Carbon Reduction Plan Policy

1. Purpose

This Carbon Reduction Plan Policy demonstrates DIAL Global's commitment to reducing its carbon footprint and contributing to global efforts to mitigate climate change. It outlines the strategies, responsibilities, and goals aimed at achieving measurable reductions in greenhouse gas (GHG) emissions across the organisation's operations.

2. Scope

This policy applies to all DIAL Global's operations, employees, contractors, suppliers, and partners. It encompasses all activities, processes, and services that have an impact on the environment, including energy consumption, travel, procurement, waste management, and stakeholder engagement.

3. Commitment to Carbon Reduction

DIAL Global is committed to:

- **Net-Zero Goals:** Achieving net-zero carbon emissions by 2050 or sooner, in alignment with the UK government's and global climate targets.

- **Sustainability Leadership:** Leading by example within the diversity, inclusion, and social impact sectors.

- **Continuous Improvement:** Regularly reviewing and improving processes to ensure alignment with best practices in carbon reduction.

- **Collaboration:** Partnering with clients, suppliers, and stakeholders to promote sustainable practices.

4. Key Objectives

To fulfil this policy, DIAL Global commits to the following objectives:

- **Measure and Monitor:** Establish a baseline for GHG emissions and track progress annually.

- **Energy Efficiency:** Implement measures to reduce energy consumption in offices and remote work settings.

- **Sustainable Travel:** Minimise business travel, promote virtual meetings, and prioritise low-carbon transport options when travel is unavoidable.

- **Sustainable Procurement:** Work with suppliers who prioritise sustainability and low-carbon solutions.

- **Waste Reduction:** Minimise waste through recycling, reuse, and responsible disposal practices.

- **Employee Engagement:** Educate and engage employees in sustainable practices and carbon reduction initiatives.

5. Strategies for Carbon Reduction

5.1 Energy Management

- Transition to 100% renewable energy sources for office operations by 2030.

- Conduct regular energy audits and implement energy-efficient systems.

5.2 Sustainable Travel

- Encourage the use of public transport, cycling, and walking for commuting.

- Promote remote working and virtual collaboration tools to reduce travel emissions.

- Use carbon offsetting for unavoidable travel.

5.3 Supply Chain

- Collaborate with suppliers to adopt sustainable practices.

- Incorporate carbon reduction criteria into supplier selection and evaluation.

5.4 Waste Management

- Implement a comprehensive recycling programme.

- Reduce single-use plastics and promote reusable alternatives.

- Aim for a zero-waste-to-landfill policy by 2035.

6. Roles and Responsibilities

6.1 Leadership Team

- Set carbon reduction targets and allocate necessary resources.

- Monitor progress and report outcomes to stakeholders.

6.2 Sustainability Champion

- Coordinate carbon reduction initiatives and educate employees.

- Ensure compliance with environmental regulations and standards.

6.3 Employees

- Participate in training and adhere to sustainable practices in daily operations.

- Provide feedback and suggestions for improving the organisation's carbon footprint.

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7. Monitoring and Reporting

- **GHG Emissions Reporting:** Annual reporting on Scope 1, Scope 2, and, where possible, Scope 3 emissions.

- **Progress Reviews:** Regularly assess the effectiveness of carbon reduction strategies.

- **Transparency:** Publish progress reports for stakeholders, demonstrating accountability and continuous improvement.

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8. Stakeholder Engagement

DIAL Global will engage with clients, suppliers, and the wider community to share best practices, promote collaborative efforts, and inspire collective action towards carbon reduction goals.

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9. Compliance and Standards

This policy aligns with:

- The UK Climate Change Act (2008)

- The Paris Agreement (2015)

- ISO 14001 Environmental Management Standards

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10. Review and Updates

This policy will be reviewed annually or as required by significant changes in regulations, organisational goals, or advancements in carbon reduction practices. Updates will be communicated to all relevant stakeholders.

Version 2.0: Policy created and implemented in August 2024.

Issues And Updates

Pages	Issue Number	Date
1 - 3	1	August 2024 Approved By CEO Leila McKenzie Delis
1 - 3	2	December 2024 Approved By CEO Leila McKenzie Delis