

The implications of carbon emissions on climate change have been recognised as one of the most serious long-term threats to normal everyday life. We are aware of the risks that climate change poses to the business and the wider environment and will continue to develop and improve the accuracy of carbon reporting within the business.

We will be as transparent as possible and capture and record as many emissions as is possible with a view to taking action to gain reductions wherever possible. To enable us to achieve this goal we will maintain and deploy a strategic programme aimed at gaining year on year emission reductions wherever possible based upon the nature and location of the work that we receive from our clients.

The carbon footprint of the Company will be monitored monthly and reported on a quarterly basis as an extension of our board report. Carbon will be reported in the form of 'tonnes of CO₂ per working hour' (this will take account of the growing nature of the business and is the most appropriate measure for normalising emissions through the 'peaks and troughs' of the Company's workload).

As part of our commitment and desire to reduce the impact of our services on the environment we will:

- C**ommit at the highest level to reduce our emission intensity
- A**nalyse and evaluate key aspects of our activities to produce a carbon inventory
- R**educe our emissions
- B**uild and deploy a robust carbon management framework
- O**ffset emissions wherever possible
- N**otify stakeholders of progress

Our reduction strategy will involve investments in low carbon technologies and products and encourage employees to adapt their behaviours to reduce emissions associated with their daily work routines; and to adopt these behaviours within their family lives.

We have produced a 'Carbon Management and Reduction' plan which sets out our vision and the actions and initiatives that we will implement and track to achieve it.

Signed: 

Andrew Sharp – Managing Director