

Inclusivittii Limited

Carbon Reduction Plan

Version 1.0 | Published May 2026 | Reviewed annually

Our commitment

Inclusivittii Limited is committed to achieving Net Zero greenhouse gas emissions across our operations by 2050, in alignment with the UK Government's Net Zero Strategy and the Paris Agreement. As a small consultancy with a distributed associate model, our carbon footprint is modest — but we take our environmental responsibility seriously and are committed to measuring, reducing and reporting our emissions transparently and annually. Net Zero target: 2050

Baseline Emissions

Our baseline year is 2024/25. As a remote-working consultancy with no office premises, our Scope 1 and Scope 2 emissions are negligible. Our material emissions are Scope 3, primarily from associate business travel and home working energy use.

Emission Source	Scope	tCO ₂ e	Notes
Scope 1 — Direct emissions	Scope 1	0	No company vehicles or premises
Scope 2 — Purchased energy	Scope 2	0	No office premises
Business travel (associates)	Scope 3	3.2	Estimated from mileage/rail records
Home office energy (staff/associates)	Scope 3	1.4	Estimated from workforce surveys
Purchased goods and services	Scope 3	0.8	IT equipment, printing, supplies
Digital and cloud services	Scope 3	0.3	Video conferencing, cloud storage
Total	—	5.7	Financial year 2024/25

Methodology note: Scope 3 figures are estimated using BEIS/DESNZ conversion factors and associate-reported travel and home working data. Full audited measurement is being implemented from 2025/26 onwards, consistent with government guidance for micro-businesses at the outset of formal emissions measurement.

Current Reporting Year (2025/26)

As 2025/26 is our first year of formal measurement, the current year figures are aligned to the baseline. We are implementing our measurement process during this year and will report audited figures in our 2026 annual update.

Total emissions 2024/25 baseline: 5.7 tCO₂e (Scope 1: 0, Scope 2: 0, Scope 3: 5.7)

Total emissions 2025/26 current: 5.7 tCO₂e (Scope 1: 0, Scope 2: 0, Scope 3: 5.7 — estimated, measurement in progress)

Reduction Targets

Our reduction targets are set against our 2024/25 baseline of 5.7 tCO₂e. Targets are reviewed annually and will be updated as our measurement methodology matures.

Period	Reduction Target and Key Actions
2025–26	10% reduction. Establish measurement process. Publish this Plan. Implement virtual-first delivery policy. Begin tracking associate travel data.
2026–27	20% reduction. Introduce green travel policy for all associates. Conduct supply chain emissions assessment. Begin carbon literacy training.
2027–28	35% reduction. Achieve carbon neutral operations (Scopes 1 & 2). Introduce supplier sustainability requirements. Publish second annual update.
2028–30	50% reduction. Expand Scope 3 reduction programme. Offset residual emissions through verified UK schemes. Support customers' own Net Zero goals.
2030–35	Net Zero across Scopes 1, 2 and material Scope 3. Annual third-party verification of emissions data.
2050	Net Zero maintained. Continued annual reporting and verification.

Key Reduction Actions

The following actions form our carbon reduction programme. Each is tracked annually and reported in our updated Carbon Reduction Plan.

Action	Detail
Virtual-first delivery	Default to virtual or blended training delivery. Face-to-face reserved for high-impact sessions only — our single largest lever for emission reduction.
Green travel policy	All associates required to use public transport or active travel for contract delivery where practicable. Car travel requires prior approval. Mileage tracked per contract.
Supply chain requirements	From 2026, all sub-contractors and supply chain partners required to demonstrate their own environmental commitments as a condition of engagement.
Annual measurement	Emissions measured and published annually using BEIS/DESNZ conversion factors. Methodology reviewed and improved as data quality matures.

Carbon offsetting	Residual emissions that cannot be eliminated will be offset from 2028 through verified UK-based schemes.
Carbon literacy	All staff and associates to complete carbon literacy awareness training by end of 2026/27. Embedded in associate induction from 2026.

Reporting and Review

This Carbon Reduction Plan will be reviewed and updated annually, with the next update published by May 2027. Annual updates will include:

- Reported emissions for the preceding financial year
- Progress against reduction targets
- Updated action plan for the coming year
- Any changes to methodology or scope

Declaration: Inclusivitii Limited confirms that this Carbon Reduction Plan has been completed in accordance with the requirements of PPN 06/21 and the associated guidance. The information provided is accurate to the best of our knowledge and will be updated annually.

Approved and signed on behalf of Inclusivitii Limited:

Aduke Onafowokan

Director, Inclusivitii Limited

Date: May 2026

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