

Carbon Reduction Plan 2024

PA Consulting

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Commitment to achieving Net Zero

PA Consulting is committed to achieving Net Zero carbon emissions by 2040, in line with the requirements of the Science Based Targets initiative (SBTi). This report includes details of our Science-Based Targets, which have been validated by SBTi.

Baseline year emissions (2019)

Our carbon baseline is 2019. This was selected as part of our Science-Based Targets commitment in early 2021 as being the most recent year representative of normal operations.

Category		Emissions (tCO ₂ e)	
Scope 1			530
Scope 2	<i>{market-based calculation}</i>		1186
Scope 3	Category 1- Purchased goods and services	6,529	
	Category 2 - Capital goods	2,287	
	Category 3 - Fuel- and energy-related activities	261	
	Category 4 - Upstream transportation and distribution	463	
	Category 5 - Waste generated in operations	15	
	Category 6 - Business travel	9,217	
	Category 7 - Employee commuting	3,646	
	Category 8 - Upstream leased assets	170	
	Category 9 - Downstream transportation and distribution ¹	0	
	Category 11 – Use of sold products	0	
	Category 12 – Disposal of sold products	0	
Scope 3 total			22,587
Total emissions			24,303

¹ Note downstream T&D is zero as all our distribution is through paid courier services, assigned to Cat. 4

Current year emissions (2023)

This year, we are able to add an additional category into our inventory as our 'Oakdoor' data diode scales into production mode. We are therefore reporting emissions under Category 11: Use of Sold products. We will also begin to report Category 12: End of life Treatment as these devices move to end of life.

Category		Emissions (tCO ₂ e)	
Scope 1			315
Scope 2	<i>{market-based calculation}</i>		316
Scope 3	Category 1- Purchased goods and services	9,744	
	Category 2 - Capital goods	1,846	
	Category 3 - Fuel- and energy-related activities	388	
	Category 4 - Upstream transportation and distribution	660	
	Category 5 - Waste generated in operations	23	
	Category 6 - Business travel	5,358	
	Category 7 - Employee commuting	4,201	
	Category 8 - Upstream leased assets	145	
	Category 9 - Downstream transportation and distribution ²	0	
	Category 11 – Use of sold products	14	
	Category 12 – Disposal of sold products ³	0	
Scope 3 total			22,380
Total emissions			23,011

Methodology

These calculations, and the targets on which they are based, have been subject to re-baselining this year as a result of a change in the carbon factor dataset used for purchased goods and services and capital goods. This change reduced emissions by over 5%, triggering the need to reset our carbon baseline and the targets derived from it. We have also taken the opportunity to re-validate the remaining data, resulting in non-material changes from previously reported figures.

Carbon footprint data are calculated according to GHG protocol methodologies and best practices, and include the effects of all 7 Kyoto protocol gases, expressed as CO₂ equivalent. Calculations are made using DEFRA carbon factors in the most part, however local electricity consumption and distribution factors supplied by (AIB) are used for scope 2 and scope 3 category 3. All transport emissions are calculated on a well-to-wheel basis (from DEFRA factors) and purchased goods and services and capital goods are on a cradle to gate basis (using published DEFRA factors from the most recently published year, corrected for inflation to the reporting year).

Scope 3 categories 9 (downstream transport and distribution), 10 (processing of sold products), 13 (downstream leased assets), 14 (franchises) and 15 (investments) are zero for PA as we have no activities which give rise to these emissions.

Our 2023 emissions have been verified in accordance with ISO 14064-1:2019, the emissions values included here correspond to our validated Science Based Targets.

² Note downstream T&D is zero as all our distribution is through paid courier services, assigned to Cat. 4

³ Impact of product disposal estimated at 0.00012tCO₂(e) so rounded to zero.

Emissions reduction targets and progress

PA is committed to Science-Based Targets and our carbon targets are validated by the SBTi. This external target validation ensures we are honest and transparent in our carbon reduction commitments, and that our response matches the scale of the challenge.

We are pleased to say that, in collaboration with the SBTi, we are able to commit to a lower scope 1+2 target and therefore we will now aim to reduce emissions by 75% rather than 50% by the same target year.

By 2030 we will:

- Reduce our absolute scope 1+2 emissions by 75%
- Reduce our scope 3 emissions intensity by 55%

against our 2019 baseline; and

- Source 100% renewable electricity

In addition,

- By 2040 we will achieve carbon net zero, in line with SBT criteria

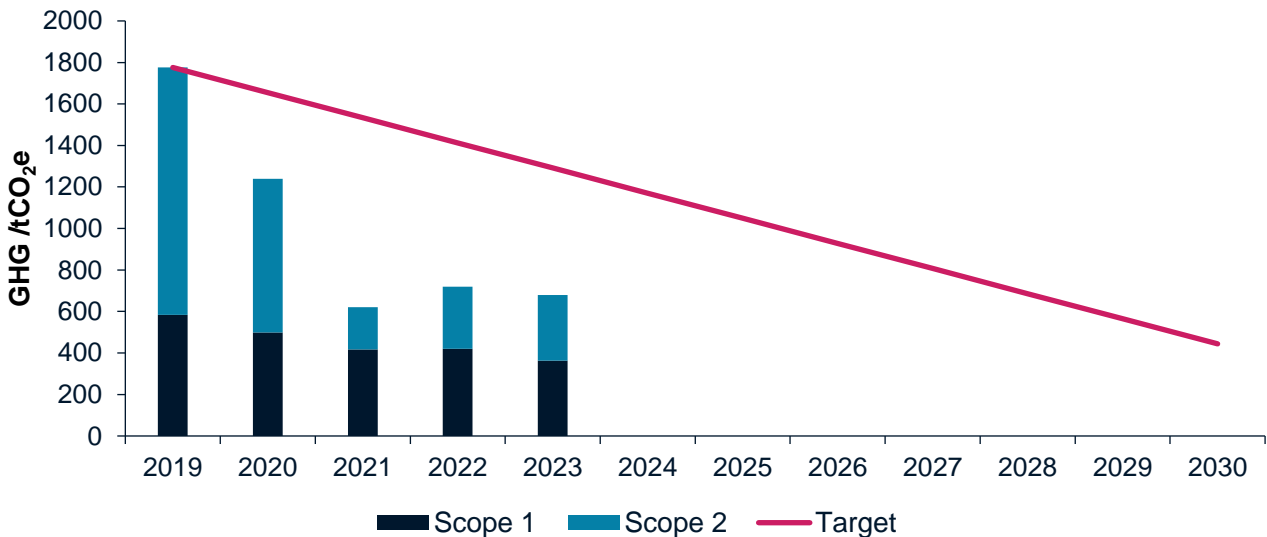
Progress to date and carbon reduction projects

We remain in a good position with respect to our key carbon reduction targets, while noting that having picked off most of the ‘low hanging fruit’, the further reductions we are seeking will be harder to secure.

Direct (scope 1 and 2) emissions

Progress in scope 1 and 2 reduction has thus far largely been driven by switching to renewable electricity sourcing, as well as the ongoing improvements at GITC (our only owned facility), including improving insulation, replacing end of life plant and switching fluorescent to LED lighting.

Scope 1 and 2 emissions vs target

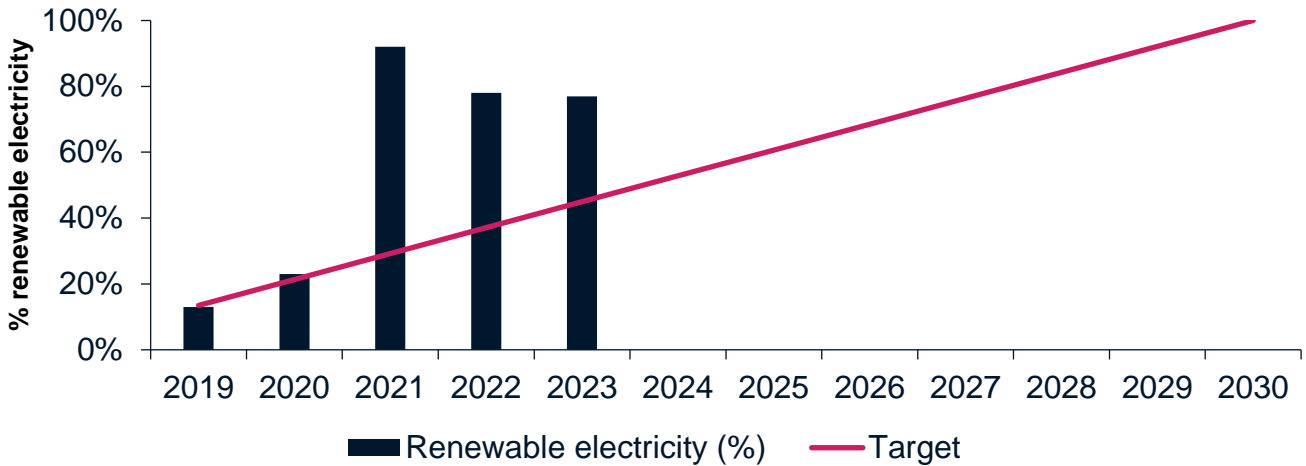


Short term plans to reduce direct emissions include:

- Further insulation work at GITC
- Improvements to the GITC lighting control
- HVAC programming improvements and improved submetering

In the near future, we aim to replace the gas boilers at GITC with a heat pump system, but the timing for this is not currently fixed.

Renewable energy sourcing



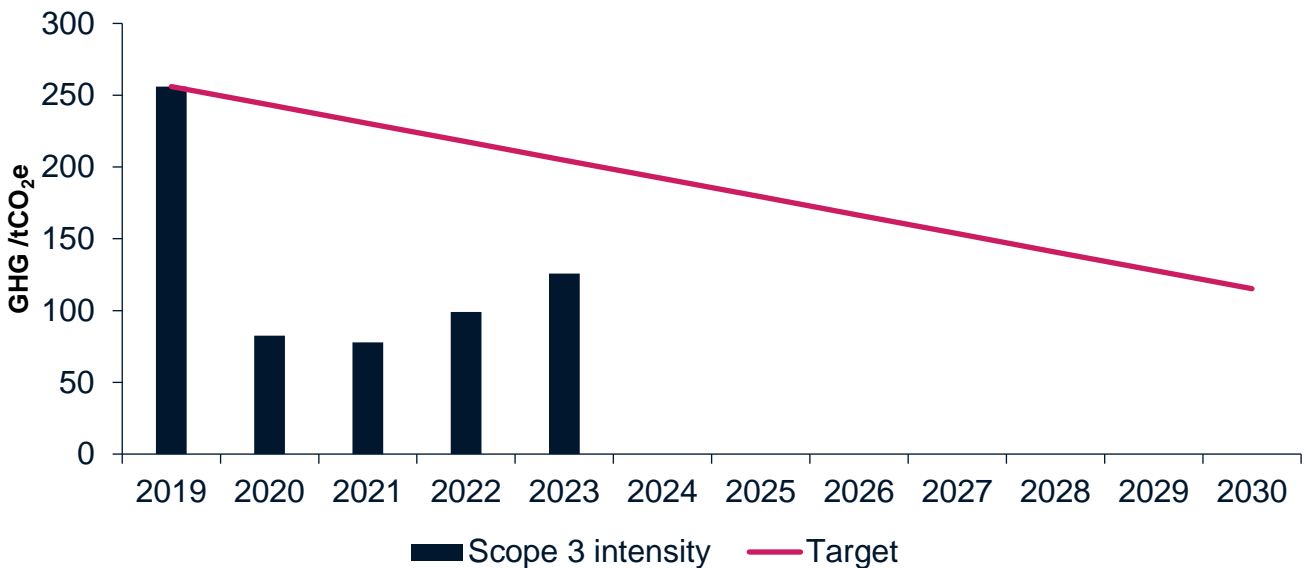
We already source renewable electricity for all locations where we control the supply and are now seeking to procure market instruments to cover our remaining supply (target date: 2024).

We will continue to influence landlords to source renewable electricity for their buildings in the remaining offices.

Indirect (scope 3) emissions

In line with our Science Based Target commitment, we are aiming to reduce our scope 3 emissions intensity by 55% from 2019 to 2030.

Scope 3 carbon intensity vs. target



Our intensity reduced substantially during the pandemic, but as we have returned to ‘business as usual’ operations, we have been able to maintain much of the improvements made, principally through decreased commuting and business travel emissions.

Going forward we intend to maintain and increase the reductions through:

- Improving the sustainability of our supply chain (acting across carbon as well as other areas of sustainable development)
- Developing and implementing carbon budgets for business travel
- Managing our office portfolio to reduce emissions
- Measures to reduce the carbon footprint associated with IT procurement

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 use 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, alongside additional scope 3 emissions beyond the standard requirement, to mirror our Science Based Targets inventory.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of PA Consulting:



Christian Norris, CEO

Date: 18 September 2024



About PA.

We believe in the power of ingenuity to build a positive human future.

As strategies, technologies, and innovation collide, we create opportunity from complexity.

Our diverse teams of experts combine innovative thinking and breakthrough technologies to progress further, faster. Our clients adapt and transform, and together we achieve enduring results.

We are over 4,000 strategists, innovators, designers, consultants, digital experts, scientists, engineers, and technologists. And we have deep expertise in consumer and manufacturing, defence and security, energy and utilities, financial services, government and public services, health and life sciences, and transport.

Our teams operate globally from offices across the UK, Ireland, US, Nordics, and Netherlands.

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