

Completed for period April 2023 - March 2024	Metric used	Value	2023 GVT Conversion rate	kgCO2e	Tonnes CO2e	% of total emissions
Scope 1						
Electricity	kWh			0	0	0%
Gas				0	0	0%
Refrigerants (optional)				0	0	0%
Company owned vehicles	miles	936	0.405	379.08	0.37908	2.2%

Scope 2						
Electricity	kWh	22030	0.207074	4561.84022	4.56184022	2.2%

Scope 3						
Employee commuting -Bus	km	10.62	0.118363	1.25701506	0.001257015	0%
Employee commuting - Taxi	km	261.41	0.208056	54.38791896	0.054387919	0%
Employee commuting - National Rail	km	46262.81	0.035463	1640.618031	1.640618031	1%
Employee commuting - Underground	km		0.03084	0	0	0%
Business travel (average car)	km	37884.13	0.17819	6750.573125	6.750573125	3.2%
Business travel (EV car)	km	21861.27	0.07683	1679.601374	1.679601374	0.8%
Business travel accommodation				0	0	0%
Employees working from home				760.71	0.76071	0%
Water	m3	31	0.177	5.487	0.005487	0%
Waste - Paper (shred it)	kg	150	21.281	3192.15	3.19215	2%
Waste from operations (municipal)	kg	109	520.335	56716.515	56.716515	26.8%
Purchased goods and services - standard	£	215,252.60	0.63	135609.138	135.609138	64.2%
Purchased goods and services - services	£	-	0.18	0	0	0.0%

2019 Baseline year as sites closed during COVID until Jan 2023

	2023-24	2023-24	Variance to 2019	2019-20	2019-20
Head Office Total kgCO2e	211351.36		-61%	535905.12	
Head Office Total tonnes CO2e		211.35	-61%		535.91
Total Scope 1 kgCO2e	379.08	0.38	279%	100.00	0.0999972
Total Scope 2 kgCO2e	4561.84	4.56	-25%	6055.93	6.0559308
Total Scope 3 kgCO2e	206410.44	206.41	-61%	529749.19	529.749189

Sites Scope 3					
Employee commuting -Bus	km	50414	0.118363	5967.17416	5.96717416
Employee commuting - Taxi	km	0	0.208056	0	0
Employee commuting - National Rail	km	55522	0.035463	1968.984842	1.968984842
Employee commuting - Underground	km	113339	0.03084	3495.386443	3.495386443
Business travel (average car)	km	618555	0.17819	110220.2543	110.2202543
Business travel (EV car)	km	60704	0.07683	4663.911738	4.663911738
Purchased goods and services - standard	£	6,464,931.11	0.63	4072906.599	4072.906599
Purchased goods and services - services	£	902,956.07	0.18	162532.0926	162.5320926

Sites Total kgCO2e	4361754.40		-32%	6445356.50	
Sites Total tonnes CO2e		4361.75	-32%		6445.36
Head Office and Sites Total kgCO2e	4573105.76			6981261.62	
Head Office and Sites Total tonnes CO2e		4573.11			6981.26
Actual Reduction		34%	2408.16	2023-24 Target	10% Reduction
					698.13

Artizian's Net Zero Plan /KPI's

Carbon Footprint Baseline Year (Apr- Mar)	1999-20	2030 Goal of 50% Reduction	2023-24 Actual	2024-25 Target
Carbon Footprint - Scope 1 & 2	tonnes 6.16	tonnes 0	tonnes 4.94	tonnes 4,6436
Carbon Footprint Head Office - Scope 3	529.75	211.9	234.844	220.75336
Total Carbon Footprint Head Office - Scope 1, 2 &3	535.91	211.9	239.784	225.39696
Carbon Footprint Sites - Scope 3	6445.35	3222.675	4361.75	4100.045
Total Carbon Footprint - Scope 1, 2 &3 inc sites	6981.26	3434.58	4601.53	4325.44

Vision	<p>Artizian is passionate about making a positive difference to the wellbeing of our customers and our planet so together, we can thrive.</p> <p>We know that doing business sustainably is vital for everyone's future. It's crucial that we act now and that's why we're working towards achieving net zero carbon emissions by 2040. To reach this goal, we'll be taking the following actions.</p> <p>We've made a commitment to halve our greenhouse gas emissions before 2030, achieve net zero emissions before 2040 and we'll update our action plan regularly as required and disclose our progress yearly.</p>
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	2023/24	2025/26	2030	2035	2040
Strategy	<ul style="list-style-type: none">•Scope 1 & 2 Carbon Emissions to reduce to net zero by 2025•Scope 3 Head Office by 10% each year•Scope 3 sites - aligned with procurement partner goals of 3% for 67% of suppliers by April 2024•Register for B Impact Assessment and start working on it	<ul style="list-style-type: none">•Bcorp Certification•Scopes 1 & 2 Net Zero by end 2026	<ul style="list-style-type: none">•50% reduction in emissions at HO	<ul style="list-style-type: none">•90% reduction in emissions by 2033•Residual Carbon Emissions offset 2035	<ul style="list-style-type: none">•Net Zero achieved
Buildings - Head Office, Hurst	<ul style="list-style-type: none">•Replace lighting with LED•Implement practices that minimise energy usage•Cascade Carbon Emission reduction plan•Educate and Incentivise behavioural change with Giki Zero Employee sustainability app•Waste data to be recorded by cleaners and reduced				
Renewable Energy - Head Office, Hurst	<ul style="list-style-type: none">•Electricity supplier/ tariff to be changed to a renewable energy supplier once current tariff arrangement expires - Ecotricity?				
Transport	<ul style="list-style-type: none">•Capture business mileage of varying transportation used via new expense forms•Car share where possible•Taxi company to only provide electric vehicles for our account•Pilot electric car salary sacrifice scheme to encourage move to electric vehicles•Replace van with electric vehicle				
Food & Bevs - sourcing, wastage etc	<ul style="list-style-type: none">•Procurement Company - Allmanhall signed up for SBTi•Allmanhall completing B Impact Assessment•Aligning goals to ensure we achieve net zero by 2040Reduction targets for ruminant meats, poultry and other meats and air freighted products•Wastage monitoring in place - reduction targets to be issued to sites•Waste oil and prepackaged food collected for repurposing or redistribution				
Sourcing - other	<ul style="list-style-type: none">•Removal of plastic from all sites•Packaging sourced from low carbon suppliers•Packaging that is aligned with client site sustainable waste streams				
Carbon Removals	<ul style="list-style-type: none">•Look into options•Research - carbon removal quality criteria and principles agreed (Earthly?)	<ul style="list-style-type: none">•Set up investment model	<ul style="list-style-type: none">•Review investment model	<ul style="list-style-type: none">•Residual scope 3 emissions neutralised with carbon removal	

Artizian's Net Zero Plan

		2030 Emissions Goal with 50% reduction	2023/24 Emissions Goal	2023-24 Actual	2023-24 Actual Emissions Reduction	2023-24 Actual Reduction on 1999-20
Carbon Footprint Baseline Year	1999-20 tonnes	3490.63	6283.13	4601.53	1681.60	34%
Carbon Footprint - Scope 1 & 2		<div>2024/25 Emissions Goal</div> <div>4325.44</div> <div>2024/25 Emissions Reduction Goal (6%)</div> <div>276.09</div>				
Carbon Footprint Head Office - Scope 3	529.75					
Total Carbon Footprint Head Office - Scope 1, 2 & 3	535.91					
Carbon Footprint Sites - Scope 3	6445.35					
Total Carbon Footprint - Scope 1, 2 & 3 inc sites	6981.26					
10% reduction each year in tonnes		698.13				
Vision		Artizian is passionate about making a positive difference to the wellbeing of our customers and our planet so together, we can Thrive.				
		We know that doing business sustainably is vital for everyone's future. It's crucial that we act now and that's why we're working towards achieving net zero carbon emissions by 2040. To reach this goal, we'll be taking the following actions.				
		We've made a commitment to halve our greenhouse gas emissions before 2030, achieve net zero emissions before 2040 and we'll update our action plan regularly as required and disclose our progress yearly.				

Strategy

Actions	Timings	Cost	Owner	Approximate Emissions Reductions
1. Review annually and revise to ensure targets are met each year	Apr-25	No Cost	Managing Director	Target reduction of 8% Achieved 34% up to 2024
2. B Impact Assessment - complete questions each month	Dec-26	No Cost	Managing Director	No reductions
3. Giki Zero employee sustainability app launched with regular challenges encouraging team players to reduce emissions at home and in the workplace	In place - Launched in 2023	£3,000	Managing Director	Awareness - reductions will be personal rather than company but will influence positive behaviour in workplace. 25015 kg carbon emissions savings achieved
4. Guardians ofGrub wastage monitoring implemented in sites focusing on preparation, plate and spoilage waste. Each site has a Guardians for Grub Champion who has completed the 5 modules: Level 1: Getting started – core knowledge to take action. Level 2: Measuring food waste – tips, guidance, and tools to interpret the data. Level 3: Building awareness – ideas and practical ways you can raise awareness of your progress across your teams/organisation/community. Level 4: Reporting – why reporting is so important and what it can tell you. Level 5: Keeping it going – culture change and how you can integrate action.	In place - launched 2023	No Cost	Manager Compliance & Business Support	20% by end 2025 50% by end 2030 17% reduction achieved in 2024
5. Klimato carbon labelling software implementation to inform and inspire customers to nudge buying and selection behaviour to lower carbon options	July 2023 - recipes uploaded April 2024 - Procure Wizard synch to Klimato delayed until March 2025 September 2025 - launch into all sites	Recipe uploading £1,500 Monthly subscription per site £300	Head of Operations	15% by end 2026

Artizian's Net Zero Plan

Carbon Footprint Baseline Year	1999-20 tonnes	2030 Emissions Goal with 50% reduction	2023/24 Emissions Goal	2023-24 Actual	2023-24 Actual Emissions Reduction	2023-24 Actual Reduction on 1999-20
Carbon Footprint - Scope 1 & 2	6.16	3490.63	6283.13	4601.53	1681.60	34%
Carbon Footprint Head Office - Scope 3	529.75	<div>2024/25 Emissions Goal</div> <div>4325.44</div>				
Total Carbon Footprint Head Office - Scope 1, 2 & 3	535.91					
Carbon Footprint Sites - Scope 3	6445.35	<div>2024/25 Emissions Reduction Goal (6%)</div> <div>276.09</div>				
Total Carbon Footprint - Scope 1, 2 & 3 inc sites	6981.26					
10% reduction each year in tonnes	698.13					

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Buildings - Head Office, Hurst

Actions	Timings	Cost	Owner	Approximate Emissions Reductions in tonnes
1. Relocate to a BREEAM certified building	May-25	TBC	Head of Finance	4.5
2. Purchase only recycled paper	In Place	TBC	All departments	TBC
3. Only turn lights on in occupied areas	In Place	No Cost	Head office employees	0.3
4. Only put air conditioning or heating on if required and space occupied	In Place	No Cost	Head office employees	0.55
5. All equipment to be turned off and not left on stand by	In Place	No Cost	Head office employees	0.05
6. Dishwasher only to be run when full	In Place	No Cost	Head office employees	0.5
7. Bins only to be emptied when full / at the end of the week saving bin liners	In Place	No Cost	Head office employees	0.1
8. Email message built into signature strip informing that each email generates 18g of emissions, hence we are grateful for their email but not sending an email saying thank you	In place	No Cost	Head office employees	0.45
9. Bookwork scanned at site level in place of photocopying	In place	No Cost	Site Managers	0
10. Cleaners to log waste / refuse data weekly	In Place	No Cost	Cleaners	0
11. Server being replaced with a cloud solution	In Place	Cost neutral	Head of Finance and Head of operations	TBC
12. Eco search engine Ecosia - extension to edge to be used	In place	No Cost	Head office employees	0
13. Laptop, PC and printer / copiers settings to be updated to energy saving modes for laptops, computers and printers	In Place	No cost	Head office employees	TBC
14. Photocopiers defaulted to print on both sides and in black and white unless colour required	In place	Saving expected	Head office employees	TBC
15. Shred it used to collect and recycle confidential waste paper	In place	£95 monthly	Head office employees	4
16. Cascade Carbon Emissions reduction plan to Head Office	In Place	No Cost	Head office employees	0
17. Replace any equipment with most effective energy rating	Ongoing		Head office employees	TBC

Artizian's Net Zero Plan

Carbon Footprint Baseline Year	1999-20 tonnes	2030 Emissions Goal with 50% reduction	2023/24 Emissions Goal	2023-24 Actual	2023-24 Actual Emissions Reduction	2023-24 Actual Reduction on 1999-20
Carbon Footprint - Scope 1 & 2	6.16	3490.63	6283.13	4601.53	1681.60	34%
Carbon Footprint Head Office - Scope 3	529.75	<div>2024/25 Emissions Goal</div> <div>4325.44</div>				
Total Carbon Footprint Head Office - Scope 1, 2 & 3	535.91					
Carbon Footprint Sites - Scope 3	6445.35	<div>2024/25 Emissions Reduction Goal (6%)</div> <div>276.09</div>				
Total Carbon Footprint - Scope 1, 2 & 3 inc sites	6981.26					
10% reduction each year in tonnes	698.13					

Vision	<p>Artizian is passionate about making a positive difference to the wellbeing of our customers and our planet so together, we can Thrive.</p> <p>We know that doing business sustainably is vital for everyone's future. It's crucial that we act now and that's why we're working towards achieving net zero carbon emissions by 2040. To reach this goal, we'll be taking the following actions.</p> <p>We've made a commitment to halve our greenhouse gas emissions before 2030, achieve net zero emissions before 2040 and we'll update our action plan regularly as required and disclose our progress yearly.</p>
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	Actions	Timings	Cost	Owner	Approximate Emissions Reductions in tonnes
Renewable Energy - Head Office, Hurst	1. Relocating to a BREEAM certified building	May-25	TBC	Head of Finance	6

Artizian's Net Zero Plan

Carbon Footprint Baseline Year	1999	2030 Emissions Goal with 50% reduction	2023/24 Emissions Goal	2023-24 Actual	2023-24 Actual Emissions Reduction	2023-24 Actual Reduction on 1999-20
Carbon Footprint - Scope 1 & 2	tonnes 6.16	3780.6	7561.20	4601.53	2959.67	39%
Carbon Footprint Head Office - Scope 3	1109.69	<div>2024/25 Emissions Goal</div> <div>4325.44</div> <div>2024/25 Emissions Reduction Goal (6%)</div> <div>276.09</div>				
Total Carbon Footprint Head Office - Scope 1, 2 & 3	1115.85					
Carbon Footprint Sites - Scope 3	6445.35					
Total Carbon Footprint - Scope 1, 2 & 3 inc sites	7561.20					
10% reduction each year in tonnes	698.13					

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Transport

Actions	Timings	Cost	Owner	Approximate Emissions Reductions in tonnes
1. Van to be disposed of or replaced with electric vehicle	2025	TBC	Head of Finance	0.1
2. Pilot salary sacrifice for Octopus electric dreams car leasing	In place	Cost neutral	Head of Finance	2.2
4. New Expense forms for capturing mileage of all business travel	In place	No Cost	Managing Director	10
5. Arrange with taxi company to only supply electric vehicles	In place	No Cost	Head of Finance	0.01
6. Encourage car share where possible	In place	No Cost	Managing Director	0
7. Operations meetings for site managers to be virtual meetings rather than travelling to meet up for 8 out of 12 meetings	In place	Saving travel costs		2
8. Induction Training changed from a set location where team players travel for the training to online training to save on transportation costs and energy	In place	Saving travel costs		4

Artizian's Net Zero Plan

Carbon Footprint Baseline Year	1999	2030 Emissions Goal with 50% reduction	2023/24 Emissions Goal	2023-24 Actual	2023-24 Actual Emissions Reduction	2023-24 Actual Reduction on 1999-20
	tonnes	3780.6	7561.20	4601.53	2959.67	39%
Carbon Footprint - Scope 1 & 2	6.16					
Carbon Footprint Head Office - Scope 3	1109.69		2024/25 Emissions Goal			
Total Carbon Footprint Head Office - Scope 1, 2 & 3	1115.85		4325.44			
Carbon Footprint Sites - Scope 3	6445.35					
			2024/25 Emissions Reduction Goal (6%)			
Total Carbon Footprint - Scope 1, 2 & 3 inc sites	7561.20		276.09			
10% reduction each year in tonnes	698.13					

Vision	<p>Arizon is passionate about making a positive difference to the wellbeing of our customers and our planet so together, we can Thrive.</p> <p>We know that doing business sustainably is vital for everyone's future. It's crucial that we act now and that's why we're working towards achieving net zero carbon emissions by 2040. To reach this goal, we'll be taking the following actions.</p> <p>We've made a commitment to halve our greenhouse gas emissions before 2030, achieve net zero emissions before 2040 and we'll update our action plan regularly as required and disclose our progress yearly.</p>
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Artizian's Net Zero Plan

Carbon Footprint Baseline Year	1999	2030 Emissions Goal with 50% reduction	2023/24 Emissions Goal	2023-24 Actual	2023-24 Actual Emissions Reduction	2023-24 Actual Reduction on 1999-20
Carbon Footprint - Scope 1 & 2	6.16	3780.6	7561.20	4601.53	2959.67	39%
Carbon Footprint Head Office - Scope 3	1109.69	<div>2024/25 Emissions Goal</div> <div>4325.44</div>				
Total Carbon Footprint Head Office - Scope 1, 2 & 3	1115.85					
Carbon Footprint Sites - Scope 3	6445.35	<div>2024/25 Emissions Reduction Goal (6%)</div> <div>276.09</div>				
Total Carbon Footprint - Scope 1, 2 & 3 inc sites	7561.20					
10% reduction each year in tonnes	698.13					

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Sourcing - other

Actions	Timings	Cost	Owner	Approximate Emissions Reductions
1. Alternative disposable gloves being sourced	Dec-25	TBC	Procurement partner	TBC
2. Removal of plastic from sites	In Place	Varied by site	Head of Operations	TBC
3. Packaging sourced from low carbon suppliers	Mar-25	TBC	Procurement partner	TBC
4. Packaging that is aligned with client site sustainable waste streams	Ongoing	No cost	Head of Operations and Manager - Compliance & Business Support	TBC

Artizian's Net Zero Plan

Carbon Footprint Baseline Year	1999	2030 Goal of 50% Reduction	2023-24 Actual	2024-25 Target
	tonnes	tonnes	tonnes	tonnes
Carbon Footprint - Scope 1 & 2	6.16	0	4.94	4.6436
Carbon Footprint Head Office - Scope 3	1109.69	443.876	234.844	220.75336
Total Carbon Footprint Head Office - Scope 1, 2 & 3	1115.85	443.876	239.784	225.39696
Carbon Footprint Sites - Scope 3	6445.35	3222.675	4361.75	4100.045
Total Carbon Footprint - Scope 1, 2 & 3 inc sites	7561.20	3666.55	4601.53	4325.44
10% reduction each year in tonnes	698.126			

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Carbon Removals

Actions	Timings	Cost	Owner	Approximate Emissions Reductions
1. Look into options	Dec-25	Unknown	Managing Director	TBC
2. Research - carbon removal quality criteria and principles agreed (Earthly?)	Dec-25	Unknown	Managing Director	TBC
3. Residual scope 3 emissions neutralised with carbon removal	2035	Unknown	Managing Director	TBC