

Carbon Reduction Plan

Austin Elliot Consultancy Ltd – March 2026



As part of our commitment to sustainability, this Carbon Reduction Plan outlines actionable steps to reduce greenhouse gas (GHG) emissions, conserve resources, and contribute to a healthier environment. The plan is designed to be practical, cost-effective, and tailored to the scale of our operations.

Austin Elliot is committed to achieving and maintaining net zero carbon emissions by 2050, with real action, transparent reporting, and continuous improvement at the heart of our strategy.

Emissions Footprint

Our emissions are calculated in line with the GHG Protocol, and we include emissions from our entire business for employees and contractors.

Total (t CO ₂ e)	FY24/25	FY25/26
Emission reporting		
Scope 1	7.66	7.66
Scope 2	11.26	6.64
Scope 3		
- Waste disposal	0.17	0.17
- Business travel	123.03	95.05
- Employee commuting	14.42	9.74
- Upstream transportation & dist.	1.79	2.16
- Downstream transportation & dist.*	0	0
Total Emissions	158.33	121.42
Carbon Off-Set Via Ecologi **	160.67	137.02
Total Carbon Emissions	-2.34	-15.60

* We are a professional services company and do not sell, transport or distribute products.

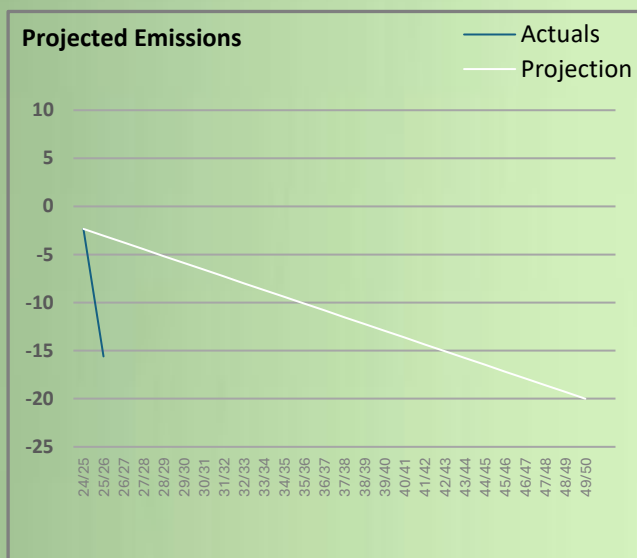
** 0.317 tonnes CO₂e avoided per employee per month in FY25.26.

Historical data

We moved from a rental office with standard monthly utility charges, to our own premises in April 2024, therefore historical data prior to this is unavailable.

Emissions Reduction Targets

1. Continue to reduce carbon emissions.
2. Enhance energy efficiency across operations.
3. Promote sustainable practices among employees, contractors, suppliers, and customers.
4. Remain net-zero.



We aim to remain net zero by off-setting our carbon emissions via Ecologi projects, adjusting our monthly contribution as employee numbers increase.





Carbon Reduction Measures

Energy Transition:

All energy is provided to our offices by a green energy supplier. In the future as new premises are occupied, we are committed to only using 100% renewable energy suppliers.

We will continue to replace old equipment with Energy Star-rated models and have installed programmable thermostats to optimise the heating system. Where possible we have fitted LED bulbs using motion sensors to reduce energy waste.

Sustainable Transportation:

Due to the nature of the business, there is currently no requirement for a vehicle fleet. We promote remote ways of working and virtual meetings to reduce commuting, however; we are committed to sustainable transportation. All staff members are encouraged to carpool where possible; can lease 100% electric vehicles via our company benefits portal; can benefit from our cycle-to-work scheme.

Supply Chain Management:

We are alert to the environmental impact associated with the supply chain. As a direct result we are committed to prioritise suppliers that adhere to sustainable practices, have low-carbon production processes and seek to recycle/repurpose/reuse products at the end of their useable life.

Wherever possible we are committed to the implementation of a circular economy rather than a linear process. This concept will see Austin Elliot seek to reuse/recycle products at the end of their useable life (rather than dispose of them).

We will also endeavour to source materials and services locally to reduce transportation emissions.

Waste Management:

Further to existing processes (office recycling) we will eradicate the use of single-use plastics and simultaneously promote reusable and biodegradable alternatives. We will digitise documents and use e-signatures to reduce paper.

Employee Engagement

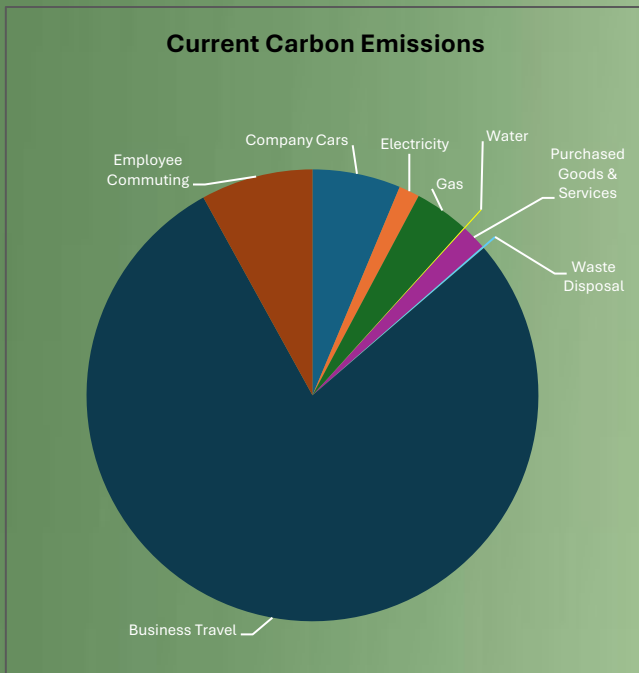
We understand that every action we take can make the difference. Consequently, we will raise awareness and educate employees about the importance of carbon reduction.

We will also encourage sustainable practices in the workplace and at home through workshops, training, and campaigns. In addition, we will establish a reward system to recognize and incentivize eco-friendly behaviours.

Monitoring and Reporting

We will continue to measure current carbon footprint using tools like the EPA Carbon Footprint Calculator and set targets to track reductions in energy consumption, waste, and emissions.

We will review our progress quarterly and adjust strategies based on performance. We will communicate our achievements and share updates with stakeholders through reports, website posts, or social media.



Carbon Reduction Projects

We work alongside Ecologi to help offset carbon emissions worldwide by donating funds on behalf of each employee per month. Austin Elliot's contribution to date:



We will continue to support our environmental partners to amplify our impact.

Future Management Measures

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

- Sustainable business travel policy
- Low carbon offices programme
- Home working energy efficiency guidance
- Increase recycling and reuse programmes
- Continue to reduce paper through digital processes and documentation
- Lead sustainability initiatives in the local community
- Continuously innovate and adapt to emerging low-carbon technologies
- Conduct an energy audit

Declaration

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and its associated guidance and reporting standard for Carbon Reduction Plans.

Emissions will be recorded and reported in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹. Appropriate Government emission conversion factors for greenhouse gas company reporting² have been used.

Scope 1 and Scope 2 emissions will be reported in accordance with SECR requirements, and the required subset of Scope 3 emissions will be 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.

Signed on behalf of Austin Elliot Consultancy

Thomas Shaw

Thomas Shaw
Commercial Business Partner
March 2026



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>