

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.
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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.
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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.
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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.

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.

Carbon Reduction Plan

Commitment to achieving Net Zero

DIAL Global is committed to achieving Net Zero emissions by 2030.

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: 2024	
Additional Details relating to the Baseline Emissions calculations.	
This is our first year of voluntarily reporting our baseline emissions	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	2.3 tCO ₂ e
Scope 2	2.5 tCO ₂ e
Scope 3 (Included Sources)	4.0 tCO ₂ e – Business Travel 2.3 tCO ₂ e – Fuel and energy related activities
Total Emissions	11.1 tCO₂e

Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	2.3 tCO ₂ e
Scope 2	2.5 tCO ₂ e

Scope 3	4.0 tCO2e – Business Travel
(Included Sources)	2.3 tCO2e – Fuel and energy related activities
Total Emissions	11.1 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 Scope 1 and 2 carbon emissions will decrease over the next five years to 4 tCO2e by 2027. This is a reduction of 20%.

The following initiatives have commenced during 2024 though and identify a continued commitment to reducing our footprint on a per person/business basis. As we grow we anticipate our footprint may increase but when measured on an employee basis the overall impact demonstrates a reduced impact.

We have set the below Carbon reduction targets:

- Reduce absolute carbon emissions by 2.5% by 2027
- Reduce business travel carbon emissions by 10% per capita by 2027.
- Reduce energy use per square metre by 10% by 2027
- Purchase 50% of purchased electricity (1.3 tCO2e) from verified renewable sources by 2027.
- Reduce consumption and waste with 60% waste generated recycled to reduce Landfill

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

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

- Reduce single use plastics, packaging and increase recyclability of products by 90%
- Reduce energy usage over the next 5 years by 5% through increased staff awareness, and LED lighting replacement.
- Reduce scope 3 emissions by 10% through increased home working, remote delivery, use of other forms of transport, public transport, car share, electric vehicles
- Use of online resources instead of printed materials wherever possible
- Exploring the introduction of a salary sacrifice electric vehicle scheme to support employees to access electric vehicle more cost effectively and support staff to reduce their own carbon emissions.
- Source 100% materials from and manufacture products within the UK to reduce carbon emissions and improve supply chain transparency by 2027
- Biodiversity initiatives developed or supported in the PA local area
- Due diligence to be carried out on 100% supply chain suppliers to ensure they have a clear and timebound commitment to sustainability and carbon reduction

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

Leila McKenzie-Delis

Date: ...12 December 2024

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>

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