

Carbon Reduction Plan for Identity Consult Ltd.

Revision History

Revision	Created By	Live Date	Summary of Change
01	LMB	July 2025	The Carbon Reduction Plan has been created to formalise Identity Consult's commitment to reducing its environmental impact and achieving Net Zero emissions by 2050 through clear, measurable actions.
02	LMB	06AUG26	Updated Carbon Reduction Plan to reflect Planet Mark YE2026 emissions data, expanded on the carbon reduction targets, added employee commuting emissions to Scope 3 reporting, updated carbon reduction performance metrics, and revised supporting narrative and reduction measures.

Executive Summary

Identity Consult is committed to achieving Net Zero carbon emissions by 2050. This Carbon Reduction Plan outlines our approach to measuring, managing, and reducing our carbon footprint in alignment with ISO 14001, the NHS Net Zero Supplier Roadmap, and PPN 06/21. We have identified emissions baselines, targets, and actions across short, medium, and long-term horizons and will review our performance annually.

Purpose

The purpose of this Carbon Reduction Plan (CRP) is to outline Identity Consult's commitment to reducing greenhouse gas (GHG) emissions in line with the UK Government's target of achieving Net Zero carbon emissions by 2050. This plan supports our Environmental Management System, aligns with ISO 14001, and demonstrates our dedication to sustainability, responsible business practices, and continuous improvement. It provides a structured framework for measuring, monitoring, and reporting emissions while identifying opportunities to reduce our environmental impact across our operations.

Scope

This Carbon Reduction Plan applies to all Identity Consult operations across the UK, including office-based activities and employee work-from-home arrangements, where applicable. Emissions data is collected and reported in accordance with the Streamlined Energy and Carbon Reporting (SECR) requirements.

The CRP will be reviewed and updated annually to reflect changes in operational activity, emerging legislation, and progress towards Net Zero.

Definitions, Acronyms & Abbreviations

Term	Definition
IC	Identity Consult
CRP	Carbon Reduction Plan
SECR	Streamlined Energy and Carbon Reporting

Roles & Responsibility

Roles	Responsibility
Senior Director	Provides strategic leadership and overall commitment to achieving Net Zero by 2050. Approves the Carbon Reduction Plan and ensures it aligns with business strategy. Allocates resources to support environmental and carbon reduction efforts
Compliance Manager	Leads on the creation, implementation, and continuous improvement of the CRP. Coordinates data collection, reporting, and progress reviews. Identifies opportunities for carbon reduction and sustainability integration. Ensures staff are informed and engaged in meeting environmental objectives.
Environmental Working Group	A cross-functional team responsible for supporting delivery of the CRP across the business. Key responsibilities: Promote awareness and staff engagement with carbon reduction goals. Review operational practices and suggest improvements. Help implement and monitor carbon reduction initiatives across departments. Provide feedback and support continuous improvement.
All Employees	Support the Carbon Reduction Plan through responsible and sustainable working practices. Participate in relevant training and awareness initiatives. Accurately report travel or other relevant activities when requested. Share ideas and contribute to a culture of environmental responsibility.

Carbon Reduction Plan for Identity Consult

1. Commitment to Achieving Net Zero

Identity Consult is committed to achieving Net Zero carbon emissions by 2050. We recognise our responsibility to reduce greenhouse gas emissions in line with national and global climate goals. Our approach is aligned with ISO 14001, the NHS Net Zero Supplier Roadmap and PPN 06/21, supporting continual environmental improvement across all areas of our operations.

2. Baseline Emissions Footprint

Baseline Year: 2024/25 (YE2025)

Emission Source	Scope	Emissions (tCO ₂ e)	% of Total
Stationary Fuels	Scope 1	1.8	2.6%
Electricity (Market-Based)	Scope 2	11.7	16.4%
Fuel- & Energy-Related Activities	Scope 3	3.3	4.7%
Waste	Scope 3	0.2	0.3%
Business Travel	Scope 3	54.2	76.1%
Total Measured Emissions		71.3	100%

⌚ Per Employee (FTE): 1.1 tCO₂e

⌚ Per £m Turnover: 10.0 tCO₂e

⌚ Data Quality Score: 58.3%

Reporting Boundary Change

During the 2025/26 reporting period, Identity Consult expanded its Planet Mark reporting boundary to include employee commuting. To ensure meaningful year-on-year comparisons, the baseline has been rebased to the 2024/25 (YE2025) reporting year. Future performance will be measured against this revised baseline using a consistent reporting boundary. This approach reflects recognised greenhouse gas accounting principles and enables transparent reporting.

3. Current Emissions Reporting

Reporting Year: 2025/26 (YE2026)

Emission Source	Scope	Emissions (tCO ₂ e)	% of Total
Stationary Fuels	Scope 1	1.2	0.8%
Electricity (Market-Based)	Scope 2	10.0	6.7%
Fuel & Energy Related Activities	Scope 3	2.6	1.7%
Waste	Scope 3	0.3	0.2%
Business Travel	Scope 3	29.4	19.5%
Employee Commuting	Scope 3	107.4	71.2%
Total Measured Emissions		150.9	100%

- 📍 Per Employee: 2.3 tCO₂e
- 📍 Per £m Turnover: 21.1 tCO₂e
- 📍 Scope 1 & 2 emissions reduced by 16.9% compared with the previous year.
- 📍 Business Travel emissions reduced from 54.2 tCO₂e to 29.4 tCO₂e (45.9%) compared with the previous reporting year.
- 📍 Employee Commuting was incorporated into the reporting boundary for the first time during YE2026.
- 📍 Absolute emissions reduced by 39.0% against the normalised baseline when comparing equivalent reporting boundaries.
- 📍 Data Quality Score: 91.1%

Note: Identity Consult does not own any company vehicles. Business travel is primarily undertaken using employee-owned vehicles, public transport and occasional overnight accommodation. During the 2025/26 reporting year, employee commuting was formally measured for the first time through a company-wide survey. This has provided greater visibility of emissions associated with travel to and from work and will be used to inform future carbon reduction initiatives aimed at reducing commuting-related emissions.

4. Carbon Reduction Targets

Identity Consult has adopted the 2024/25 (YE2025) reporting year as its baseline for carbon reduction planning following the expansion of its reporting boundary in 2025/26. Future performance will be assessed using a consistent reporting boundary and normalised comparisons where appropriate.

Target	Deadline
Achieve Net Zero greenhouse gas emissions	2050
Reduce Scope 1 & Scope 2 emissions by at least 50% from the 2024/25 baseline	2035
Continue reducing business travel emissions through hybrid working, virtual meetings and sustainable travel	Annual
Maintain 100% renewable electricity procurement where available	Annual
Improve data quality to >95%	Maintain

Annual Performance Targets

KPI	2025/26 Result	2026/27 Target
Total measured emissions	150.9 tCO ₂ e	Reduce emissions intensity (tCO ₂ e per employee) by at least 5% against the previous reporting year.
Business Travel	29.4 tCO ₂ e	Reduce business travel emissions by a further 10% through increased virtual meetings, sustainable travel choices and journey planning.
Electricity (Market Based)	10.0 tCO ₂ e	Reduce electricity (market-based) emissions by 5% through energy efficiency measures and renewable electricity procurement where available.
Stationary Fuels	1.2 tCO ₂ e	Maintain or reduce
Employee Commuting	107.4 tCO ₂ e	Reduce employee commuting emissions per employee by 5% through sustainable travel initiatives, hybrid working and promotion of lower-emission transport.
Data Quality Score	91.1%	Maintain ≥90%
Sunderland Solar PV Project	Planned	Complete Sunderland Solar PV installation, subject to approvals and grant funding

5. Planned Carbon Reduction Measures

Short-Term (2026–2027)

- ④ Maintain procurement of renewable electricity tariffs across all suitable office locations.
- ④ Continue the hybrid working model to reduce employee commuting where operationally appropriate.
- ④ Encourage virtual meetings as the preferred option where appropriate, with a target of holding at least 75% of pre-construction meetings virtually.
- ④ Continue to promote sustainable business travel through journey planning, lift-sharing, use of public transport and rail travel where operationally appropriate.
- ④ Continue to promote the Electric Vehicle Salary Sacrifice Scheme to support the transition to lower-emission vehicles.
- ④ Maintain paperless document management and continue to reduce paper consumption.
- ④ Complete the installation of the Sunderland Solar PV system, subject to landlord approvals and grant funding, to reduce purchased electricity consumption.
- ④ When allocating project resources, consideration will be given to employee location and project proximity, where operationally practicable, to help reduce unnecessary travel and commuting-related emissions.
- ④ Continue annual employee commuting surveys through Planet Mark to monitor travel behaviours and identify opportunities for emission reductions.
- ④ Promote awareness of carbon reduction through the Environmental Working Group and staff engagement initiatives.

Mid-Term (2027–2030)

- ④ Continue reducing Scope 1 and Scope 2 emissions through improved energy efficiency and renewable energy generation.
- ④ Work with suppliers to encourage low-carbon procurement and improve supply chain sustainability.
- ④ Embed sustainability considerations within procurement, supplier approval and tender submissions.
- ④ Review opportunities to offset residual emissions only after all practical emission reduction measures have been implemented.

Long-Term (2031–2050)

- ④ Embed life-cycle carbon thinking into consultancy services where appropriate.
- ④ Continue improving office energy efficiency through refurbishment, technology and building improvements.
- ④ Transition towards low-carbon operations across all offices.
- ④ Achieve Net Zero greenhouse gas emissions by 2050 through continual reduction of operational emissions and management of unavoidable residual emissions.

6. Monitoring and Reporting

Carbon performance is monitored by:

- ④ Annual collection and verification of emissions data through Planet Mark using DEFRA emission factors.
- ④ Quarterly review of carbon reduction objectives by the Environmental Working Group.
- ④ Annual review through the Management Review process.

7. Declaration and Sign-Off

This Carbon Reduction Plan has been reviewed and approved by Identity Consult's Senior Director

Signed: Andrew Milnes – Senior Director



Date: 6th August 2026