

Baseline Carbon Footprint

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured. We have chosen to set our baseline year as October 2021 - September 2022.

Baseline Year: 2021-2022

Additional details relating to the Baseline Emissions calculations:

FHI 360 UK LTD had no Scope 1 or Scope 2 emissions to report during the baseline year as they are in a managed / serviced office. No company owned vehicles. Due to measurement boundaries, there were limitations in data granularity. All available data has been Included under Scope 3 homeworking emissions. There were no transportation & distribution (upstream & downstream) data to submit as Fhi360 UK does not carry out any operational activities for the same.

Emissions	Total (tonnes CO2e)
Scope 1	0
Scope 2*	Market-based: 0 Location-based: 0
 Scope 3 including: Business Travel Transportation & Distribution (Upstream & Downstream) Employee Commuting & Homeworking Operational Waste & Water 	148.759
Total Emissions*	Market-based: 148.759 Location-based: 148.759

Our total emissions equate to a Carbon Intensity Metric of 21.251 tCO₂e per full-time employee equivalent (FTE) based on 7 FTEs during the baseline period (using market-based emissions).

Previous Emissions Reporting

Previous Reporting Year: October 2022 - September 2023

FHI 360 UK LTD had no Scope 1 or Scope 2 emissions to report during the current reporting year as they are in a managed / serviced office. No company owned vehicles. There were no transportation & distribution (upstream & downstream) data to submit as Fhi360 UK does not carry out any operational activities for the same.

Emissions	Total (tonnes CO₂e)
Scope 1	0
Scope 2*	Market-based: 0 Location-based: 0
 Scope 3 including: Business Travel Transportation & Distribution (Upstream & Downstream) Employee Commuting & Homeworking Operational Waste & Water Fuel & Energy Related Services (Indirect emissions) 	69
Total Emissions*	Market-based: 69 Location-based: 69

Our total emissions equate to a Carbon Intensity Metric of **6.9 tCO₂e per full-time employee equivalent** (FTE) based on 10 FTEs during the measurement period (using market-based emissions).

*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

Current Emissions Reporting

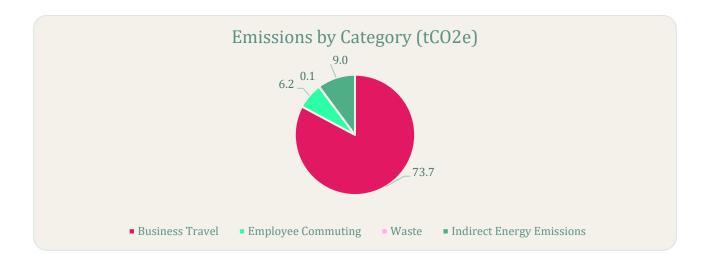
Current Reporting Year: October 2023 - September 2024

FHI 360 UK LTD had no Scope 1 or Scope 2 emissions to report during the current reporting year as they are in a managed / serviced office. No company owned vehicles. There were no transportation & distribution (upstream & downstream) data to submit as Fhi360 UK does not carry out any operational activities for the same.

Emissions	Total (tonnes CO₂e)
Scope 1	0
Scope 2*	Market-based: 0 Location-based: 0
 Scope 3 including: Business Travel Transportation & Distribution (Upstream & Downstream) Employee Commuting & Homeworking Operational Waste & Water Fuel & Energy Related Services (Indirect emissions) 	89
Total Emissions*	Market-based: 89 Location-based: 89

Our total emissions equate to a Carbon Intensity Metric of **9.1 tCO₂e per full-time employee equivalent** (FTE) based on 9.8 FTEs during the measurement period (using market-based emissions).

Carbon Emissions Breakdown



Progress

	Total Carb	% Change /		
Emissions	Baseline year: 2021-2022	Previous year: 2022- 2023	Current year: 2023- 2024	reduction (from baseline)
Scope 1	0	0	0	0
Scope 2	0	0	0	0
Scope 3	148.759	69	89	-40.17
Total emissions	148.759	69	89	-40.17

Fortations	Carbon Inten	% CHANGE/		
Emissions	Baseline year: 2021- 2022	Previous year: 2022- 2023	Current year: 2023-2024	Reduction (from baseline)
Employees	21.25	6.9	9.1	-57.18%

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Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2022	1,2,3
Created a Green Team to lead initiatives. This team has been made up of members from different departments to support the roll out of initiatives and management of data, this includes sharing and collaborating throughout the organisation.	2022	1,2,3
Updated our travel booking process to ensure all international travel accurately records carbon emissions.	2025	1,2,3

Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Reduction Plans – Scope 1 & Scope 2				
Activity No.	Activity	Target Date	% Reduction Target	Category
1	As we remain in a serviced office, engage with the landlord to consider low-cost options such as reducing the boiler temperature and adding heat & solar control reflective window sheets. Alternatively, consider moving to premises without gas heating for 100% reduction is stationary combustion emissions.	2028	6%	Stationary Combustion
2	As we remain in a serviced office, encourage the landlord at the office to procure a 100% renewable electricity tariff. This change will reduce market-based emissions (from chosen tariff) from the office (common areas) to 0 tCO2e.	2028	100% (market- based)	Purchased Electricity

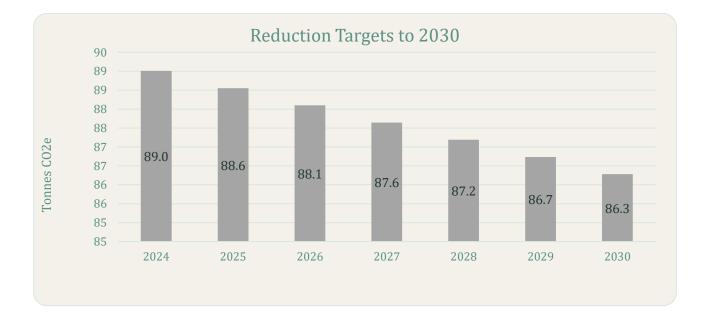
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We also aim to implement the further initiatives below to reduce Scope 3 emissions:

Reduction	Reduction Plans – Scope 3					
Activity No.	Activity	Target Date	% Reduction Target	Category		
1	Commit to measuring the remaining Scope 3 categories, meaning that year's carbon emissions measurement will be a full picture of FHI 360 UK's carbon impact. Currently, the largest missing categories are procurement and capital goods, meaning that once these are measured, reduction activities targeted at these categories will be able to be created.	2026	-	Procurement		
2	Consider training and engagement for leadership and the wider employee base. Including and not limited to, creating spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.	2026	2.5 - 7.5%	Commuting & Home Working Business Travel		
3	 Develop and implement a Sustainable Travel Policy to support environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate. Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes, such as bike to work or car sharing opportunities. Utilise the emissions travel hierarchy: Digital communication Walking and cycling Public and shared transport EV's and car sharing/clubs 	2024	15%	Business Travel Commuting		

	 ICE vehicles and car sharing/clubs Air travel Consider creative ways to engage and support the workforce to influence change. 			
	Examples include setting an internal organisation carbon credit scheme (limit that to a number of tCO ₂ e per year), extra holiday days for low emission travel choice, bonuses, subsidised travel, equal mileage payments for diesel/petrol/EVs/cycling.			
4	Liaise with key suppliers to see whether they can ship with the minimal amount of packaging needed to secure the product.	2026	25%	Waste

Based upon the above completed and planned initiatives, it is projected that (as a minimum) Scope 3 carbon emissions will further decrease over the next seven years from the current normalised measurement of 89 tCO₂e to 86.3 tCO₂e by 2030. This is a **reduction of 42%** of our normalized emissions and will keep us on track to Net Zero.



Declaration and Sign Off

This Carbon Reduction Plan has been completed and submitted in accordance with the PPN 06/21 and associated guidance and reporting standard for the Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

This Carbon Reduction Plan has been reviewed and approved by FHI 360 UK LTD's Executive and Leadership Team.

Signed on behalf of FHI 360 UK LTD

Steve Brady

Name: Stephen Brady

Position: Managing Director

Date: 17th March 2025

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¹ https://ghgprotocol.org/corporate-standard

² https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting