

Contents

CONTEXIS LIMITED.....	2
Carbon Reduction Plan.....	2
Introduction.....	2
Commitment to achieving Net Zero by 2040.....	3
Baseline Emissions Footprint 1 st Jan – 31 st Dec 2023.....	3
Zero Emissions reasons.....	3
Methodology & References.....	4
Current Emissions Reporting 1 st Jan- 31 st Dec 2023.....	5
Emissions reduction targets.....	5
Carbon Reduction Initiatives.....	6
Declaration and Sign Off.....	7

CONTEXIS LIMITED

Carbon Reduction Plan

Company number [UK] **04603920**

Registered office address

Berkeley Suite 35 Berkeley Square, Mayfair, London, England, W1J 5BF

Website: [Home - Contexis](#)

Introduction

Contexis Limited (Company number 04603920), registered in the UK at Berkeley Suite, 35 Berkeley Square, Mayfair, London, England, W1J 5BF, brings together world-class business expertise with cutting-edge academic insights to create transformational change within organisations. Through a practical, data-driven approach, we specialise in motivating your people, activating your culture, and transforming business-critical human performance. This is people science at its finest.

Our advanced coaching, advisory, and change programmes inspire leaders and enhance performance, embedding sustainable change throughout your organisation. We believe that individuals and organisations thrive when there is harmony and happiness. However, achieving this balance can be challenging, especially for organisations with a dispersed or hybrid workforce, or where top talent is at risk of burnout.

What is the secret to the success of the most impressive businesses? What drives their people's commitment, their leaders' agility, and the innovation in their cultures? Can this be understood, measured, and replicated in any business?

At Contexis, we have set ourselves the challenge of answering these questions, drawing on years of experience working with the world's most successful and human-centred businesses. Collaborating with leading behavioural scientists, including those from the University of Cambridge, we have developed a pioneering data measurement system. This system provides robust insights, recommended actions, and predictive results, all based on millions of data points from over 50 countries.

Our baseline year for carbon reduction is 1st January to 31st December 2023, and we are committed to achieving net zero by 2040. Although we are already a low contributor to emissions, we remain dedicated to reducing our carbon footprint and implementing further controls to streamline our operations in the future.

Commitment to achieving Net Zero by 2040

At Contexis Limited, we are committed to achieving net zero by 2040. While we are already a low contributor to carbon emissions, we recognise the importance of continuous improvement in reducing our environmental impact. Through ongoing monitoring, data analysis, and sustainable practices, we aim to streamline operations and minimise our carbon footprint. Our commitment to net zero aligns with our broader mission of fostering long-term organisational resilience and contributing to a more sustainable future for all.

Baseline Emissions Footprint 1st Jan – 31st Dec 2023

Scopes and categories	Metric tons CO ₂ e
Scope 1: Direct emissions from owned/controlled operations	0.00
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling	0.00
Scope 3: emissions	
Category 1: Purchased goods and services	0.00
Category 2: Capital goods	0.00
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	0.00
Category 4: Upstream transportation and distribution	0.00
Category 5: Waste generated in operations	0.00
Category 6: Business travel	0.5793
Category 7: Employee commuting	0.00
Category 7: Home Working	0.3705
Category 8: Upstream leased assets	0.00
Category 9: Downstream transportation and distribution	0.00
Total	0.9498

Zero Emissions reasons

Scope 1 (Direct Emissions): Our business operates within restrictive processes that do not generate direct emissions. As we do not own or control any combustion equipment or facilities, we have no direct emissions from owned or controlled sources, ensuring zero Scope 1 emissions.

Scope 2: (Indirect emissions from the use of purchased electricity, steam, heating, and cooling): As our rent includes utilities we currently lack specific data regarding these emissions. However, we have requested information from the landlord to gain better insight into the energy usage tied to our operations. Once this data is obtained, we will record and report the associated

emissions in line with our environmental goals. These figures will be included in our reports as soon as they become available.

Scope 3 (Category 1–4): Our business activities do not contribute to Scope 3 emissions in Categories 1–4, which cover purchased goods and services, capital goods, fuel- and energy-related activities (not included in Scope 1 or 2), and upstream transportation and distribution. As these categories involve activities that are outside the core of our business model, our processes do not generate emissions in these areas.

Scope 3 (Category 5 – Waste Generated in Operations): Our landlord currently handles waste management as part of our all-inclusive rent. We are awaiting information regarding this service and will disclose any associated emissions once we can identify the provider.

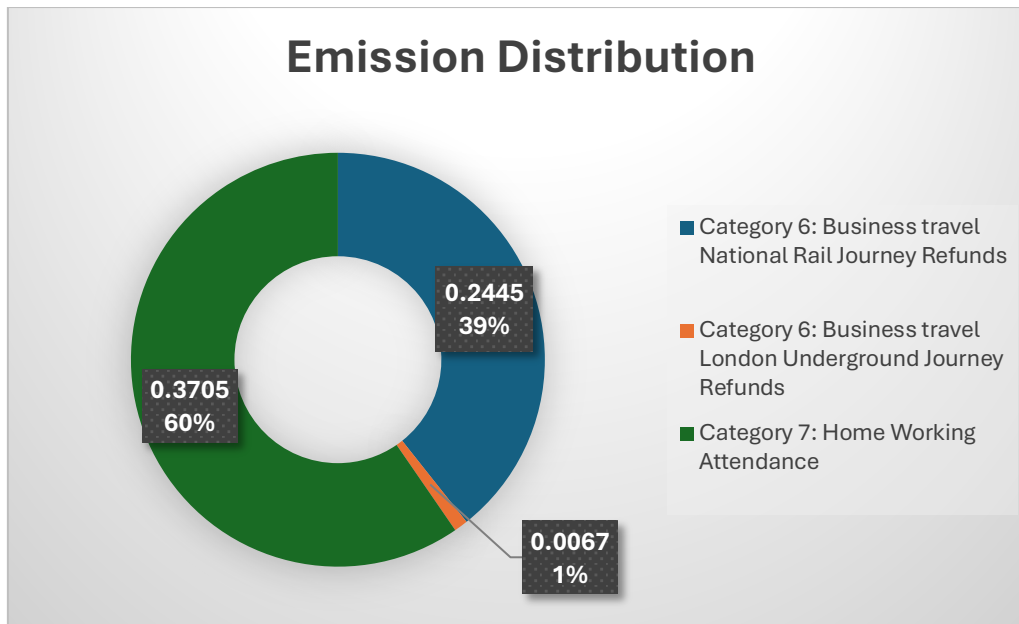
Scope 3 (Category 8–9 – Upstream and Downstream Leased Assets): Our business procedures are limited in these areas, as we do not own or lease significant assets that would contribute to upstream or downstream emissions, ensuring minimal to no emissions in these categories.

Methodology & References

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.

Scope and category	Description of the types and sources of data used to calculate emissions	Distance and ghg factor	Total emissions
Category 6: Business travel Medium Car	Journey Refunds	1294 miles ghg 0.26901	0.3481 tCO ₂ e
Category 6: Business travel National Rail	Journey Refunds	6330 ghg 0.03546	0.2445 tCO ₂ e
Category 6: Business travel London Underground	Journey Refunds	240 ghg 0.02780	0.0067 tCO ₂ e
Category 7: Home Working	Attendance	ghg 0.33378	0.3705 tCO ₂ e



Current Emissions Reporting 1st Jan- 31st Dec 2023

Since this is the inaugural year of implementing our Carbon Reduction Plan, the emissions data for our baseline year and the current reporting period are identical. Establishing this baseline is crucial as it sets the foundation for measuring and comparing future reductions. As we continue to refine our carbon tracking and reporting processes, this baseline will serve as a reference point for assessing our progress toward Net Zero emissions. By using the same emissions data for both baseline and current reporting, we ensure a consistent starting point for tracking our environmental impact moving forward.

Emissions reduction targets

Based on our emissions data, the following reduction targets have been established:

- **Business Travel** (Category 6):
 - *Medium Car Travel*: Total emissions for 1,294 miles amount to **0.3481 tCO₂e**. Our target is to reduce this by promoting the use of lower-emission vehicles and reducing mileage where possible, aiming for a 10% reduction by 2025.
 - *National Rail Travel*: Total emissions for 6,330 miles amount to **0.2445 tCO₂e**. We will encourage greater use of virtual meetings, aiming for a 15% reduction in emissions by 2025.
 - *London Underground Travel*: Total emissions for 240 miles amount to **0.0067 tCO₂e**. While minimal, we aim for a 5% reduction by promoting more sustainable travel options where feasible.
- **Home Working** (Category 7):

- Total emissions for home working are **0.3705 tCO₂e**. We will implement energy efficiency initiatives and educate staff on energy-saving practices, aiming for a 10% reduction in emissions by 2025.

These reductions will be achieved through a combination of behaviour change, improved technology, and sustainable travel practices.

Carbon Reduction Initiatives

At Contexis Limited, we are committed to reducing our carbon footprint through comprehensive initiatives that involve our employees, supply chain, and clients.

1. **Employee Training:** We will provide ongoing training to all employees to raise awareness about carbon reduction strategies and energy-efficient practices. This includes guidance on minimising emissions during business travel, optimising energy usage in home offices, and adopting sustainable behaviours in day-to-day activities. We will also promote the use of digital tools to reduce the need for physical travel.
2. **Supply Chain Collaboration:** We will work closely with our suppliers to encourage and support their adoption of sustainable practices. This involves selecting suppliers who share our commitment to reducing emissions and promoting greener alternatives, including eco-friendly materials and low-carbon logistics. We will regularly engage with them to explore innovative solutions for minimising carbon impact throughout our supply chain.
3. **Client Alignment:** As part of our ongoing contracts, we will collaborate with clients to align their carbon reduction efforts with ours. This includes supporting their sustainability goals by sharing best practices, offering advisory services, and working together to implement low-emission strategies during the course of our partnerships. By aligning our efforts, we can create a cohesive approach to reducing emissions across multiple organisations.

These initiatives are integral to our long-term strategy of achieving net zero by 2040, fostering a culture of sustainability both within Contexis and with the partners we work alongside.

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 on behalf of Contexis Limited:

A handwritten signature in black ink, appearing to read "G Heald".

Name: Glyn Heald.

Position: Chairman

Date: 29/11/24

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>