PAS2060

Annual Update to QES Declaration of Commitment / Carbon Reduction Plan

September 2024

Focus Consultants 2010 LLP, Focus House, Millennium Way West, Phoenix Business Park, Nottingham NG8 6AS T. 0115 976 5050

Foreword – A Sustainable Future: Our Commitment to Net Zero Carbon

As the Managing Partner of Focus Consultants it is my privilege to introduce our annual Carbon Reduction Report. This document aims to demonstrate our commitment to sustainability and responsible corporate citizenship by highlighting our actions and measured outcomes with respect to the Carbon emissions associated with our operations.

The urgency of addressing climate change has never been clearer. Reports earlier this year indicated a full 12 months of temperatures elevated beyond the 1.5°C of the Paris agreement – coinciding with global impacts such as floods, droughts, heatwaves and wildfires. The scientific consensus is unequivocal: human activities are driving global warming, and the consequences are profound. We recognize the significant role we must play in mitigating our environmental impact and fostering a sustainable future for generations to come.

This report outlines the concrete steps we are taking, the milestones we have achieved, and the challenges we face as we strive to meet our ambitious targets against a backdrop of a rapidly growing business. Over the past year, we have implemented a series of initiatives aimed at reducing our carbon footprint. We are committed to integrating more sustainable practices into every aspect of our operation. This includes adopting efficient company travel principles, minimizing waste, and promoting the responsible use of resources.

Achieving net zero is a collective effort. We are actively engaging with our stakeholders – including employees, customers, suppliers, and the broader community – to foster a culture of sustainability and drive collaborative action. It is gratifying to see the progress we have made, but we acknowledge that there is much more to be done. The path to net zero is challenging, and we must remain agile, transparent, and resolute in our efforts. This report is not just a reflection of our achievements, but a call to action for continued participation and perseverance throughout our supply chain.

We are committed to holding ourselves accountable and ensuring that our actions align with our sustainability goals. We will continue to measure our impact, report our progress, and adjust our strategies to ensure we stay on course, whilst being honest about the difficulties or failures we experience along the way.

Ultimately, our vision for a net zero future is one that we share, enabling economic growth and environmental stewardship to co-exist, driving positive change, and where every individual and organization plays a part in creating a sustainable future.

As we present this Net Zero Carbon Report, I extend my heartfelt thanks to our employees, partners, and stakeholders for their contributions to date. In the coming months we hope to understand further what the new Government has planned to support businesses and communities in this aim. Whatever the outcome, we feel sure that together, we can build a legacy of sustainability and help each other towards this common goal.

Thank you for joining us on this critical journey.

UN Sustainability Goals most relevant to the project

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1.0 Introduction

In 2021, Focus Consultants 2010 LLP made the decision to target operational Net Zero Carbon in a challenging 5-year timescale in 2 stages, setting our post-COVID 'new normal' and reflecting our appreciation of what clients and business partners expect against a backdrop of Government and local regulations, and internal targets and initiatives encouraging green practice in our industry.

> This Carbon Reduction Plan provides a 12 monthly update in line with PAS 2060:2014 requirements and PPN 06/21. This document is not intended as a redeclaration to our 2023 QES publication.

2.0 Progress Update

Baseline years	2021-22, 2022-23
Current reporting period	2023-24
Industry	Construction / Consultancy
Headcount Average in Year	56
Office premises owned	0
Office premises leased	3
Company vehicles (owned or leased)	0

Stage one of our commitment concentrates on operational carbon emissions under Scopes 1 and 2, with a 2025 target, as set out in our declaration document released last year. This is deemed as the best way to expedite reducing those emissions over which we have most influence and dovetails with the priorities of Frameworks we serve.

Scope 3 is set aside for later declaration, but actions are ongoing to broaden the required data gathering. Our 2026 target falls post PAS2060 withdrawal (late 2025), and we are currently considering our alternatives. We aim to better understand and capture emission types and their extent, plus required actions for reduction, which may vary depending on the requirements of any preferred post-PAS2060 route taken.

The tables overleaf show emissions per scope for the baseline years 2021-22 and 2022-23 (averaged). This includes percentages against Focus' *estimated* emissions for all scopes, for context, helping to demonstrate the 'de minimis' nature of certain emissions – that is, falling under 1% of our total footprint. The scope 1 and 2 values have been calculated as described in our 2023 QES declaration document.

The scope 3 estimate cited at this stage is based on available data only; likely to represent a significant understatement as we have not yet started to gather full supply chain data and the overall figure therefore will naturally increase as these are captured in the run up to our 2026 target.

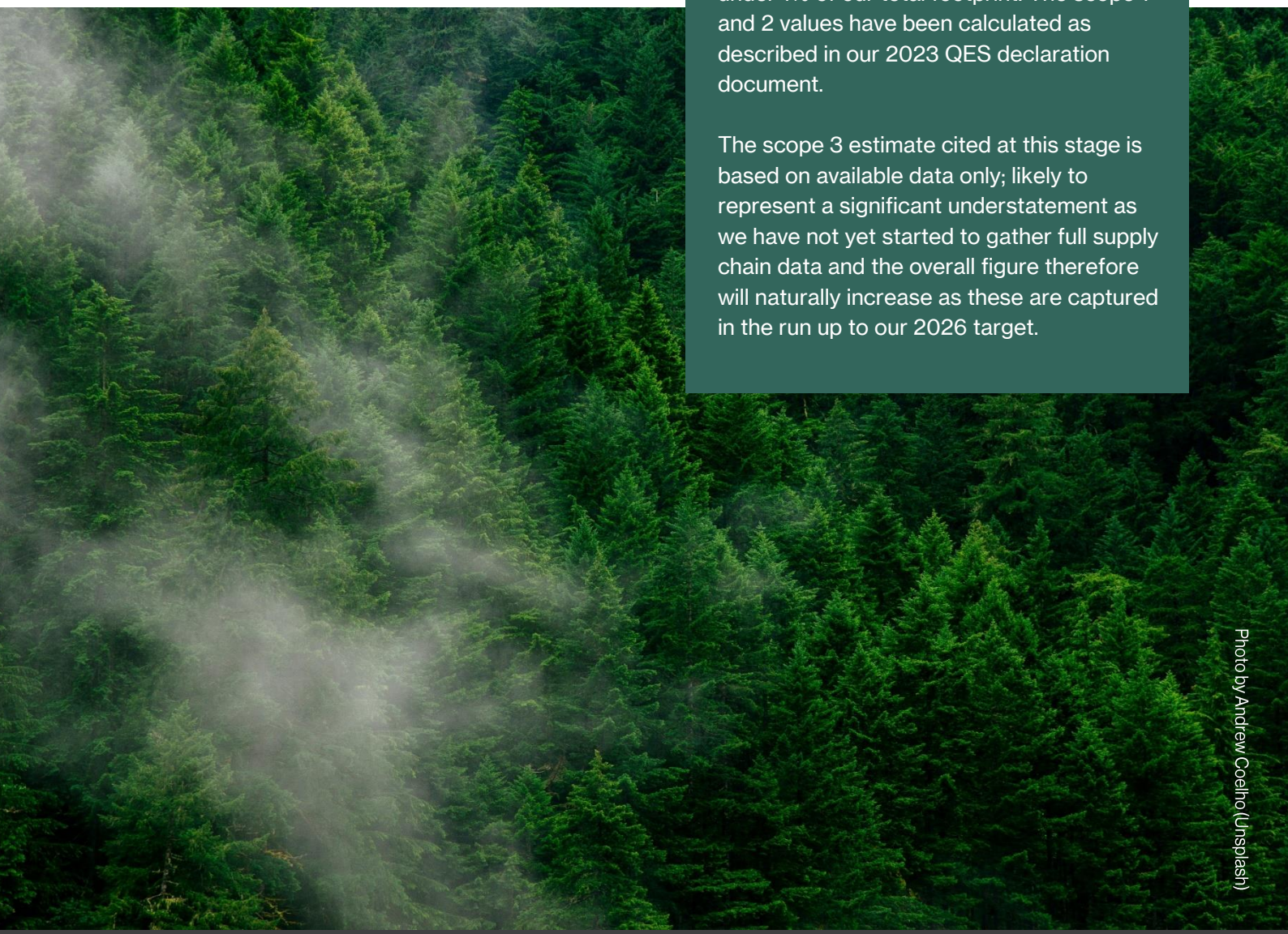


Photo by Andrew Coelho (Unsplash)

2021-22

Scope	GHG Descriptor	Emissions Source	CO2e Kg	% CO2e
1	Fugitive Gases	Refrigerators, air conditioning	160.51	0.26
1	Natural Gas	Boiler: Stationery Combustion Source (Notts)	1,653.50	2.66
2	Purchased Electricity	Office Power via Grid	2,944.03	4.74
Sub Total	**Scopes 1 & 2 emissions**	**Combined items above**	**4,758.04**	**7.66**
TOTAL	**Emissions: all scopes (incomplete data)**	**Other utilities, business travel, commute and home working, waste.**	**62,148.00**	**100**

2022-23

Scope	GHG Descriptor	Emissions Source	CO2e Kg	% CO2e
1	Fugitive Gases	Refrigerators, air conditioning	160	0.23
1	Natural Gas	Boiler: Stationery Combustion Source (Notts)	2,176.9	3.41
2	Purchased Electricity	Office Power via Grid	4,248.76	5.80
Sub Total	**Scopes 1 & 2 emissions**	**Combined items above**	**6,586.4**	**9.44**
TOTAL	**Emissions: all scopes (incomplete data)**	**Other utilities, business travel, commute and home working, waste.**	**70,184**	**100.00**

As per the pie chart below, even the limited Scope 3 items represented in our baseline dwarf the Scopes 1 and 2 emissions that are the core subject of this declaration; of which most are attributable to utilities.

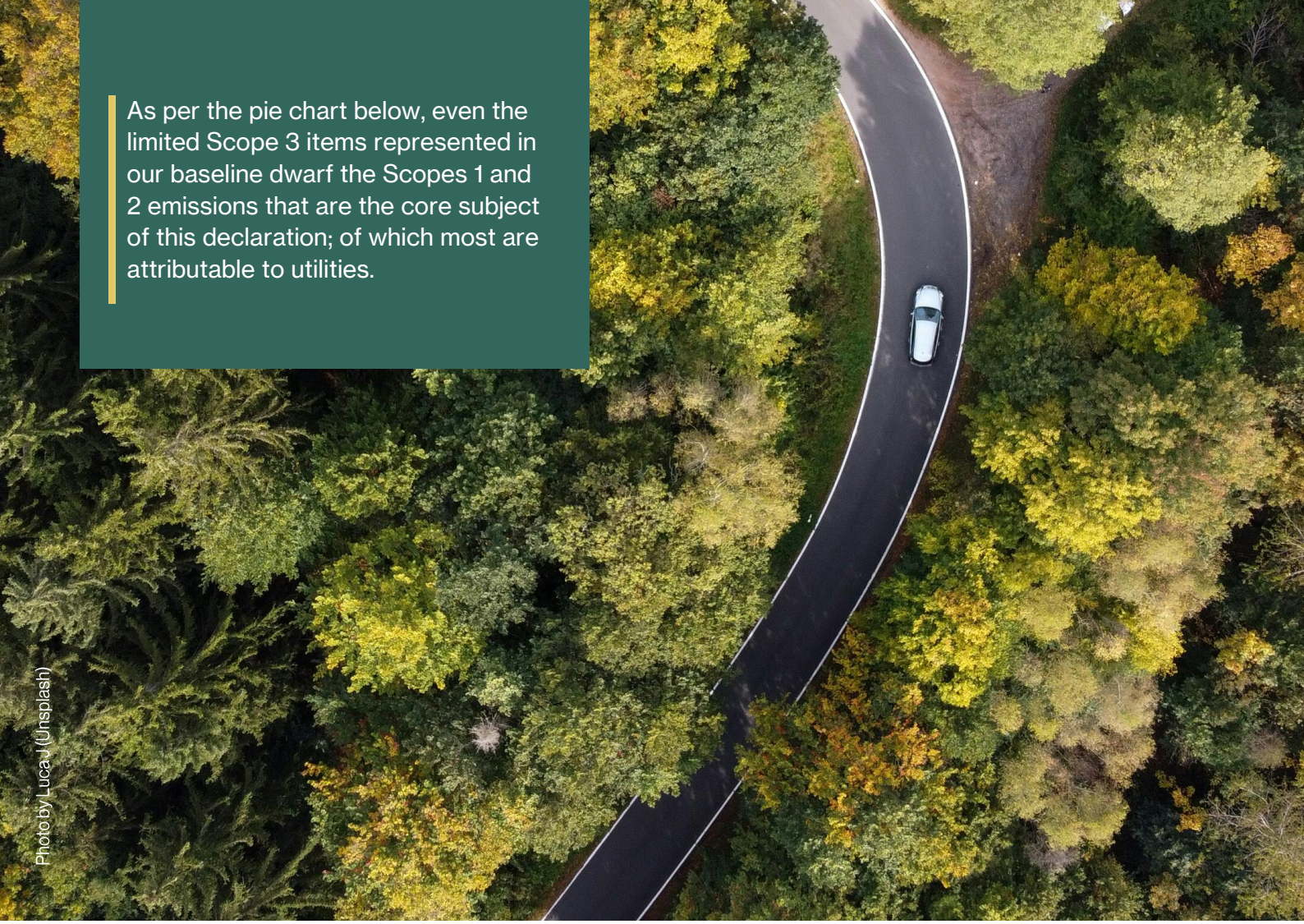
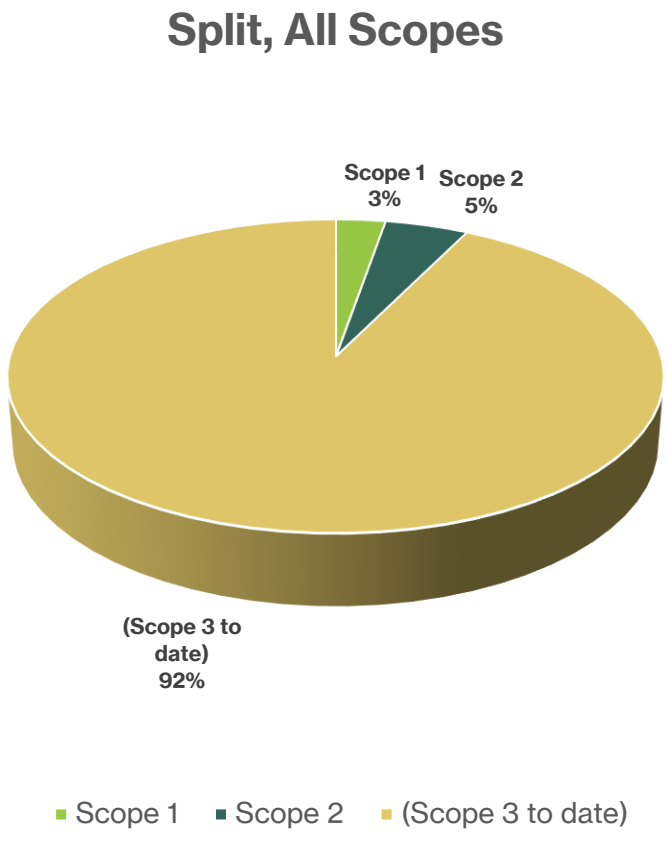


Photo by Luca J (Unsplash)

Our current supplier supply is advertised as 100% renewably sourced. We are aware of the difficulties with energy suppliers' claims of 100% renewable energy being delivered, given that all purchased power comes via the grid, which does not all come via renewable means. Therefore, although many would represent our Scope 2 as 'zero emissions', we do not feel this is a true representation and do not record a nil return for our energy. Instead we rely on Defra emissions factors, which should reduce as renewables' contribution to grid power increases following customer demand.

Refrigerant gases' contribution is deemed de minimis and will be excluded for further recalculations. This is represented in tables as DM after the close of 2023.



2023-24

Scope	GHG Descriptor	Emissions Source	CO2e Kg	% CO2e
1	Fugitive Gases	Refrigerators, air conditioning	160.51 DM	0.22 DM
1	Natural Gas	Boiler: Stationery Combustion Source (Notts)	2,178.08	2.96
2	Purchased Electricity	Office Power via Grid	4,393.28	5.96
Sub Total	**Scopes 1 & 2 emissions**	**Combined items above**	**6,731.87**	**9.14**
TOTAL	**Emissions: all scopes (incomplete data)**	**Other utilities, business travel, commute and home working, waste.**	**73,705.80**	**100.00**

Scope 3 emissions subset

Of the Scope 3 emissions required under PPN06.21, those that are relevant to Focus Consultants comprise:

Category 5 – Waste Generated in Operations* est. (20.24 kg CO_2e)

Measured as *de minimis* as under 0.5% of emissions attributable to waste, calculated as an average from waste provider reports received over a 12-month period. This data is from the previous year due to unexpected cessation of reporting by our outgoing provider during this accounting period. A full years' data is not yet available from our new provider but will be available for 2024-5. Owing to the relatively small contribution this makes to our overall total this has been taken as indicative of our practice, and in fact more steps have been taken to reduce waste since the baseline period so this may overstate. It has been pro-rated as our waste collections are shared.

Category 6 – Business Travel (33,135.71 kg CO_2e). This data is taken from staff expenses claims. Exact mileages are submitted for driven mileages by staff, and rail journeys are taken from cited stations from/to destination as per ticket description for expenses claims for the year. The emissions factor is a composite of various rail methods used as we are not yet able to capture this split in detail.

Photo by Dan Meyers (Unsplash)

Category 7 – Employee Commuting, plus optional emissions from teleworking* (33,802.16 kg CO_2e.) These figures are calculated using the known employee home location, usual office and average office attendance frequency. This is split between known drivers and other transport modes for commuting. We issued staff survey to understand usual staff patterns of work and mode of commute.

We used the Defra 'homeworking' emissions factor for home/tele working multiplied by averaged known homeworking patterns of staff (non-office or site days).

> We are actively working to improve data accuracy in all of the above Scope 3 areas, which has led to an inevitable increase in the overall emissions captured.

Methodology by Source:		
Emission Source	**Data Source**	**Emission Factors (kg)**
Fugitive Gases: (assumed R600A)	Established during baseline years as de minimis.	n/a
Fugitive Gases: (assumed R410A air-con.)	Established during baseline years as de minimis.	n/a
Natural Gas	Measured on site (metered) to obtain primary data, multiplied by annually published DEFRA Emissions factor per unit	2.03 per m^3 (Apr/May 2023) 2.04 June 2023-4)
Purchased Electricity	Metered for Nottingham Head offices for primary data collection; annually published DEFRA emissions factors applied per unit consumed.	0.19121 (Apr/May 2023) 0.207074 per KWh June 2023-4)
Category 5: Waste	Established during baseline years as de minimis.	497.05 per tonne (Landfill), 21.281 (closed loop/combustion disposal).
Category 6: Business Travel	Based on average car Defra emissions factors with mileage taken directly from expenses claims submissions	0.27464 per mile Apr/May; 0.268555 June 2023-4
Category 7: Employee Commuting/remote work	Based on average car Defra emissions factors and staff commute distance estimates / Defra 'homeworking' emissions factor.	0.27464 per mile Apr/May; 0.268555 June 2023-4 0.33378 p/h

3.0 Conclusion

Focus' intention is to seek Net Zero Carbon by 2026 via a reduction in key contributing CO_2 emissions, starting with Scopes 1 and 2, by 2025.

These aims will be attempted by focusing primarily on the areas discussed in the Carbon Reduction Plan appended (Appendix A).

We have targeted an absolute reduction of **10%** against the declared baseline level of Scope 1 & 2 emissions: representing approximately 570kg CO_2e by the end of 2025 – the point of our planned first Declaration of Achievement.

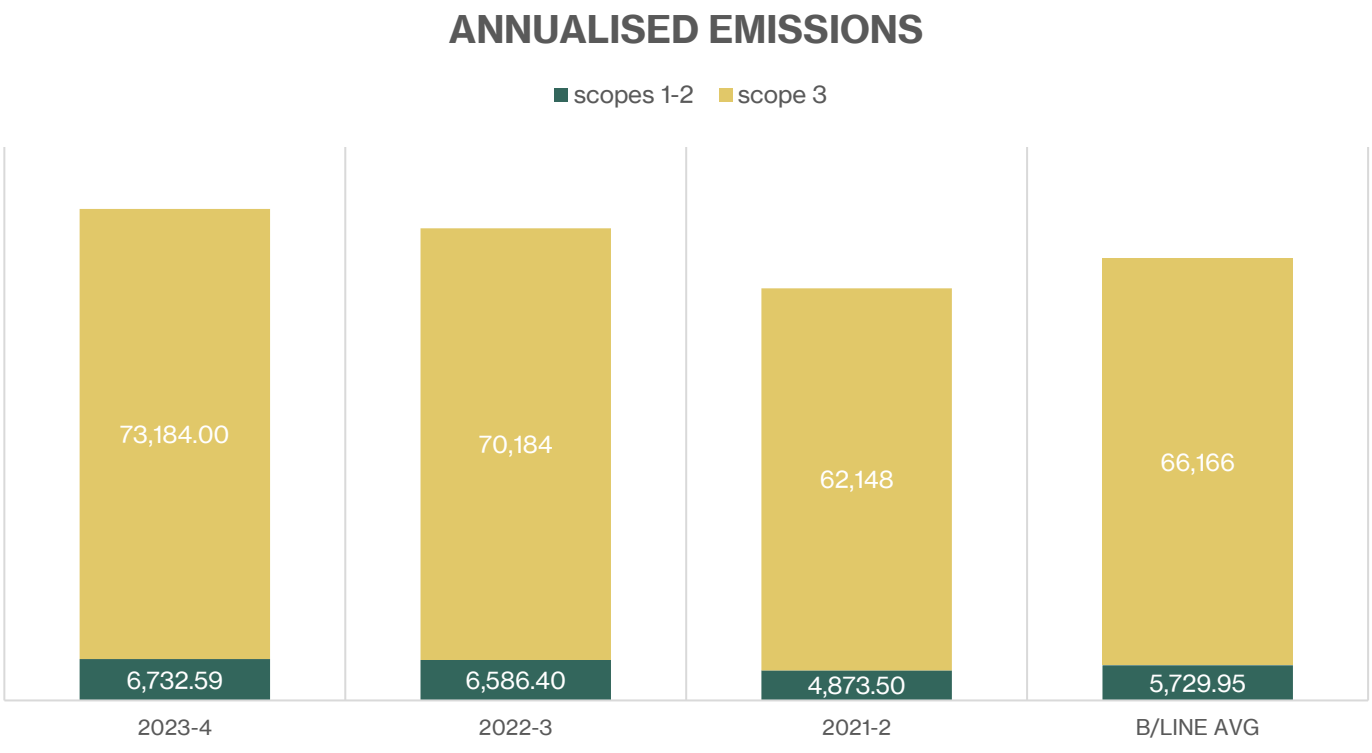
As an interim measurement we declare a combined Scopes 1 and 2 emissions total for 2023-4 of 6,731.87 kg CO_2e. this represents an absolute increase from the (averaged) baseline of 5,729.95 and also a slight rise against the figure of 6,586.40 kg measured in the full previous financial year.

We have not yet declared an absolute reduction across all Scopes but have taken steps to better measure and record these with the intention to reduce before our 2026 target.

Carbon Reduction vs. Projected					
baseline CO_2	2023-4 CO_2	targeted reduction	%	actual reduction	%
5,729.95	6,732.59	572.995	10	-100.26	-1.75
66,166.00	73,705.80	66,16.60	n/a	-7,539.80	-10.61

The overall calculated emissions has increased from 70,184 last year (66,166 for the averaged baseline period) to 73,705.80 kg CO_2e.

This represents more than a 10% increase on the baseline period, impacted both by increased business delivery and improved data collation.



Context

As a minor but noted contributing factor to the Scopes 1 and 2 increase, the emissions factors published in June 2023 – shortly after our initial declaration – worsened compared with the previous year, with an increase in emissions per unit of consumption for utilities. This is a move in the opposite direction than expected and hoped, but outside of our control.

However, the largest impact has been due to two main actors:

1) the higher work volumes produced between the years measured.

Whilst disappointing to see an increase, we are contemplating this rise in the context of a rapidly growing company. Focus' turnover for the year 2021-22 totalled £3,845,351 and the subsequent year £4,669,289.

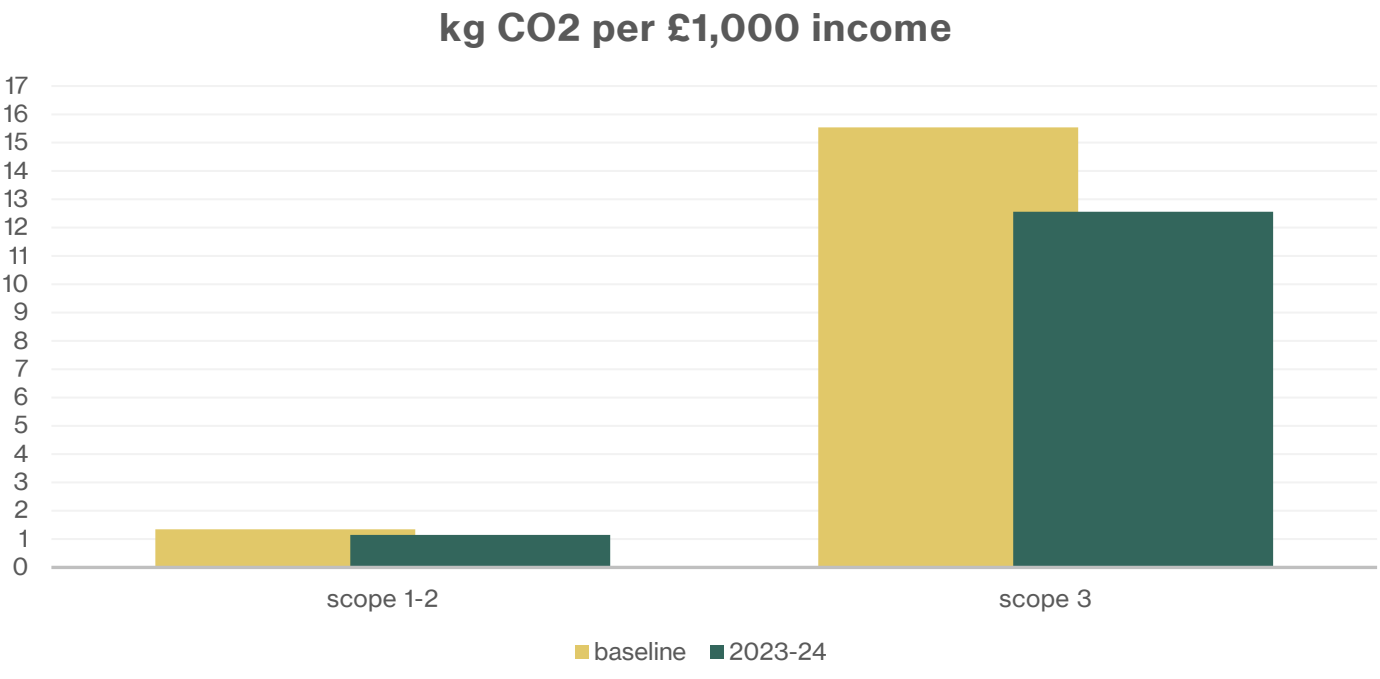
The latest year closed with initial indications of turnover at c. £5,870,000.

If we take an average of the turnovers across the selected baseline years, and compare 2023-4 figures, this represents a 37.9% increase in revenue. Had no decoupling of emissions occurred, we might expect direct correlation in emissions growth and turnover.

We can helpfully demonstrate the effect of this change as an intensity reduction as per the below figures and chart (using kg of CO_2 per £1,000 of income generated):

Baseline period: Scopes 1-2: CO_2	5,730 kg over £4,257,320 average turnover	= 1.35 kg
Baseline period: Scope 3 (Est.): CO_2	66,166 kg over £4,257,320 average turnover	= 15.54 kg
2023-4 period: Scopes 1-2: CO_2	6,732 kg over £5,870,000 turnover	= 1.15 kg
2023-4 period: Scope 3 (Est.) CO_2:	73,184 kg over £5,870,000 turnover	= 12.56 kg

Carbon Intensity



Offsetting

For any residual CO_2e produced by 2025 that we have not successfully reduced via the above actions, we will utilise offsetting schemes to compensate for these remaining emissions.

We originally anticipated the quantity of emissions requiring offset across scopes 1 and 2 to be no more than **90%** of the whole of those measured in the baseline year, that is 5,123.23 kg CO_2e at the point of our first Declaration of Achievement.

Given offsets are sold per tonne, we anticipate the likely number of credits will be 6 to cover scopes 1 and 2, and 70 to cover all scopes depending on the ultimate impact of adding all emissions captured throughout our supply chain in the second phase of our reduction planning.

Declaration

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 using PAS 2060 as a guide, based on estimates where primary data unavailable.

This Carbon Reduction Plan has been reviewed and signed off on behalf of the board by the Managing Partner and lead for our Net Zero agenda.

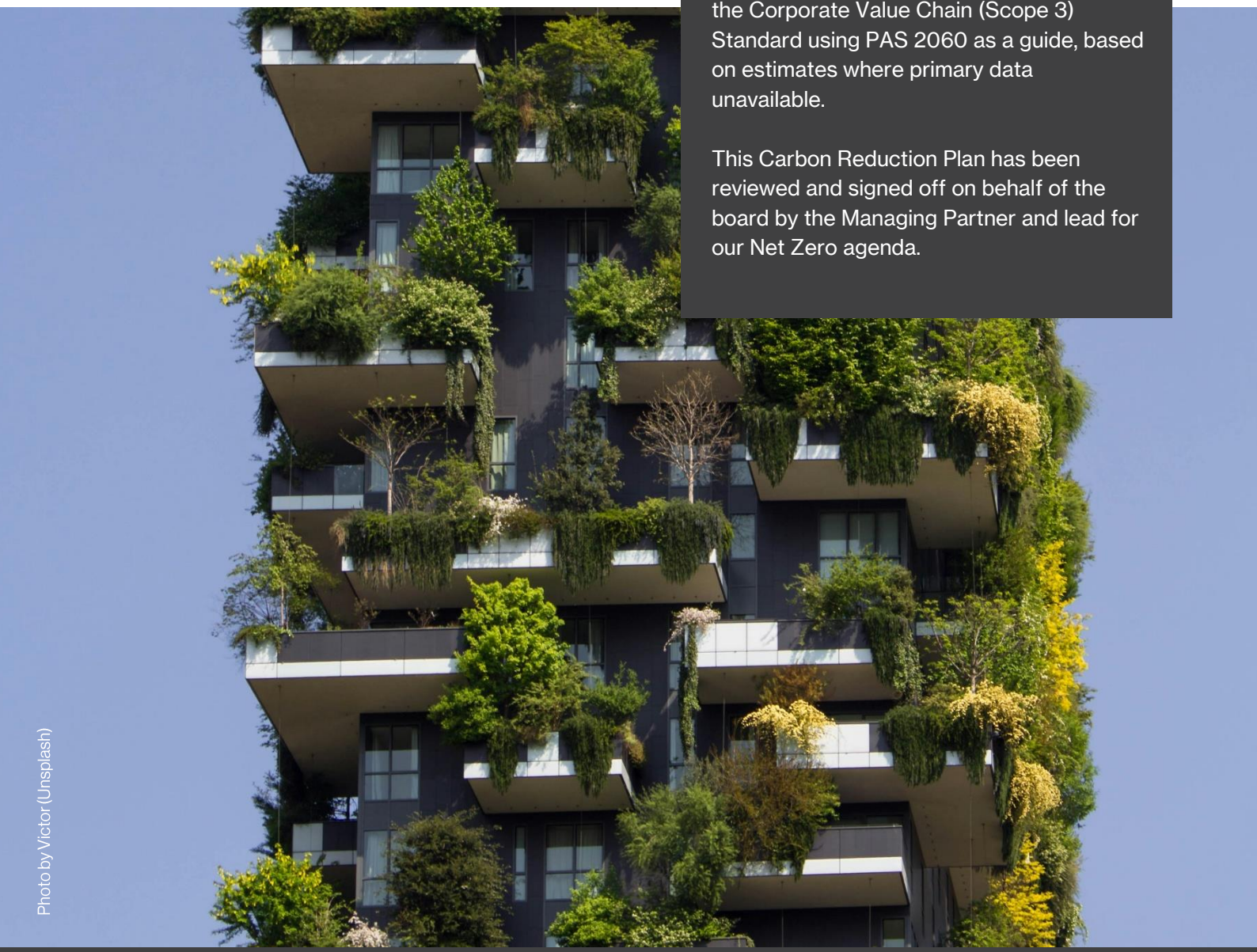


Photo by Victor (Unsplash)

Appendix A

Carbon Reduction Plan

Focus Consultants 2010 LLP, Focus House, Millennium Way West, Phoenix Business Park, Nottingham NG8 6AS T. 0115 976 5050

Progress on achieved/ongoing activities

Date:	September 2024	Rev:	1

WE HAVE:

SCOPE 2

- Installed technological solutions to reduce power demand from the grid – PV panels at head office give a measurable power input and powersave equipment is now in place.
- Taken up a green tariff from our energy provider.

SCOPE 3

- Made progress in our education and information to staff to promote good practice, including employee surveys to assist engagement and appreciate areas of staff concern. This is undertaken via our Net Zero Carbon Working Group.
- Improved data capture and are liaising with third parties to extend data to cover a wider range of supply chain emissions sources.
- Significantly reduced waste and consumable usage: we use recycled paper and refurbished / used fixtures and fittings in our offices wherever possible plus pass on items otherwise destined for the skip to other users.
- Removed our previous waste provider to broaden the range of recycled material and to ensure we gain primary data so we may better understand the collections breakdown to create accurate emissions data.
- Started to include carbon/sustainability questions in our supply chain documentation and trialled data capture for sub-consultants' business mileage on our behalf.
- Effected employment of flexible, hybrid working and encouraging remote meetings in lieu of face-to-face contact.
- Taken the decision to include sustainability as a key item in decision making surrounding events and socials.

ONGOING / PROPOSED ACTIVITIES:

SCOPE 1

- Prioritise sustainability of heating/cooling/efficiency solutions in any future office premises' selection between now and 2025
- Investigate alternatives for head office gas boiler and prioritise efficiency of use in current form: factor in lower carbon heating alongside improved insulation. Requires landlord engagement and buy in to obtain more accurate data on leased asset utilities usage and any desired changes identified
- Utilising natural ventilation systems as the first means of office comfort cooling in lieu of active cooling systems; engage air conditioning maintenance company about re-gassing options with lower Global Warming Potential than gas currently used.

SCOPE 2

- Our energy tariff is advertised as '100% renewably sourced', but we will continue to investigate alternative green energy providers for future renewals to ensure the validity of the energy sourcing long-term.
- We will work to ascertain power usage efficiency gains via Powersave (technology aimed at reducing usage); plus continue to log PV KWh contribution to power used.

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SCOPE 3

- Continue to measure, improve, and categorise the enhanced data collection for calculating emissions against our baseline.
- Continue improved Carbon Emissions data visibility for stakeholders via website and other communication channels - lessons learned; celebrating successful reduction initiatives; exploring unwanted increases.
- To continue awareness and engagement exercises. Enable the upskilling of Focus staff / supply chain to understand and contribute optimally to desired behavioural changes and reliable capture of data.
- To continue development of suitable social value interventions and resources/materials to support clients project specific KPIs, to assist in achieving their environmental/carbon reduction goals.
- Investigate and decide on the Carbon reduction route post-retirement of the PAS2060 standard at the end of 2025.

IN ANTICIPATION:

In anticipation of planning for Scope 3 data management ahead of assessing a baseline year for all emissions, we will also plan for:

- To further engage our supply chain and help them to support us in relevant emissions capture for their services provided to us.
- Continuing to employ flexible, hybrid working and encouraging remote meetings in lieu of face-to-face contact where possible, as a means of reducing mileage and thereby our carbon impact; with particular emphasis on client meetings requiring travel outside of routes where good public transport exists. This may include team penalties for a failure to minimise travel.
- Offer suitable incentives to encourage car sharing, cycle, and public transport use to promote lower carbon business travel. This may comprise team incentives for hitting pre-set reduction targets to minimise travel, given job location / distance. Continue staff consultation to ascertain the incentives most likely to encourage modified behaviour.
- To develop current consideration of geographical location for Focus events and socials for ease of sourcing lower carbon transit to include other aspects.
- To consider potential for roll out of low emissions vehicles to operatives with the largest travel burden for business, e.g., surveyors, site testers. This may include preferential mileage rates for staff using lower emissions vehicles.
- To hold regular workshops to investigate, discuss and target subcategories of Scope 3 emissions sources, for bite size roll out of capture and reduction initiatives from now to 2026 internal deadline.
- To continue development of enhanced data capture, plus supply chain feedback, to determine where emissions savings could be made:
  - in meeting/event catering (waste avoidance, local source, low food chain choices)
  - in waste reduction and recycling
  - in subconsultant selection – especially geographically
  - in wider areas such as company investments
  - surrounding non-car mileage - e.g., on public transport (not currently captured).
- Travel planning exercise for any prospective premises to support lower emission travel options.

Appendix B

Evidence in Support of Calculations (Scopes 1 and 2)

ITEM	DESCRIPTION
R600A F. Gas	Calculation of emissions from refrigerators
R410A F. Gas	Refrigerant gas calculation (POL1) – Air conditioning
Natural Gas	Heating consumption calculation
Power	Purchased electricity emissions calculated against usage
Water	Measured water usage by meter reading
Waste	Measured waste disposal (waste provider data, by weight)
Business Travel	Emissions associated with travel to client sites and meetings
Commute/Teleworking	Emissions from Office Attendance; Homeworking

REFRIGERANT GASES (SCOPE 1)

Refrigerator- isobutane R600a	Units	Charge Capacity (kg)	Time (yr)	Leak Rate %	GWP (kg)	CO2e kg	CO2e/yr
Using UK Govt Estimates	2.5	0.22	1	0.3	3	0.495	0.000495

POL1 Calculation Template Used — For Air Conditioning — Charge capacity based on manufacturer literature for unit in head office multiple units; includes shared appliances — 2023-4 — t CO2e/yr — 0.000495

System Type/Name	R-number	Refrigerant charge (kg per kiwi coolth capacity)	System Capacity (kW)	Total Refrigerant Charge (kg)	Operational Life (yr)	Refrigerant Global Warming Potential	Annual Leakage Rate (% Refrigerant Charge)	Annual Purge Release Factor (% Refrigerant Charge)	Annual Service Release (% Refrigerant Charge)	Probability Factor For Catastrophic Failure (%)	Refrigerant Recovery Efficiency (%)	Refrigerant Loss (Operational)	Refrigerant Loss (Retirement)	Total Lifetime Refrigerant Loss (kg)	CO_2 Equivalent (kg)	Direct Emissions Life Cycle $kgCO_2equiv/kW$ Coolth Capacity
LG E09SQU.UB0 Air Conditioner Split System	R410A		2.50	0.90	15	2088	15.00%	0.50%	0.25%	1.00%	95.00%	2.26	0.05	2.31	4815.45	**1926.18**

CO2e kg — Figures Cited Over 15 year Lifespan

4,815.45 / 15 years — 321.03 kgCO2e/yr

Pro Rate for Proportional of Server rm/Meeting RM Use — 160.51 kg CO2e/yr — 2023-4 — t CO2e/yr — **0.161** — assumed constant across each year

GAS USE AT PREMISES (SCOPE 1)

Focus Proportional Use @ 40%

2023/4	(Mar prev)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL kg
Meter Reading	54004	54273	54368	54368	54368	54368	54368	54558	54948	55438	55966	56382	56675	
Usage		269	95	0	0	0	0	190	390	490	528	416	293	
CO_2e (Em. Factor 2.03 then 2.04 from Jun)		218.428	77.14	0	0	0	0	155.04	318.24	399.84	430.848	339.456	239.088	2178.08

t CO2e/yr — **2.178**

ELEC. USE AT PREMISES (SCOPE 2)

Focus Proportional Use @ 40%

2023/4	(Mar prev)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL kg
Meter Reading	268128	272550	276365	280035	284363	288679	292789	297168	302077	307350	312527	317494	321799	
Usage		4422	3815	3670	4328	4316	4110	4379	4909	5273	5177	4967	4305	
CO_2e (Em. Factor 0.19121 then 0.207074 from Jun)		338.2122	291.78646	303.9846	358.486509	357.492554	340.429656	362.710818	406.6105064	436.760481	428.808839	411.414623	356.581428	4393.28

t CO2e/yr — **4.393**

SCOPES 1 & 2 TOTALS — 2023-4 — t CO2e/yr — **6.732**

SELECTED SCOPE 3: WATER

Focus Proportional Use @ 40%

2023/4	(Mar prev)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL kg
Meter Reading	4440	4454	4469	4489	4508	4528	4546	4566	4582	4600	4619	4641	4661	
Usage		14	15	20	19	20	18	20	16	18	19	22	20	
CO_2e (Em. Factor 0.149 then 0.177 from June)		0.8344	0.894	1.416	1.3452	1.416	1.2744	1.416	1.1328	1.2744	1.3452	1.5576	1.416	15.32

t CO2e/yr — **0.015**

SELECTED SCOPE 3: WASTE

Focus proportional use @ 40%

2023/4*	(Mar prev)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL kg
Landfill, divided by 12		0.273709	0.2737089	0.273709	0.27370887	0.27370887	0.27370887	0.27370887	0.27370887	0.27370887	0.27370887	0.27370887	0.27370887	3.28
Closed loop/combustion, divided by 12		1.41269	1.4126895	1.41269	1.41268953	1.41268953	1.41268953	1.41268953	1.41268953	1.41268953	1.41268953	1.41268953	1.41268953	16.95
CO_2e (Em. Factor, Landfill 497.05, other 21.281)														

**Jun - May 2022-3 data*

t CO2e/yr — **0.020**

SELECTED SCOPE 3: BUSINESS TRAVEL

2023/4	(Mar prev)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL kg
staff vehicle mileage (diesel/petrol/hybrid)		7177	9751.1	10659.68	10261.89	10375.17	10844.68	8968.77	10144.68	6750.08	8910.39	13576.77	12404.79	
CO_2e (Em. Factor 0.27464, then 0.26855 from June		1971.091	2678.0421	2862.71	2755.88187	2786.30378	2912.39304	2408.60803	2724.404537	1812.76773	2392.92979	3646.10947	3331.368378	32282.61
estimated non-car travel (train/tube)		2241	2241	2241	2241	2241	2241	2241	2241	2241	2241	2241	2241	
CO_2e (Em. Factor 0.0322, then 0.0316 from Jun)		72.18891	72.18891	70.87262	70.8726163	70.8726163	70.8726163	70.8726163	70.87261625	70.8726163	70.8726163	70.8726163	70.87261625	853.10

t CO2e/yr — **33.136**

SELECTED SCOPE 3: EMPLOYEE COMMUTING/REMOTE WORK

2023/4	(Mar prev)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL kg
Estimated commute (car) 35% office attendance		7102.813	7102.8125	7102.813	7102.8125	7102.8125	7102.8125	7102.8125	7102.8125	7102.8125	7102.8125	7102.8125	7102.8125	
CO_2e (Avg Em. Factor 0.22, then 0.229 from Jun)		1562.619	1562.6188	1626.544	1626.54406	1626.54406	1626.54406	1626.54406	1626.544063	1626.54406	1626.54406	1626.54406	1626.544063	19390.68
Estimated non-car commute (66% train/ 33% tube)		2240.5	2240.5	2240.5	2240.5	2240.5	2240.5	2240.5	2240.5	2240.5	2240.5	2240.5	2240.5	
CO_2e (Em. Factor 0.03694, then 0.035463 from Jun)	TRAIN	54.62429	54.624286	52.4402	52.440202	52.440202	52.440202	52.440202	52.44020199	52.440202	52.440202	52.440202	52.44020199	633.65
CO_2e (Em. Factor 0.0275, then 0.027802 from Jun)	TUBE	20.33254	20.332538	20.55583	20.5558257	20.5558257	20.5558257	20.5558257	20.55582573	20.5558257	20.5558257	20.5558257	20.55582573	246.22
Monthly homeworking 'telecommute' pp (22 days)		55.0737	55.0737	55.0737	55.0737	55.0737	55.0737	55.0737	55.0737	55.0737	55.0737	55.0737	55.0737	
Headcount		42	43	43	44	45	48	45	46	46	47	47	47	
CO_2e (Em. Factor 0.33378 p/h for 0.45 of week		1040.893	1065.6761	1065.676	1115.24243	1189.59192	1115.24243	1140.02559	1140.02559	1164.80876	1164.80876	1164.80876	1164.808755	13531.61

t CO2e/yr — **33.802**

SCOPE 3 TOTALS — t CO2e/yr — **66.973**

FULL TOTAL (ALL) — t CO2e/yr — **73.706**