

CARBON REDUCTION PLAN



Neuven Consult Limited

Publishing Date: March 2026

Reporting Period: 1st January 2025 – 31st December 2025

Baseline Period: January – December 2022

Registered Address: Manchester International Office Centre, Styal Road, Manchester, M22 5WB

Company Number: 08305807

OVERVIEW

- This report presents the comprehensive carbon inventory for **Neuven Consult**, a specialist provider of **Audit, Compliance, Bid Management, and Training** services. Operating under the registered details above, the organisation continues to uphold its commitment to environmental stewardship and rigorous corporate transparency within the professional services sector.

METHODOLOGY AND ORGANISATIONAL BOUNDARY

In alignment with the GHG Protocol Corporate Standard, the 2025 footprint calculation adopts an intensity-based approach centred on **Full-Time Equivalent (FTE)**. The reporting boundary encompasses a core consultancy team of **29 FTE**, a proportion of shared overheads of **51 FTE**—comprising Group functions including the Board, PMO, Finance, and Implementation.

Category	Headcount
Core Solutions Employees	29
Allocated Overheads (Group Board, PMO, Finance)	25.5
Total Headcount	54.5

To ensure a fair reflection of impact, shared Group personnel (Board, PMO, Finance, and Implementation) have been allocated via a 50% equity share between Neuven Solutions and Neuven Consult. This ensures the full "operational burden" of the Group is accounted for within our boundary.



If you have any questions about our carbon reduction plan, please call 0161 804 9624 or email info@neuven-consult.com

www.Neuven-consult.com

EVOLUTION OF DATA MATURITY

- Since the establishment of our **2022 Baseline**, Neuvén Consult has transitioned from high-level estimates toward a granular, data-led climate strategy. While previous years provided the foundation, the 2025 reporting cycle represents our most sophisticated "drill-down" to date. We have further refined the accuracy of our reporting—specifically within Scope 3 categories such as employee commuting and home-working—ensuring that every tonne of CO₂e is scrutinised with greater precision. This commitment to data integrity has allowed us to demonstrate proven, year-on-year reductions in our carbon intensity.

STRATEGIC DECARBONISATION AND ENERGY PROCUREMENT

- A cornerstone of our 2025 performance is the continued transition to high-quality renewable energy. Our electricity consumption is fully backed by **Renewable Energy Guarantees of Origin (REGO)** certification, ensuring our power is sourced from verifiable renewable generators.
- In the interest of rigorous transparency and Board-level oversight, this report provides dual reporting for Scope 2 emissions:

Method	Consumption (kWh)	Emission Factor (kgCO ₂ e/kWh)	Emissions (kgCO ₂ e)	Emissions (tCO ₂ e)
Location-Based (Grid Mix)	4580.22	0.177	810.70	0.81
Market-Based (with REGOs)	4580.22	0.00	0.00	0.00

RESOURCE EFFICIENCY AND OPERATIONAL ASSUMPTIONS

- As Neuvén Consult operates within a shared professional environment at the **Manchester International Office Centre**, specific sub-metered data for water and waste is not available at the unit level. To ensure the most comprehensive "drill-down" for our 2025 reporting, we have applied conservative estimates based on **WRAP (Waste & Resources Action Programme)** and **BREEAM UK office benchmarks**.
- Our reporting assumes an **alternating attendance model** between the Consult and Solutions teams. With staff attending the office for an average of 4 days per month (roughly 20% occupancy), our resource impact is estimated as follows:



If you have any questions about our carbon reduction plan, please call 0161 804 9624 or email info@neuvén-consult.com

www.Neuvén-consult.com

Category	Benchmarking Metric (per FTE)	Annual Quantity	Unit	Emissions (tCO ₂ e)
Total Waste Generation	0.20 tonnes / year	10.9	tonnes	1.84
— <i>Recyclable (65%)</i>		7.09	tonnes	
— <i>Residual (35%)</i>		3.81	tonnes	
---	---	---	---	
Water Consumption	4.00 m ³ / year	218	m ³	1.93
Wastewater (Effluent)	95% return-to-sewer	207.1	m ³	

By maintaining this staggered occupancy, we continue to limit our physical footprint and associated resource intensity, supporting the broader reduction trends observed since our 2022 baseline.

EXTERNAL VALIDATION AND GOVERNANCE

To ensure our climate claims are robust and held to the highest international standards, Neuen Consult has formally committed to the **Science Based Targets initiative (SBTi)**. We are currently in the process of third-party verification to align our reduction pathways with the 1.5°C trajectory required by the Paris Agreement. Furthermore, our dedication to sustainable business practices is evidenced by our registration with the **SME Climate Hub** and our current **Bronze Medal from EcoVadis**. This sustainability rating is scheduled for a comprehensive review following the publication of these 2025 figures, as we aim to leverage our improved data accuracy and proven reductions to further enhance our standing.



If you have any questions about our carbon reduction plan, please call 0161 804 9624 or email info@neuen-consult.com

www.Neuen-consult.com

STRATEGIC OUTLOOK

The data within this report demonstrates that Neuvén Consult is not merely reporting on its environmental impact; it is actively managing it. Through meticulous data collection and a clear focus on operational efficiency across our core functions, we remain on a steady trajectory toward our long-term net-zero ambitions.

NET ZERO COMMITMENT YEAR – 2050

To contextualise this commitment, we align our targets with the most recent report from the Intergovernmental Panel on Climate Change (IPCC), AR6, describing the severe consequences of a failure to prevent global temperature rise below 1.5°C. The recently concluded COP26 made clear that to limit global warming at 1.5°C, carbon emissions need to halve by 2030 and drop to net zero by the middle of the century for the best chance to avoid the worst impacts of climate change.

SCOPE 3 (CATEGORY 6): BUSINESS TRAVEL

- A total of **7,845.78 miles** has been allocated to Neuvén Consult for this period.
- **Analysis:** Due to a lack of specific engine data in the primary records, the **"Average Car"** factor was used. This is a conservative compliance approach that ensures no travel impact is omitted. It provides a robust baseline for Consult to begin investigating vehicle-specific fuel types (such as EV or Hybrid) in future reporting cycles.

Activity Type	Description	Total Miles	Factor (kgCO2e/mile)	Emissions (tCO2e)
Business Travel	Average Car (Engine size unknown)	7,845.78	0.26187	2.06

SCOPE 3 (CATEGORY 7): WORK FROM HOME & HOTEL STAYS

- This category accounts for **5916 WFH days** and associated hotel stays.
- **Analysis:** The "Work From Home" figure captures the energy used for heating and lighting during professional hours. The inclusion of **London-based hotel stays** (weighted at a higher emission factor) reflects the higher energy intensity of city-centre infrastructure required for Consult's client engagements.



If you have any questions about our carbon reduction plan, please call 0161 804 9624 or email info@neuvén-consult.com

[4]

www.Neuvén-consult.com

Category	Sub-Category	Allocated Units (Days)	Factor	Emissions (tCO ₂ e)
7e: Commuting	Work From Home (WFH)	5916	0.33378	1.97
7f: Commuting	Hotel Stay - London	17.72	11.5	0.2
7f: Commuting	Hotel Stay - Rest of UK	0.89	10.4	0.01

SCOPE 3: OFFICE COMMUTE

Neuven Consult: Office Commuting Emissions (2025)

- For the 2025 reporting period, Neuven Consult has maintained a disciplined approach to employee commuting, reflecting our commitment to the **SME Climate Hub** and **SBTi** standards. With a total reporting headcount of **54.5 FTE** (comprising 29 core consultancy staff and an allocated share of 25.5 Group overheads), we have prioritised a low-carbon hybrid model.
- By limiting office attendance to an average of four days per month at the Manchester International Office Centre, the consultancy successfully restricted its annual commuting volume to **2,616 days**. Using the UK government benchmark for an average car, this equates to **12.37 tCO₂e**. This targeted attendance strategy ensures that our commuting footprint remains significantly lower than traditional professional services benchmarks, contributing to our proven year-on-year intensity reductions.

Metric	Calculation / Data	Result
Total Reporting Headcount	29 (Core) + 25.5 (Overhead)	54.5 FTE
Annual Office Days	54.5 FTE × 48 Days	2,616 Days
Total Annual Mileage	2,616 Days × 17.6 Miles	46,041.6 Miles
Total Emissions (kg CO ₂ e)	46,041.6 × 0.2686	12,366.77 kg
Total Emissions (tonnes CO ₂ e)	12,366.77 / 1000	12.37 tCO ₂ e

**breakdown of the above is available in the emissions inventory document.*



If you have any questions about our carbon reduction plan, please call 0161 804 9624 or email info@neuvен-consult.com

www.Neuven-consult.com

EMISSIONS INVENTORY

Scope	Category	Activity Description	Activity Data	Emissions (tCO ₂ e)
Scope 2	Indirect Energy	Purchased Electricity (Location-Based)	4,580.22 kWh	0.81
Scope 2	Indirect Energy	Purchased Electricity (Market-Based) (REGO) certification.	4,580.22 kWh	0.00*
Scope 3	Category 5	Waste Generation (Industry Benchmark)	10.90 tonnes	1.84
Scope 3	Category 5	Water Consumption & Effluent (Benchmark)	218.00 m ³	1.93
Scope 3	Category 6	Business Travel (Average Car)	7,845.78 miles	2.06
Scope 3	Category 7	Work From Home (WFH)	839.31 days	0.28
Scope 3	Category 7	Hotel Stay - London	17.72 days	0.2
Scope 3	Category 7	Hotel Stay - Rest of UK	0.89 days	0.01
Scope 3	Category 7	Office Commute	2,616 Days × 17.6 Miles	12.37
Total			(Market-Based Total)	20.37

Scope	Total Emissions
Scope 1	0.00
Scope 2 (Market-Based)	0.00
Scope 3	18.69
Total Footprint	20.37

"Values in the inventory table may show small rounding differences due to individual calculations being performed to greater decimal precision before summing."

** Our electricity consumption is fully backed by Renewable Energy Guarantees of Origin (REGO) certification.*



If you have any questions about our carbon reduction plan, please call 0161 804 9624 or email info@neuvен-consult.com

CARBON REDUCTION PLAN



YEAR ON YEAR COMPARISON

Neuven Consult: Emissions Comparison (2022–2025)

Since establishing our baseline in **2022**, Neuven Consult has undergone a significant transformation in how we monitor and manage our environmental impact. Our journey from a baseline of **110.22 tCO₂e** to our 2025 inventory of **18.69 tCO₂e** represents a **83.04% total reduction**, driven by two key strategic pillars: operational decarbonisation and data maturity.

Scope	Category	2022 (Baseline)	2023	2024	2025	Progress vs. Baseline (%)
Scope 1	Direct Emissions	0	0	0	0	0.00%
Scope 2	Indirect Energy (Market)	10.78	3.67	8.22	0	-100.00%
Scope 3	Value Chain (Total)	99.44	282.43	196.12	18.69	-81.20%
Total	Gross Footprint	110.22	286.1	204.34	18.69	-83.04%

Scope 1: Emissions are zero, as our business operations and working environment do not generate any direct emissions from sources owned or controlled by the organisation (e.g., no combustion of fuel, no company vehicles, and no on-site industrial processes).



If you have any questions about our carbon reduction plan, please call 0161 804 9624 or email info@neuven-consult.com

www.Neuven-consult.com

KEY TRENDS & PROGRESS HIGHLIGHTS

➤ 1. Operational Decarbonisation (Scope 2)

➤ A primary success factor has been the complete elimination of our Market-based Scope 2 emissions. By transitioning to **100% REGO-backed renewable electricity**, we have successfully decoupled our business growth from carbon-intensive energy consumption, moving from 10.78 tCO₂e at the baseline to **zero** in 2025.

➤ 2. The Evolution of Data Maturity (Scope 3)

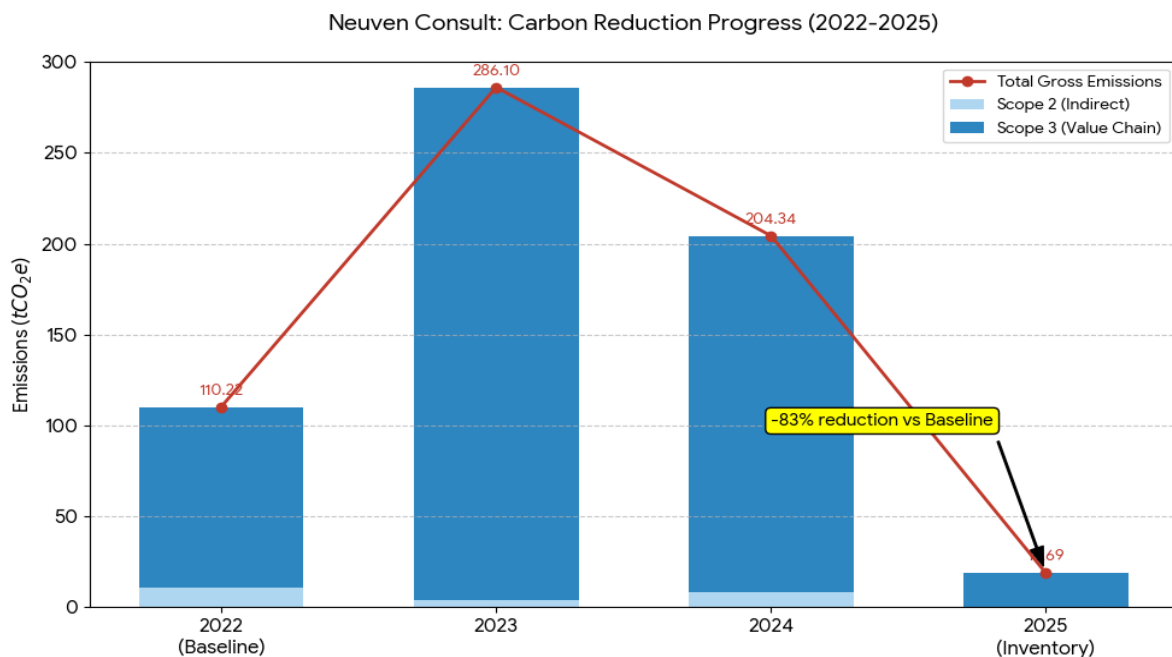
➤ The fluctuations observed in 2023 and 2024 (peaking at 286.10 tCO₂e) were a result of using high-level industry "spend-based" averages to estimate our value chain impact. For the 2025 reporting cycle, we transitioned to a **highly granular "drill-down" methodology**. By using actual activity data—specifically our 54.5 FTE headcount and our alternating office attendance model—we have replaced broad estimates with verified reality.

➤ 3. Strategic Outlook

➤ Our current footprint of **18.69 tCO₂e** demonstrates that our hybrid working model is our greatest asset in achieving Net Zero. By maintaining a staggered occupancy at the Manchester International Office Centre, we have effectively minimised commuting and office resource intensity. Neuvен Consult is now positioned well ahead of the 1.5°C reduction trajectory required by the **SBTi**, providing a robust, transparent foundation for our upcoming **EcoVadis** and **SME Climate Hub** reviews.

• CARBON REDUCTION INITIATIVES & PROGRESS (2025 REPORTING CYCLE)

The graph below provides a professional, year-on-year (YoY) visual of your carbon reduction journey. It highlights the significant shift from initial high-level Scope 3 estimations (2023/2024) to the highly granular, data-driven "drill-down" completed for 2025.



If you have any questions about our carbon reduction plan, please call 0161 804 9624 or email info@neuvен-consult.com

www.Neuvен-consult.com

Carbon Reduction Initiatives

➤ Key Initiatives & Progress Highlights

➤ 1. Renewable Energy Transition (Scope 2)

➤ **Initiative:** Shifting to 100% renewable energy procurement for our head office operations.

➤ **Progress:** We have successfully eliminated our Market-based Scope 2 emissions. By ensuring all electricity consumption is backed by **REGO (Renewable Energy Guarantees of Origin)** certification, we have reached **Net Zero for Scope 2**, a 100% reduction from our baseline.

➤ 2. Strategic Operational Model (Scope 3)

➤ **Initiative:** Implementing a highly efficient hybrid working and alternating office attendance model.

➤ **Progress:** By limiting office attendance to an average of **four days per month**, we have significantly reduced the "resource intensity" of our physical footprint. This initiative, combined with our move toward **data granularity** (replacing high-level industry estimates with actual activity data), has led to a **81.20% reduction** in our Scope 3 emissions compared to our baseline.

➤ 3. Data Maturity & Verification

➤ **Initiative:** Moving from "spend-based" estimation to a "drill-down" activity-based methodology.

➤ **Progress:** The peaks observed in 2023 and 2024 were a direct result of broad industry averages. Our 2025 inventory represents our most accurate reporting to date. This data-led approach has been critical in aligning our progress with the **Science Based Targets initiative (SBTi)** and improving our **EcoVadis** sustainability rating.

➤ 4. Employee Engagement & Commuting

➤ **Targets initiative (SBTi)** and improving our **EcoVadis** sustainability rating.

➤ 4. Employee Engagement & Commuting

➤ **Initiative:** Encouraging low-carbon commuting and maintaining a remote-first culture.

➤ **Progress:** Our current model successfully restricts our annual commuting footprint to **12.37 tCO₂e**, far below the benchmark for traditional professional services firms of a similar headcount.

➤ Upcoming Targets

➤ With an overall **83% reduction** against our 2022 baseline, we are currently exceeding our target reduction pathway. Our focus for the next reporting cycle remains on refining our Scope 3 "Value Chain" data and exploring further decarbonisation opportunities within our supply chain.



If you have any questions about our carbon reduction plan, please call 0161 804 9624 or email info@neuvén-consult.com

[9]

www.Neuvén-consult.com

CARBON REDUCTION PLAN



DECLARATION AND SIGN OFF

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 standard⁷ 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 and is a work in progress as data is currently being collated to one central system.

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

Signed on behalf of Neuven Consult:

Name: Martin Shaw

Position: Managing Director – Neuven Group.

Date: 02/04/2025



Overall score
➤ **64/100**
Percentile ⓘ
71st



ISO 9001
ISO 14001
ISO 45001
ISO 27001



If you have any questions about our carbon reduction plan, please call 0161 804 9624 or email info@neuven-consult.com