



BESPOKE CHANGE LTD

Carbon Footprint Statement and Carbon Reduction Plan

About Bespoke Change

Bespoke Change is an independent change management consultancy born out of a passion to help organisations to build sustainable change at great value. Established in 2017, It has extensive experience of leading change across the public and private sectors, ranging from advising large-scale infrastructure companies with 35,000+ employees to small family businesses embarking on its growth strategy.

Through access to an associate network of experienced transformation leaders, Bespoke Change works in partnership with organisations to build the necessary capability to enable change to become sustainable.

Commitment to achieving Net Zero

Bespoke Change is committed to achieving Net Zero emissions by 2040 and has made a commitment via the SME Climate Hub to do so.

Its founder, Mike Fekete, has been committed to a low-carbon business existence since the company's early days. The Head Office has been on 100% renewable energy tariffs for a number of years and its sole company vehicle is fully electric.

However, even with this existing low carbon footprint, its Directors and associates are currently working to develop a full implementation plan which will allow us to bring this 2040 target further forward.

The Scope 3 emissions (indirect emissions in the value chain) represent around 80% of the total in-scope emissions, made up mostly by business travel, office services and goods purchased.

The Scope 2 emissions are 0 (zero), as a result of the 100% renewable energy used by the company at its Head Office.

The low Scope 1 emissions reflect the use of an electric company vehicle, re-charged at Head Office with 100% renewable electricity.

Therefore, our journey to Net Zero will heavily involve improving our green transport policies, remote-working policies and de-carbonising our supply chain. There will also be further improvements that can be made in future, via the development of new technologies for example.



Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year : 1st April 2021 – 31st March 2022	
Additional Details relating to the Baseline Emissions calculations.	
Bespoke Change have carried out an audit of Scope 1, 2 and 3 emissions for the baseline year starting 1st April 2021 and ending 31st March 2022. This is representative of our business-as-usual CO2 emissions.	
Baseline year emissions :	
EMISSIONS	TOTAL (tCO2e)
Scope 1	0.47
Scope 2	0
Scope 3	1.87 This includes the following sources which are within the inclusion categories for Scope 3: <ul style="list-style-type: none">• Business Travel• Capital Goods• Purchased Goods and Services
Total Emissions	2.34 tCO2e



Current emissions reporting

Bespoke Change's next emissions reporting year will not end until 31st March 2023 and therefore, current emissions are reflective of our Baseline Year.

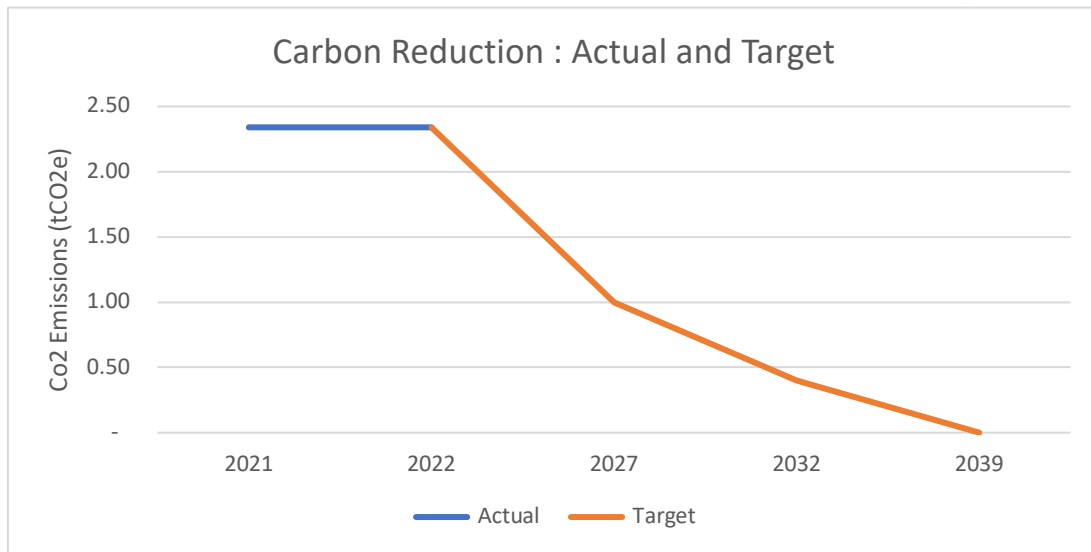
Reporting Year : 1 st April 2021 – 31 st March 2022	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0.47
Scope 2	0
Scope 3	1.87 This includes the following sources which are within the inclusion categories for Scope 3: <ul style="list-style-type: none">• Business Travel• Capital Goods• Purchased Goods and Services
Total Emissions	2.34 tCO₂e

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that our carbon emissions will decrease over the next 5 years to under 1.0 tCO₂e, which represents a 57% reduction of our baseline emissions and forms our target for the next 5 years.

Our current strategy is to reduce our carbon emissions via our Carbon Reduction Plan, resulting in zero emissions by 2040 at the latest. We intend to minimise all emissions by 2030, after which we will offset all residual emissions so that our carbon footprint is defined by this PPN as zero.



Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2021 baseline.

- The purchase of a fully electric vehicle for company use.
- Major focus on hybrid approach to working for associates and clients, which supports homeworking and brings a reduction in the amount of carbon generated through commuting.
- 100% renewable energy tariffs for Head Office
- Food Waste and recycling policy implemented
- Increased use of video conferencing instead of regional and international travel.

Carbon reduction projects

In future, we plan to implement further measures such as:

- Minimising energy consumption in our offices by renewing existing equipment with energy star rated equipment, and by introducing energy optimisation tools and processes.
- Engaging with our staff, associates and supply chain to help them understand and reduce their own energy consumption.



- Reducing business meeting travel by using Microsoft Teams as a preferred way of communication with clients and staff where possible.
- Ensuring that when business travel is absolutely necessary, we will only use energy efficient public transport or electric vehicles.
- Facilitating the recycling and re-use of mobile phones and computer hardware.
- Exploring how we can use carbon capture and offsetting to reduce our emissions in line with our ambitions.
- Prioritising environmental considerations when furnishing our offices.
- Requiring our suppliers to confirm their commitment to achieving Net Zero by 2050.

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

A handwritten signature in black ink, appearing to read 'Mike Fekete', is written over a horizontal dotted line.

Name : Mike Fekete

Position : Director

Date: 11th October 2022

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/standards/scope-3-standard>