

GHG Emissions Report, Carbon Reduction Strategy and Roadmap to Net Zero Carbon

March 2024

Document Revision History				
Sts/Rev	Author	Approved	Date	Comments
1.0	W Broomhead	R Shaw	20/03/24	Draft for comment
2.0	W Broomhead	R Shaw	07.04.24	Final 2023/24 - data anonymised
3.0	W. Broomhead	R Shaw	09.04.24	Table 7 added

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2. Introduction

This report has been put together to document the methodology and results of the greenhouse gas (GHG) emissions calculation for GenNorth. The results of this will be summarised in the **Carbon Reduction Plan** which will be published on the website and will be updated annually.

3. Background & Methodology

GenNorth will be required by the NHS amongst other Clients to demonstrate a clear route map to achieving Net zero carbon in line with or before the UKs target of 2050. To demonstrate this a GHG baseline emissions must be calculated and subsequent years emissions quantified and reported to track against this route map.

GenNorth propose to use the NHS recommended methodology. Emissions will be categorised identified and calculated in accordance with the GHG Protocol, Corporate Accounting and Reporting Standard and will align with PPN 06/21

GenNorth is only in it's third year of trading and emissions data had not been published in prior years therefore we selected our second year of trading. 2023 as our base year. The methodology for measuring our carbon footprint is in line with the Greenhouse Gas protocol and the BEIS Environmental Reporting Guidelines. The calculations were completed using emission factors published in The Department for Energy Security & Net Zero and The Department for Environment Food & Rural Affairs, UK Government GHG Conversion Factors for Company Reporting, version 1.1 (Condensed set) 2023.

4. Organisation Boundaries

GenNorth operates with a slightly unusual business model. The organisation:

- Provides consultancy advise only.
- Does not sell or produce any products.
- Directly employs a small number of personnel mainly at board level.
- Uses a mix of directly employed and self-employed sole trader consultants (Associates) to carry out assignments.
- Does not own any property.
- Rents space in a multi tenanted services office on an ad hoc basis only.
- Personnel work predominantly from home offices with occasional periods working on site with Clients or at space within the GenNorth Leeds tenanted building.
- Owns and operates a single company car.
- Only provides office equipment and supplies to directly employed staff.

In calculating the GenNorth emissions it is considered that the emissions from the ‘Associates’ should be included when working on assignments invoiced through GenNorth. They are not considered to be sub-consultants or a consortium, but part of the normal workforce.

Based on the GHG Protocol the ‘Equity Share’ approach has been followed throughout.

Business growth has been allowed for in the reported figures, with assumptions on average growth as detailed in table 1.

Year	Growth
2023/24	47%
2024/25	20%
2025/30	15% per year
2030 +	10% per year

Table 1 - GHG Emission sources

5. Overview of Required Scopes

PNN06/21 requires calculation of the suppliers’ current emissions for the sources included in Scope 1 and 2 of the GHG Protocol, and a defined subset of Scope 3 emissions (see section 8). These emissions must be reported in CO₂e (Carbon Dioxide Equivalent) for the six greenhouse gases covered by the Kyoto Protocol.

Below is an overview of the GHG Protocol Scopes and emissions across the value chain.

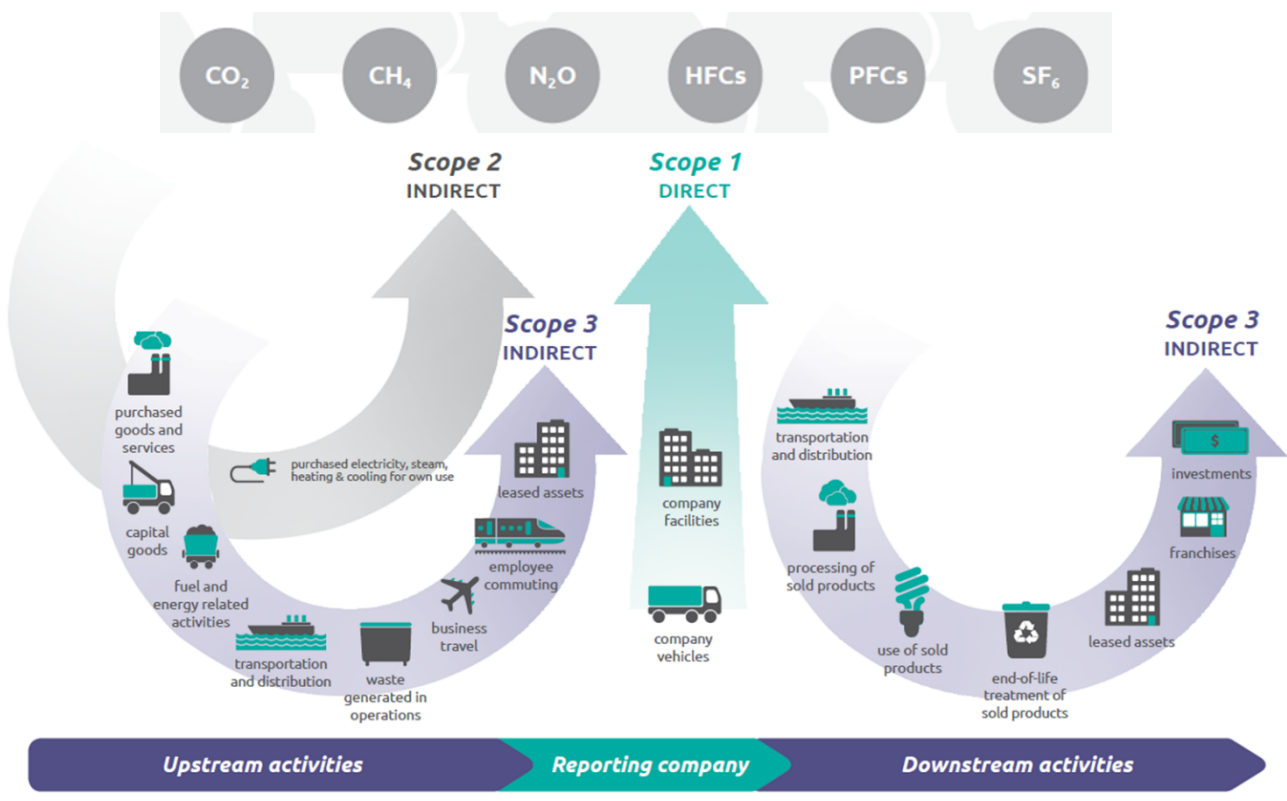


Figure 1 Illustration of emission Scopes (GHG Protocol Corporate Accounting and Reporting Standard)

6. Scope 1: Direct GHG Emissions

6.1 Scope 1 Overview

According to GHG Protocol, Scope 1 GHG emissions come from sources that the company owns or controls. Direct GHG emissions are principally the result of the following types of activities undertaken by the company:

Activity	Examples	GenNorth Statement
Generation of electricity, heat, or steam	These emissions result from combustion of fuels in stationary sources, e.g., boilers, furnaces, turbines	GenNorth does not own any company properties and therefore has no emissions in this category
Physical or chemical processing	Most of these emissions result from manufacture or processing of chemicals and materials, e.g., cement, aluminium, adipic acid, ammonia manufacture, and waste processing	GenNorth does not manufacture or process any chemicals or materials and therefore has no emissions in this category
Transportation of materials, products, waste, and employees	These emissions result from the combustion of fuels in company owned/controlled mobile combustion sources (e.g., trucks, trains, ships, airplanes, buses, and cars)	GenNorth owns 1 No company car the results of the 2023 emissions are reported below together with an estimate for 2024.
Fugitive emissions	These emissions result from intentional or unintentional releases, e.g., equipment leaks from joints, seals, packing, and gaskets; methane emissions from coal mines and venting; hydrofluorocarbon (HFC) emissions during the use of refrigeration and air conditioning equipment; and methane leakages from gas transport.	GenNorth does not own any company properties and therefore has no emissions in this category

Table 2 - GHG Emission sources

6.2 GenNorth Scope 1 Company Vehicle emissions:

Emissions from the company vehicle were calculated based on reported mileage against engine capacity.

Year	Make & Model	Engine capacity	Number of miles	tCO ₂ e
2023 (Baseline)	Volvo XC40 (All electric)	Not applicable	6508	0
2024 (Predicted)	Volvo XC40 (All electric)	Not applicable	8000	0

Table 3 - Company Vehicle Emissions

The total scope 1 emissions for company vehicles is therefore zero.

This figure is masking the scope 3 emissions reported by the individual using the company vehicle. Whilst the electric car usage has been maximised, due to poor range and limited charging opportunities, higher emitting cars have been reported under Scope 3 emissions for half of work-related trips in the baseline year (2023). Overall carbon reduction initiatives to be considered are:

- Increase proportion of mileage done in company vehicle. This will reduce the scope 3 emissions. Note however use of all electric car is proving problematic due to journey length, lack of availability of charging points and charging range. Consideration to switch to a hybrid electric car is possible to reduce overall scope 1 and 3 vehicle emissions. **(Target - 66% mileage done in zero emitting car)**

7. Scope 2: Indirect GHG Emissions

7.1 Scope 2 Overview

Scope 2 accounts for GHG emissions from the generation of purchased electricity consumed by the company.

Purchased electricity is defined as electricity that is purchased or otherwise brought into the organizational boundary of the company. Scope 2 emissions physically occur at the facility where electricity is generated. Companies report the emissions from the generation of purchased electricity that is consumed in its owned or controlled equipment or operations as scope 2.



For instances where the reporting company is a tenant in a leased building with multiple tenants and landlord common areas the reporting of emissions is complex. It is important that Scope 1 and 2 emissions are not double reported. Where the tenant enters into a financial/capital or net lease and has no equity share in the building or sub metering of services, 100% of the emissions should be reported by the landlord under their scope 1 and 2 emissions.

7.2 GenNorth Scope 2 emissions:

In the baseline year and the current year GenNorth does not have a fixed tenancy agreement and does not permanently occupy or control any leased space.

GenNorth does lease meeting rooms on an ad hoc basis at 1 Park Row, Leeds, LS1 5HN on an agreed rate including all services, heating and lighting etc. GenNorth has no control of the heating and lighting which is not separately sub metered and is part of the landlord's provision. Gen North does not directly purchase any electricity. **Therefore, there are ZERO Scope 2 emissions to report.**

Emissions from the leased space could in future be reported under scope 3 cat 8 which is not currently within the PNN 06/26 selected Scope 3 categories.

8. Scope 3: Indirect GHG Emissions

8.1 Scope 3 Overview

Scope 3 emissions can represent the largest source of emissions for companies and present the most significant opportunities to influence GHG reductions and achieve a variety of GHG-related business objectives.

By definition, scope 3 emissions occur from sources owned or controlled by other entities in the value chain (e.g., materials suppliers, third-party logistics providers, waste management suppliers, travel suppliers, lessees and lessors, franchisees, retailers, employees, and customers).

The GHG Protocol defines 15 No. Scope 3 categories shown in the figure below:

Upstream or downstream	Scope 3 category
Upstream scope 3 emissions	<ol style="list-style-type: none"> 1. Purchased goods and services 2. Capital goods 3. Fuel- and energy-related activities (not included in scope 1 or scope 2) 4. Upstream transportation and distribution 5. Waste generated in operations 6. Business travel 7. Employee commuting 8. Upstream leased assets
Downstream scope 3 emissions	<ol style="list-style-type: none"> 9. Downstream transportation and distribution 10. Processing of sold products 11. Use of sold products 12. End-of-life treatment of sold products 13. Downstream leased assets 14. Franchises 15. Investments

Figure 2 Scope 3 Categories as defined by the GHG Protocol

PNN 06/21, however only requires companies to measure and reduce the following 5 No. categories (see table 3 below).

Activity	Examples
Upstream transportation and distribution (GHG Protocol Cat 4)	<p>Transportation and distribution of products purchased by the reporting company in the reporting year between a company's tier 1 suppliers and its own operations (in vehicles and facilities not owned or controlled by the reporting company)</p> <p>Transportation and distribution services purchased by the reporting company in the reporting year, including inbound logistics, outbound logistics (e.g., of sold products), and transportation and distribution between a company's own facilities (in vehicles and facilities not owned or controlled by the reporting company)</p>
Waste generated in operations. (GHG Protocol Cat 5)	Disposal and treatment of waste generated in the reporting company's operations in the reporting year (in facilities not owned or controlled by the reporting company)
Business travel (GHG Protocol Cat 6)	Transportation of employees for business-related activities during the reporting year (in vehicles not owned or operated by the reporting company)
Employee commuting (GHG Protocol Cat 7)	<p>Transportation of employees between their homes and their worksites during the reporting year (in vehicles not owned or operated by the reporting company)</p> <p><i>Optional:</i> Emissions from employee teleworking/homeworking</p>
Downstream transportation and distribution (GHG Protocol Cat 9)	Transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer (if not paid for by the reporting company), including retail and storage (in vehicles and facilities not owned or controlled by the reporting company)

Table 4 - Scope 3 mandatory reporting categories as defined by PNN 06/21

To capture this data from GenNorth personnel a staff survey was issued for completion to personnel involved in GenNorth commissions undertaken during 2023 and both contracted and assumed for the whole of 2024. 21 No personnel were identified; 85% (17 No) surveys were returned, and data was estimated based on time sheets submitted for 2023 for remaining three personnel. (See table 5 below).

GenNorth Personnel	Survey Return - 2023	Survey Return - 2024 (prediction)	FTE Days -2023			FTE Days -2024 (prediction)		
Staff respondent Ref			HOME	AWAY		HOME	AWAY	
003	√	√	185	37	222	185	37	222
014	√	√	185	37	222	185	37	222
004	√	√	82	97	179	90	132	222
020	√	√	8	6	14	12	4	16
015	N/A	√	0	0	0	40	8	48
017	N/A	√	0	0	0	82	117	199
			HOME	AWAY		HOME	AWAY	
005	√	N/A	106	0	106	0	0	0
013	N/A	√	0	0	0	20	42	62
007	√	√	8	10	18	64	11	75
021	√	N/A	0	66	66	0	0	0
019	√	N/A	5	0	5	0	0	0
009	√	√	88	0	88	136	0	136
001	N/A	√	0	0	0	52	65.5	117.5
011	√	√	0	7	7	34	107	141
008	√	N/A	30	0	30	0	0	0
010	√	√	14	30	44	96	126	222
016	√	√	0	4.5	4.5	47	94	141
002	√	N/A	93	35	128	0	0	0
006	√	N/A	120	0	120	0	0	0
012	√	√	10	48	58	24	93.5	117.5
018	√	N/A	1.5	0	1.5	0	0	0
20 relevant personnel	17 active personnel	14 active personnel	Total FTE Days	In 2023	1313	Total FTE Days	In 2024	1941

Table 5 - Record of personnel surveys received & FTE Hours

Upstream and Downstream transportation and distribution are not applicable to GenNorth because it provides services only. **Zero emissions are reported for these categories.**

Some consultancies do also report Cat 1: Purchased goods and services to cover products consumed by businesses in their current form (e.g., office supplies and support services) and Cat 2: Capital Goods to cover goods that are used in their current form by the company to enable operations such as furniture, office equipment, phones, and computers. PNN 06/21 does not require reporting of these currently. Consideration of these emissions may be added to future reports but rough initial data is being collected via the staff surveys.

8.2 Category 5, Waste generated in operations.

This category includes emissions from third-party disposal and treatment of waste that is generated in the reporting company's owned or controlled operations in the reporting year. This includes emissions from disposal of both solid waste and wastewater.

Only waste treatment in facilities owned or operated by third parties is included in scope 3. Waste treatment at facilities owned or controlled by the reporting company is accounted for in scope 1 and scope 2.

Treatment of waste generated in operations is categorized as an upstream scope 3 category because waste management services are purchased by the reporting company.

This category includes all future emissions that result from waste generated in the reporting year.

GenNorth have no owned properties nor controlled tenanted spaces. The waste arising from ad hoc leasing of meeting rooms at 1 Park Row should be reported by the Landlord and that created by GenNorth is considered insignificant for both the baseline year and predicted year. This would change should permanent office space be sought. An allowance for both solid waste and wastewater generated by home working has been included within the cat 7 optional Teleworking figures (see section 8.5) therefore **ZERO emissions are recorded in either the baseline year or current year predictions.**

8.3 Category 6, Business travel

This category covers transportation of employees for business-related activities during the reporting year (in vehicles not owned or operated by the reporting company).

There are three methods of calculating emissions from business travel (source: GHG Scope 3 Calculation Guidance Rev0) these being:

- **Fuel-based method**, which involves determining the amount of fuel consumed during business travel (i.e., scope 1 and scope 2 emissions of transport providers) and applying the appropriate emission factor for that fuel.
- **Distance-based method**, which involves determining the distance and mode of business trips, then applying the appropriate emission factor for the mode used. The distance-based method involves multiplying activity data (i.e., vehicle-kilometres or person-kilometres travelled by vehicle type) by emission factors (typically default national emission factors by vehicle type). Vehicle types include all categories of aircraft, rail, subway, bus, automobile, etc
- **Spend-based method**, which involves determining the amount of money spent on each mode of business travel transport and applying secondary (EEIO) emission factors.

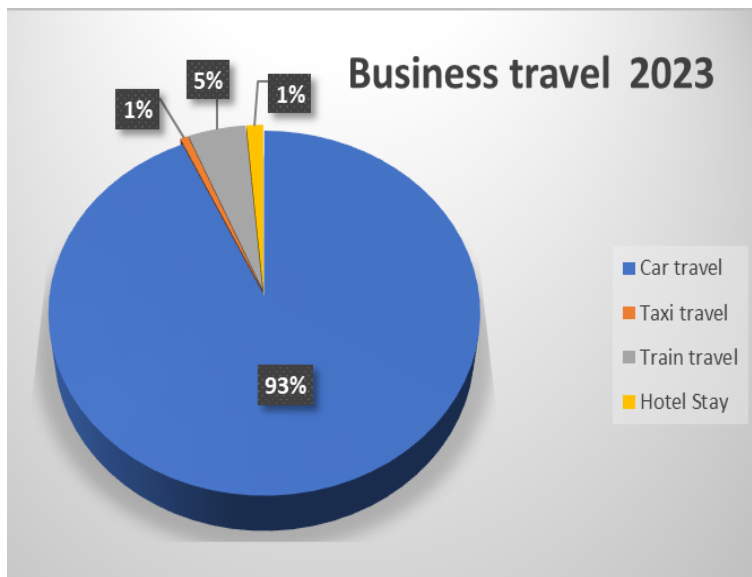
GenNorth will include all travel for personnel carrying out GenNorth business including Associates. This will be calculated using the Distance-based method using the UK governments conversion factors 28th June 2023.

The resulting emissions from the survey for the baseline year and current year prediction are summarised below the detailed calculations can be found in Appendix A. Results were provided or estimated for all personnel currently working for GenNorth.

Transport type	Car	Train	Taxi	Bus	Motorbike	Plane	Hotel (Optional)	Total
Baseline(2023) tCO2e	9.197	0.470	0.064	0.000	0.000	0.000	0.135	9.866
Current(2024 Prediction) tCO2e	13.606	0.631	0.096	0.000	0.000	0.000	0.145	14.479

Table 4 - Business Travel Emissions

The results in table 4 above show an increase in emissions between the baseline and the current year. This is due to growth in the company and as an SME, the sensitivity to individual projects, which, if they involve significant travel will skew the overall figures.



The biggest proportion of Scope 3 Business transport emissions is due to car journeys at 93% and 94% for the ‘baseline’ and ‘current’ years; with train travel comprising 5% and taxi and hotels 1% each.

Interrogating the car mileage reports indicates that in the baseline year (2023) 18% of the mileage was done in electric vehicles (EV) with a prediction of this rising to 28% in the current year.

Figure 3 Business Travel Percentage split

This figure is likely to rise steadily over the next 15 years as the EV proportion of the UK car stocks increases. A good benchmark is the prediction of UK EV car sales. (see figure 4 below). Projected emissions from domestic transport may however, prove to be higher in the future due to updated assumptions on use of Plug-in-Hybrid Electric Vehicles (PHEVs).

The latest evidence suggests PHEVs are less efficient than previously assumed, because for example they are driven in electric mode for a smaller proportion of kilometres travelled than previously assumed.

The Department for Transport (DfT) predict that by 2035 100% of new cars sold in the UK will be electric vehicles. (figure 4 below)

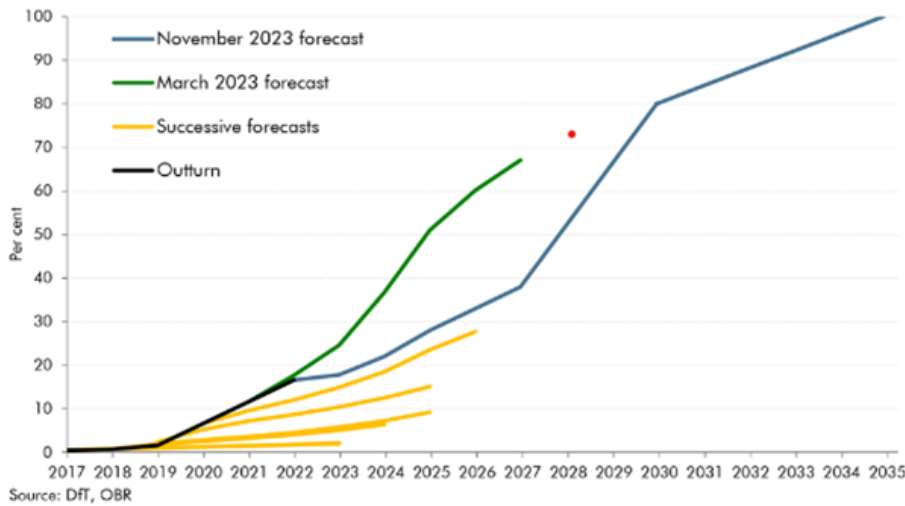


Figure 4 UK sales of EV cars

The percentage of EV miles covered by GenNorth personnel is currently aligned with EV sales. We would therefore expect our Scope 3 car emissions to rise as the company expands until 2030 when the rate of replacement of diesel and petrol cars by electric cars will outstrip company growth (figure 5 below). **This will result in zero emissions by 2045** allowing for phasing out of hybrid vehicles.

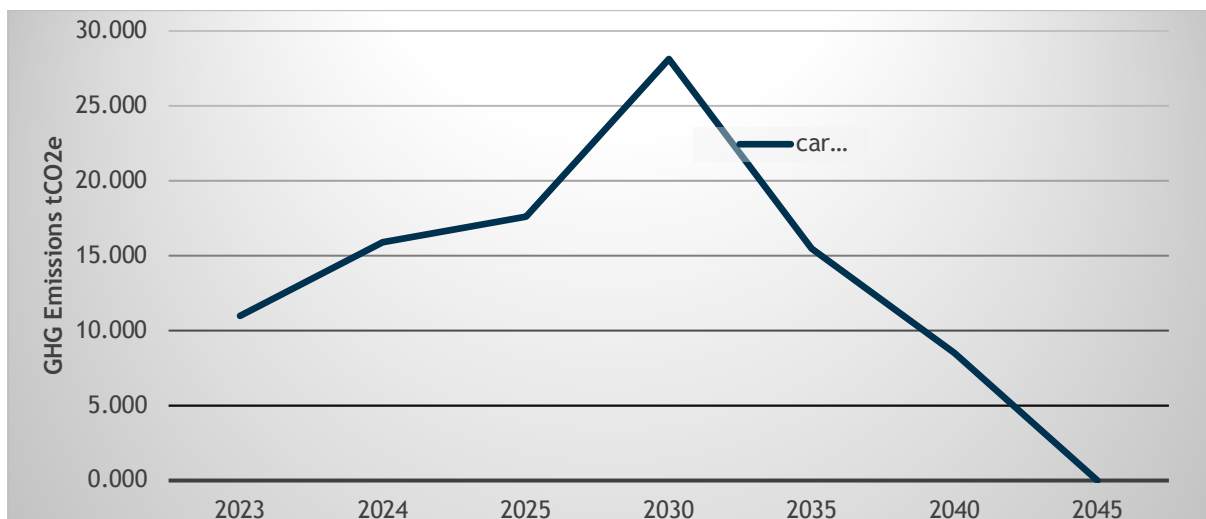


Figure 5 Predicted GHG Car emissions for GenNorth

It can also be seen from the results in table 4, that the proportion of journeys and emissions from public transport is very low. This is to be expected because most of our clients are located away from major transport nodes. GenNorth will however be actively encouraging personnel to question their transport choices and to increase the use of public transport where practical.

8.4 Category 7, Employee commuting

This category covers transportation of employees between their homes and their worksites during the reporting year (in vehicles not owned or operated by the reporting company).

During the baseline year (2023), and in the current year (2024), all personnel are expected to work from home rather than in a company office. All company mobile emissions excluding those made by the company owned vehicle will be reported under Category 6, Business travel. There are ZERO emissions from journeys made for employee commuting.

8.5 Category 7, Teleworking/Homeworking

GHG Protocol states that reporting of emissions from employee teleworking/ homeworking should be considered as optional. GenNorth has decided to report these emissions given that personnel predominantly work from home offices when not visiting Clients.

There is no further guidance within the GHG protocol on how these emissions should be collated. GenNorth has compiled survey data from 100% of its personnel for 2023 and estimated for 2024. The emissions are based on the number of days (8 hr period) each person has spent homeworking during the reporting period multiplied by an emissions factor taken from the 'UK Government GHG Conversion Factors for Company Reporting', version 1.1 (Condensed set) 2023 - Homeworking (office equipment and Heating).

The resulting emissions from the survey for the baseline year and current year prediction are summarised below the detailed calculations can be found in Appendix B:

Year	Total number of hours	GHG Emissions tCO ₂ e
2023 (Baseline)	7024	2.348
2024 (Current predicted)	8474	2.828
% increase	20.64%	20.44%

Table 5 - Teleworking Emissions

The emissions have increased from the Baseline year as the number of hours have increased also increase. GenNorth would expect to see a reduction in the UK GHG emission

factor when it is released later in 2024 to reflect the increasing decarbonisation of the UK grid and the reduction in number of homes heated by fossil fuel. Figure 6 below shows the predicted change in GenNorth homeworking emissions over time taking into account projected company growth as suggested in table 1 and decarbonisation of our domestic building stock.

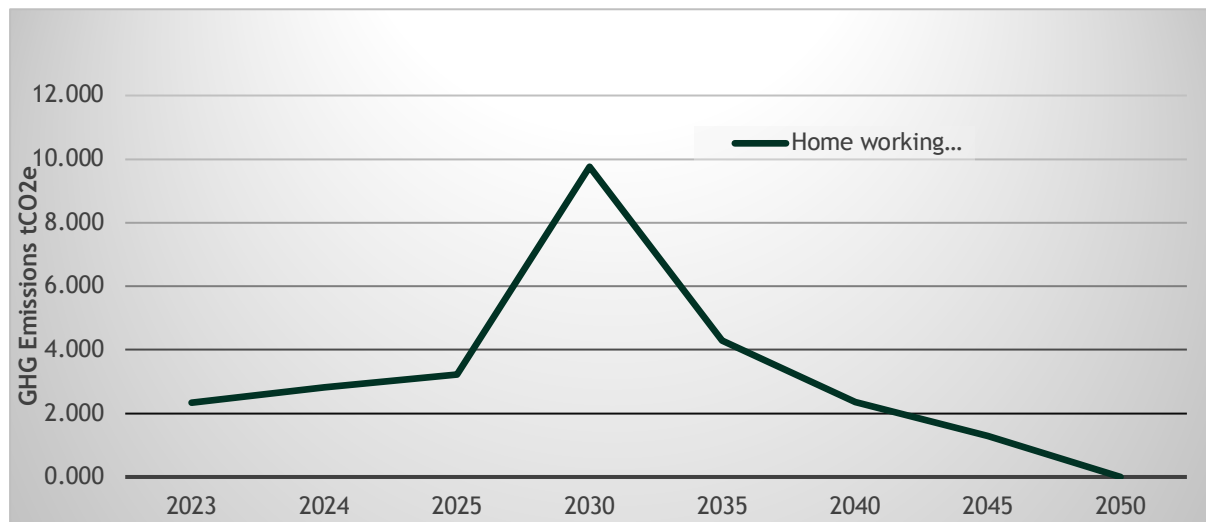


Figure 6 Predicted GHG Homeworking emissions for GenNorth

GenNorth has little or no control over the homeworking environment itself, however we expect to see significant GHG reductions as the grid decarbonises. **GenNorth will also be holding workshops and producing guidance for homeworkers** to help encourage GHG reductions.

Additional details were also requested from personnel on the size location, heating, cooling and renewables of their home office to help GenNorth support advise on practical appropriate carbon reduction strategies for home working. (See Homeworking survey results in Appendix B).

15 of 21 respondents disclosed details of their home office. This represents over 1000 days of homeworking in 15 locations in the Northeast and Northwest of England.

There are a number of interesting trends that have been identified below and which will be monitored over the coming years and strategies put in place to reduce carbon impacts:

- 65% of personnel work from large 4/5 bed homes, with 80% using a dedicated home office or spare room. This is expected given the seniority required by our consultancy services. This does mean that rooms are being heated just to accommodate GenNorth work, and this is the reason that we felt it important to report emissions.
- 80% of the homes were fuelled by gas, with only 1 No home office being fuelled by electricity alone. We would expect this figure to drop from 2035 as fossil fuel boilers are replaced by electric systems or the natural gas supply is decarbonised.

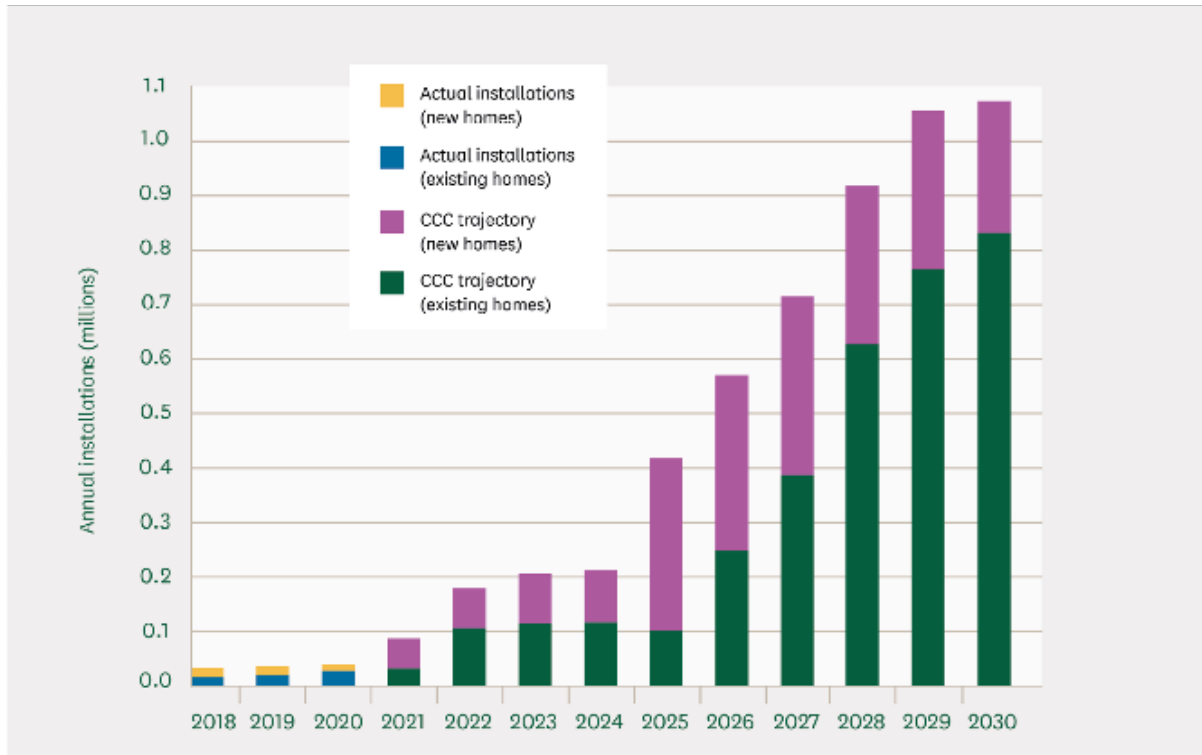


Figure 6 Domestic Heat Pump Installation predictions (Decarbonisation in Homes, House of Commons, Business, Energy and Industrial Strategy Committee)

- In the North of the UK we have to heat our homes for a significant of the year, but we are unlikely to need cooling for our larger homes. Our survey results show an average of 5.3 months (44% of the year) during which our offices are heated for an average of 5.5 hrs per dwelling. No respondents reported the use of any cooling.
- 1 home had PVs installed with no other renewable technology present. We would expect this to increase as energy costs escalate and LZC incentives emerge.
- The average spend on office supplies and equipment was reported as £163 per person. The carbon emission of this is not yet considered within the UK emissions factor but may be included at a future point.

9. Summary & Discussion of Results

Activity	2023 (Baseline Yr) Emissions (tCO ₂ e)	2024C (Current Yr) Emissions (tCO ₂ e)
Scope 1 - Emissions		
Generation of electricity, heat, or steam	0	0
Physical or chemical processing	0	0
Transportation of materials, products, waste, and employees	0	0
Fugitive emissions	0	0
Scope 1 - sub total	0	0
Scope 2 - Emissions		
Purchased electricity	0	0
Scope 2 - sub total	0	0
Scope 3 - Emissions		
Upstream transportation and distribution	0	0
Waste generated in operations.	0	0
Business Travel	9.866	14.479
Employee Commuting	0	0
Employee Homeworking	2.348	2.829
Downstream transportation and distribution	0	0
Scope 3 - sub total	12.215	17.307
Grand total	12.215 tCO₂e	17.307 tCO₂e
	9.30 kgCO ₂ e/FTE day/yr 2.03 tCO ₂ e per FTE head	8.92 kgCO ₂ e/FTE Day/yr 1.98 tCO ₂ e per FTE head

Table 6 - Summary of Scope 1,2 & 3 GHG emissions

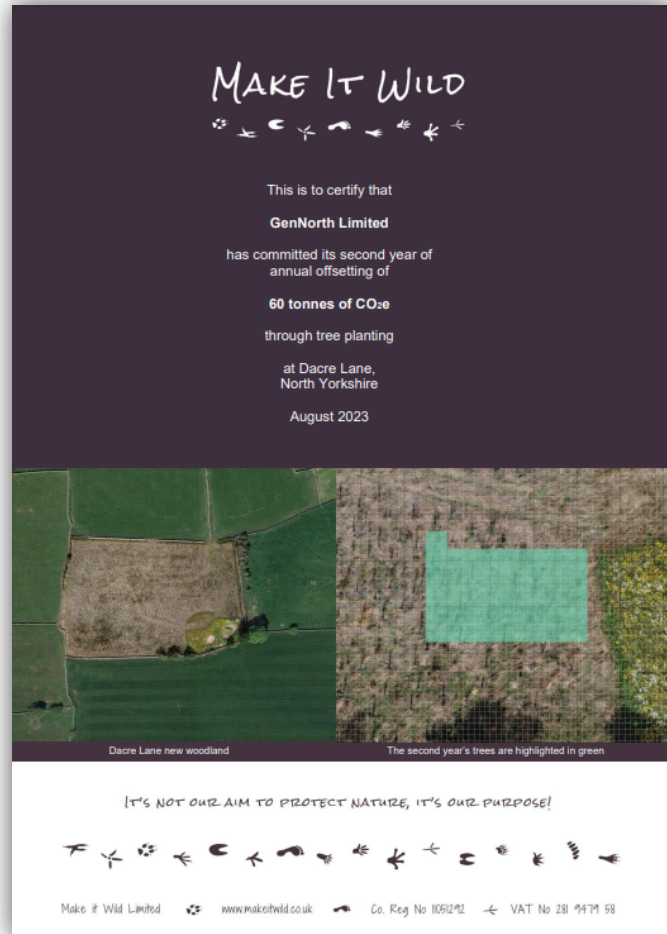
The results show that in the current year it is predicted that 83.6% of the GHG emissions will be attributed to transportation emissions and that there is an increase in carbon between the baseline year and the predicted 2024 figures of approximately 42%.

This needs to be considered against the predicted growth in 2024 of 47.8% or approximately 32 FTE. Overall, the 2024 figures show a slight decrease in emissions per FTE head. These figures are very low if compared to other consultancies e.g. the reported GHG emissions for Turner and Townsend FY 2022/23 are 13.1 tCo₂e per head against our current 1.98 tCo₂e per head.

10. Summary of Carbon reduction measures and offsetting

GenNorth are proposing the following GHG reduction measures:

- Continuation our partnership with 'Make it Wild', an organisation dedicated to re-wilding natural habitat in North Yorkshire. In 2023 GenNorth has offset 60tonnes CO₂e through tree planting at Dowgill Grange, Summerbridge in North Yorkshire See Impact report.
- Increase use of Electric company car reducing balance of Scope 3 fossil fuel transport emissions.
- Encourage higher uptake of EV via GHG reduction workshop.
- Prioritise home working and virtual meetings over in-person visits and meetings.
- Update 2024 figures to UK GHG emissions factor 2024 due for release August 2024.
- Hold Staff Carbon Feedback & Reduction Workshop.
- Hold Client Carbon Reduction workshops.
- Through our role with both Leeds Community Health Trust and Proxima, GenNorth has been able to influence the reuse, refurbishment and recycling of significant amounts of furniture, minimising waste volumes and carbon impact. Our team also work hard with clients and their supply chain to ensure any new products which are required, are able to meet the needs of their carbon reduction targets as well as their budget.
- Where possible we seek to purchase good in a sustainable way. The majority of our promotional materials have been procured from Fluid Branding a B-Corp that seeks to maximise the impact from all of its sales, an example being our new Ocean bottles that each fund the collection of 1,000 ocean-bound plastic bottles before they enter the ocean



In the future we hope to implement further measures such as:

- Green Car Policy / initiative
- Public Transport first strategy
- Uptake of carbon training for all members of the organisation
- During our 2023/24 financial year, we also aim to complete and submit our B-Corp application reinforcing our commitment to our purpose, to 'Generate a sustainable future'.

11. Roadmap to Net Carbon Zero

Net zero carbon can be defined as the reduction of carbon emissions to zero, or a residual level consistent with the eligible pathways for achieving the 1.5 degrees Celsius target (by a specific date) and reducing the impact of residual emissions by removing an equivalent volume of carbon in the atmosphere, for example through sequestration.

GenNorth is committed to continuing to achieve a 100% reduction in net emissions from 2022 including all emission sources covered in PN06/21 with a targeted 91% reduction in scope 1,2 & 3 emissions by 2045 requiring a 9% balancing offset to achieve Net Zero Carbon status and carbon neutrality by 2050.

Emissions are currently only generated against business travel and homeworking. Reductions in these emissions are predicted to reduce in line with UK policy as well as Influenced by GenNorth emerging policies and personnel training and support. In the latest budget (March 2023) environmental policies have been further weakened meaning that legislation for the ban on sales of petrol and diesel cars and of oil and gas boilers have all been put on hold. This means that for reported emissions from our privately owned vehicles and homes the rate of decarbonisation is assumed to be relatively slow. Our predicted path to carbon neutrality is shown below in figures 8 and 9. These graphs do not include any offsets made by the company.

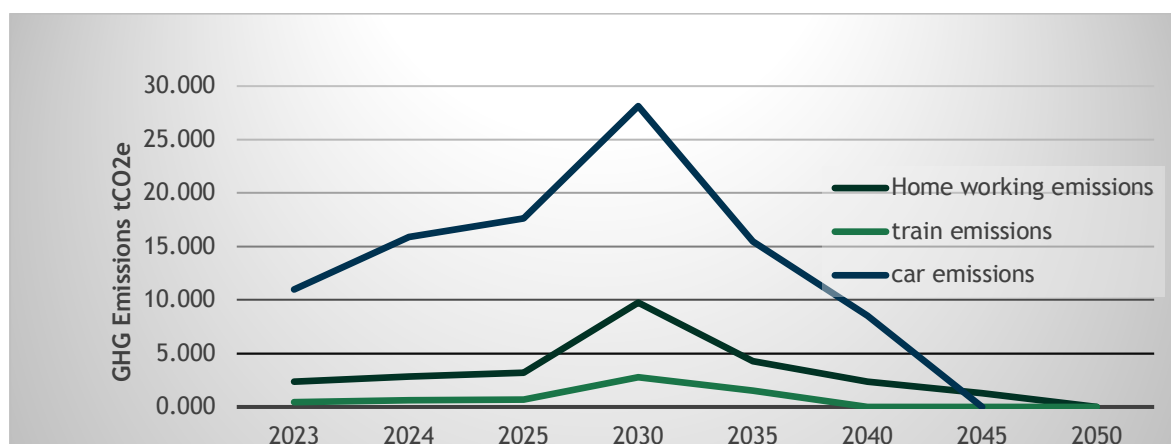


Figure 8 Predicted Scope 3 GHG emissions for GenNorth

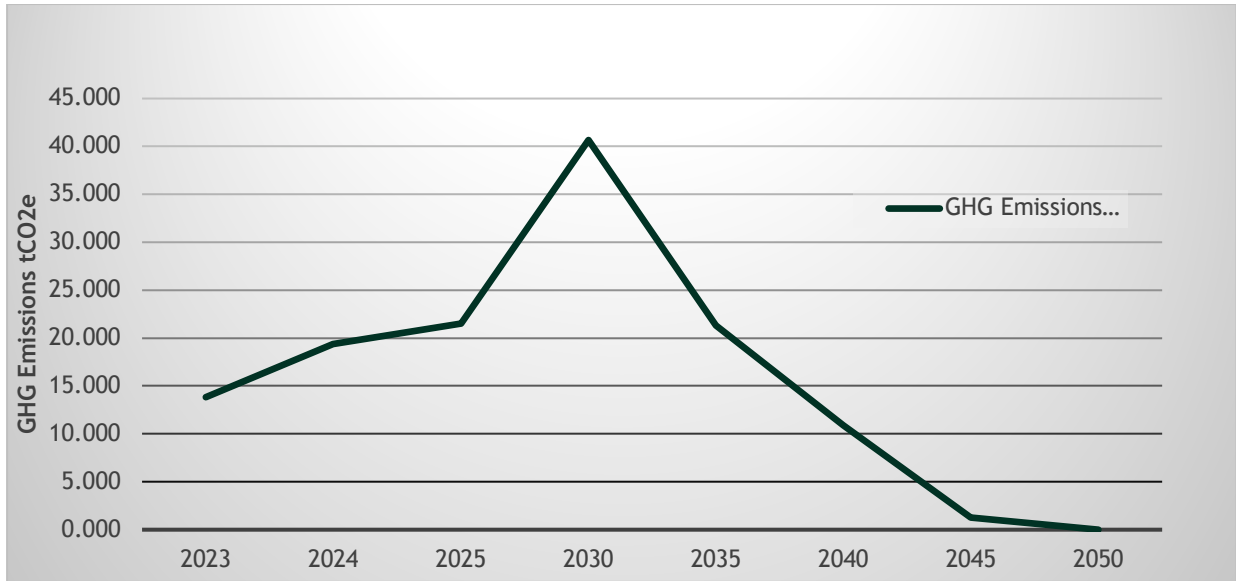


Figure 9 Predicted combined Scope 1,2 and 3 GHG emissions for GenNorth

Absolute Carbon reduction targets are listed in table 7 below:


Target Emissions	Scope 1 target (tCO2e)	Scope 2 target (tCO2e)	Scope 3 Targets (tCO2e)				Target Emissions (tCO2e) Scope 1,2 & 3
			Car	Train	Home	Total Scope 3	
Year							
2023	0	0	11	0	2	13.799	13.799
2024	0	0	16	1	3	19.344	19.344
2025	0	0	18	1	3	21.531	21.531
2030	0	0	28	3	10	40.669	40.669
2035	0	0	15	2	4	21.294	21.294
2040	0	0	9	0	2	10.871	10.871
2045	0	0	0	0	1	1.299	1.299
2050	0	0	0	0	0	0	0

Table 7 Target combined Scope 1,2 and 3 GHG emissions for GenNorth

GenNorth will plan to continue offset 100% of emissions associated with personnel using private vehicles and home offices for business activities in line with the actual emissions.

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

Signed on behalf of GenNorth:..... 

Name: Richard Shaw, Director

Date:.....9/4/24.....

Appendix A - Scope 3 Questionnaire responses Baseline year - 2023

Table with multiple columns for reporting year, respondent number, and various emission categories (Car travel, Motorbike travel, Taxi travel, Train travel, Bus travel, Air travel, Hotel stay) including metrics like fuel type, CO2e, and emissions in kgCO2e. Includes sub-totals for each category and an overall emissions summary.

Appendix B - Scope 3 Questionnaire responses, Current Year - 2024(Predicted)

Table with multiple columns including Reporting Year (2024 - predicted), Respondent Number (GenNorth - General), and various CO2e emission factors for categories like Car travel, Train travel, Bus travel, Taxi travel, Air travel, Hotel stay, and Home working. The table includes sub-totals for each category and a grand total at the bottom.

Appendix C - Home Office Survey Results

Question Number	Question	Respondent Number															summary	Stats
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15		
1	How many days did you spend working in your home office during the reporting period? (note: do not include holidays, sick, time spent in client's offices or on face-to-face meetings in other locations)	41	185	82	106	120	8	30	88	14	20	10	20	20	185	40	15 No responses covering 1001 days of homeworking	1001 total
2	What type of house do you live in and how many bedrooms does it have or relative size? (Ans: Detached/Semi-detached/apartment: 2/3/4/5 beds or Small/medium/large property)	Detached 4 bed house	4 bedroom semi-detached (medium to large house)	Detached 5 beds	DETACHED - BUNGALOW 3 BEDS; SMALL	Detached 3 bed bungalow	3 bed semi-detached townhouse	End Terrace Bed	Semi-detached 4 bed	4 bed Semi	Detached 3 Bed, Medium	Detached, 4 beds	End terrace	4 bedroom semi-detached (medium to large house)	Detached, old 4 beds, large old house)	5 No 3 beds; 9 No 4 beds; 1 No 5 beds; 7 No Detached; 8 No semi/end terrace	67% 4/5 beds	
3	What room is your home office situated in? (Ans: dedicated office/ spare bedroom/ living room/ kitchen/ main bedroom)	Spare bedroom	Dedicated office	Kitchen	SPARE BEDROOM	Dedicated office in garden	Living room alcove	Spare Bedroom	spare bedroom	Spare room	Kitchen	Kitchen	Dedicated office	Dedicated Office	Dedicated office	6 No dedicated Office; 5 No spare room; 3 no kitchen	80% dedicated office or spare room	
4	What percentage of the time do you share your home office with anyone else who is also homeworking?	0	None	0	NONE	0	n/a	0.2	0.5	0.4	0	0	0	None	10	10 do not share, 5 share <10% of time	67% dedicated office very limited sharing	
5	What heating type does your home have? (Ans: gas/ electric/ oil/ calor/ ASHP)	Gas	Gas	Gas	Gas	Gas - not applicable to office	LPG	Gas	Gas	Gas	Gas	Gas	Gas	Gas	oil	12 Gas, 1 no LPG, 1 No Oil, 1 No electric	80% Gas	
6	Throughout the year, what percent do you have your heating on? (Just needs to be your best estimate)	50	50	50	50	20	60	25	30	50	20	50	50	50	50	7 No 50%; 2 No 60%; 3 no 20-30% average 44%	44% Average	
7	How many hours per day do you have your heating on? (Just needs to be your best estimate)	12, hours a day	3-4 hours a day	2hrs	6hrs	260- n/a to office	6	7hrs	6	6	6	7 during winter	3-4 hours a day	4	4	average is 5.5 hours per person	5.47 hrs per person	
8	Do you use any supplementary heating in your home office? (please detail type and estimate number of hours of use)	No	No	No	NO	Electric heater 2.5kW on 75% of days worked 90 hrs	none	No	Electric 1hrs	No	No	No	No	No	no	1 No of 15 responses	7% supplementary heating	
9	Throughout the year, what percent do you have air conditioning/cooling on? (Just needs to be your best estimate)/if applicable	None	None	None	NONE	0	none	n/a	N/A	0	-	N/A	None	None	n/a	zero		
10	How many hours per day do you have your air conditioning? (Just needs to be your best estimate)/if applicable	None	None	None	NONE	0	n/a	N/A	N/A	0	-	N/A	None	None	n/a	n/a		
11	How much energy does your household generate from renewable energy per year? (e.g. from PVs)	None	None	None	NONE	0	none	N/A	N/A	0	No	2000kWh	None	None	none	1 No household with PVs	7% PVs	
12	Do you have a green electric tariff? If so, please provide details.	No	No	No	NO	N	Octopus go	N/A	Electricity provided by renewable source	No	Yes Intelligent Octopus Go	No	No	No	no	3 No Green tariffs	20% Green tariffs	
13	Roughly how much do you spend on office equipment, office furniture and supplies & post during the reporting period relating to GenNorth work?	£100	500	none	£140	200	0	50	200	0	10	0	500	100	Average is £163 per person, total £2,280	£2,280 total average		