



Supplier name: Ayer Associates Ltd.

Publication date: 31st January 2025

COMMITMENT TO ACHIEVING NET ZERO

Ayer Associates Ltd. is committed to achieving Net Zero emissions by 2050

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.



Baseline Year and Reporting Year: 2024

Additional Details relating to the Baseline Emissions calculations.

The baseline year has been selected as the most recent period with complete and verifiable emissions data prior to the implementation of carbon reduction initiatives. This year reflects a consistent starting point following organisational changes and the adoption of enhanced data collection methods. It serves as the reference for measuring progress against emissions reduction targets and supports the commitment to achieving Net Zero by 2050. Emissions data will be reviewed and updated annually to maintain accuracy and transparency.

Baseline year emissions:

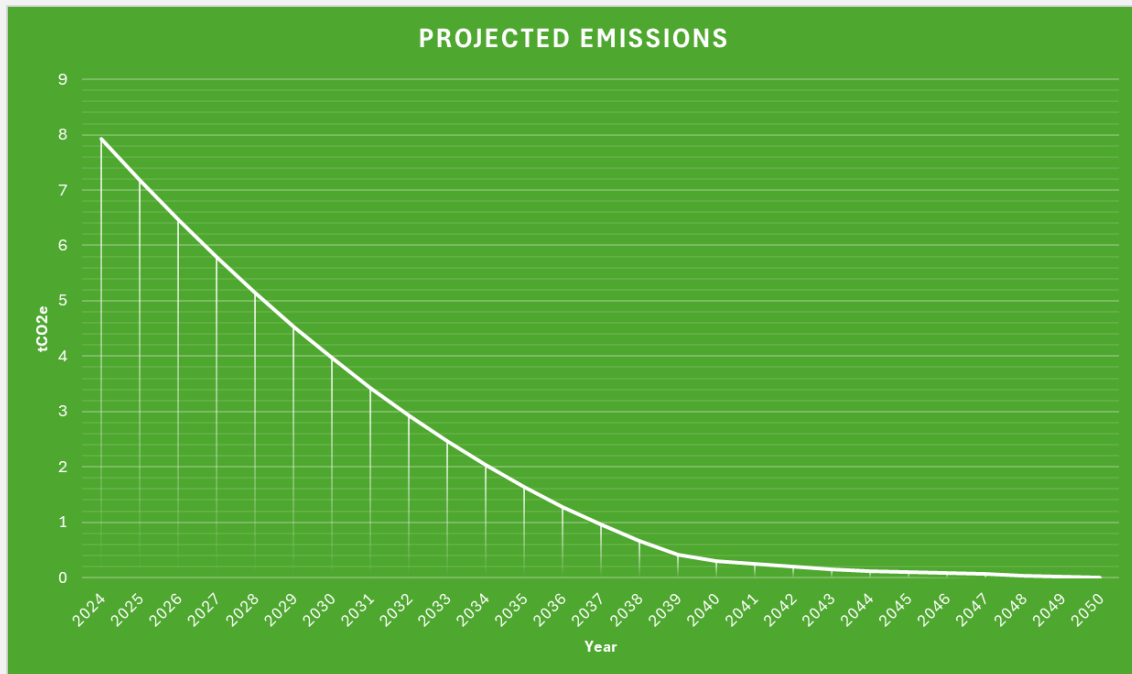
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0
Scope 2	2.07
Scope 3 (Included Sources)	5.86 (Business Travel, Staff Commuting)
Total Emissions	7.93



EMISSIONS REDUCTION TARGETS

As part of our ongoing commitment to achieving Net Zero, we have established the following carbon reduction targets. We anticipate that our carbon emissions will decline over the next five years, reaching 3.96 tCO₂e by 2030 representing a 50% reduction.

Projected emission targets can be seen in the graph below:



CARBON REDUCTION PROJECTS

COMPLETED CARBON REDUCTION INITIATIVES

The following environmental management measures and projects have been completed or implemented in the 2024 baseline.

Equipment Energy Efficiency Upgrades

Replaced outdated office equipment with energy-efficient models, leading to a measurable reduction in electricity consumption and a corresponding decrease in Scope 2 emissions.

Sustainable Travel Policy

Encouraged the use of public transport, leading to a notable decrease in business travel emissions.



Staff Commuting & Remote Working

Provide staff with IT support and digital tools for home working and encourage hybrid and remote working to reduce commuting emissions



FURTHER MEASURES

In the future we hope to implement further measures such as:

Environmental Management System (EMS)

An Environmental Management System aligned with ISO 14001:2015 is scheduled for implementation to formalise sustainability efforts and ensure compliance with internationally recognised environmental standards.

Travel and Meeting Practices

To reduce emissions associated with business travel, a transition towards virtual and hybrid meeting formats is planned, significantly minimising the need for client-facing and inter-office journeys.

Transition to Electric Vehicles

Introduce a new company benefit for essential car users through the provision of fully electric vehicles, supporting our commitment to reducing transport-related emissions.



Sustainable Procurement

Procurement policies are set to be revised to prioritise suppliers who demonstrate environmental responsibility, particularly those with ISO 14001 certification or established Carbon Reduction Plans.

Employee Engagement and Sustainability Training

Sustainability training sessions will be delivered to employees to promote environmentally responsible behaviours and to foster a culture of sustainability across the organisation. These initiatives will reflect a continued commitment to reducing the organisational carbon footprint and advancing Net Zero objectives.



Governance and Oversight

Carbon reduction performance will be monitored at the executive leadership team level, providing strategic oversight and reinforcing accountability across operational practices.

DECLARATION AND SIGN OFF

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for 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 standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.



This Carbon Reduction Plan has been reviewed and signed off by the director.

Signed by Managing Director	<i>Roger Amos</i>
Date	31 st January 2025