
NEWTON EUROPE CARBON REDUCTION PLAN

PUBLICATION DATE: 29/09/2021, LAST UPDATED: 07/10/2022, 24/03/2023

NEWTON

COMMITMENT TO ACHIEVING NET ZERO

The more we act on climate change, the more we can avoid the worst impacts of climate change. Newton Europe is dedicated to reducing the carbon emissions that have a negative effect on the world we live in. We have a clear understanding of our carbon footprint with the work that we do and our passion for improving our environmental impact has driven our carbon reduction plan. Our Net Zero strategy has been calculated using data analysis; benchmarking against consultants operating within the UK and committing to this strategy for all future consulting within the UK.

Newton Europe is committed to achieving Net Zero emissions by 2027 for its UK operations.

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.

Newton baselined our emissions in 2021, a time of pandemic operation, hence there is an expectation that 2022 reporting figures would be lower than the baseline.

Baseline Year: 2021**Additional Details relating to the Baseline Emissions calculations.**

Baseline emissions were calculated using a combination of expenses data, external research/consultation and internal operating estimates. These were adjusted for the effects of the covid-19 pandemic on travel, which is a large driver of emissions.

Emissions are also shown on a 'per consultant (full time employee) FTE' basis, as this is the largest driver of emission for Newton and a large headcount growth rate is expected in the next 5-10 years. Head Office emissions have been included and normalised against consultant headcount.

Baseline Year Emissions: 2,155 Tonnes CO2 (6.9 Tonnes per Consultant FTE)

EMISSIONS	TOTAL (tCO ₂ e)		
Scope 1	181 Tonnes (0.58 Tonnes Per FTE) – Car Fuel (main driver)		
Scope 2	34 Tonnes (0.11 Tonnes Per FTE) – HO Water, Heat and Power (main driver), <i>Electric Car Emissions</i>		
Scope 3 (Included Sources)	1,940 Tonnes (6.23 Tonnes Per FTE) – Hotels, Car Embedded Emissions, Trains, Air Travel, Food, Taxis, HO Commuting		
	Scope 3 Category	Sub-Category	Emissions (Tonnes CO2)
	4. Upstream Transport & Distribution		Negligible. Fleet Emissions covered in Business Travel Section.
	5. Waste generation in operations	Head Office Waste	2
	6. Business Travel	Consultant Travel	Public Transport – 224 Flights – 163 Taxi – 33
		Car manufacture lifecycle emissions*	306
		Accommodation	On Site – 909 Conferences (approx. 12%) – 130
		Food while travelling	169
	7. Employee Commuting	Head Office Commuting	3.5
	9. Downstream transportation & distribution		0 – Professional services company means that emissions due to transportation and distribution of physical products are negligible in contrast to other areas.
	Total		1940 Tonnes (6.23 Tonnes Per Consultant FTE)
Total Emissions	2,155 Tonnes CO2		

CURRENT EMISSIONS REPORTING

See below for the emissions reporting for each year following the baseline year.

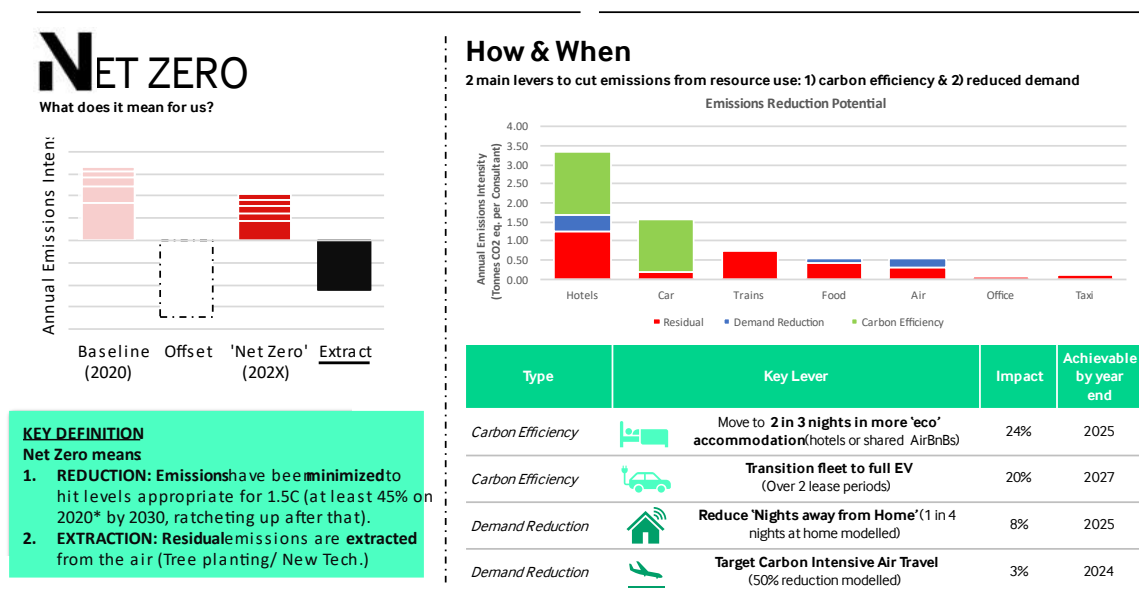
Reporting Year: 2022			
Reporting Year Emissions: 1,865 Tonnes CO2 (5.04 Tonnes per Consultant FTE)			
EMISSIONS	TOTAL (tCO₂e)		
Scope 1	109 Tonnes (0.29 Tonnes Per Consultant FTE). Driven by reduced hire car fuel.		
Scope 2	32 Tonnes (0.09 Tonnes Per Consultant FTE)		
Scope 3 (Included Sources)	Scope 3 Category	Sub-Category	Emissions (Tonnes CO2)
	4. Upstream Transport & Distribution		Negligible. Fleet Emissions covered in Business Travel Section.
	5. Waste generation in operations	Head Office Waste	2
	6. Business Travel	Consultant Travel	Public Transport – 225 Flights – 250 Taxi – 34
		Car manufacture lifecycle emissions*	398
		Accommodation	On Site – 519 Conferences – 122
		Food while travelling	174
	7. Employee Commuting	Head Office Commuting	3.5
	9. Downstream transportation & distribution		0 – Professional services company means that emissions due to transportation and distribution of physical products are negligible in contrast to other areas.
	Total		1724 Tonnes (4.67 Tonnes Per Consultant FTE)
*attribution by valuation usage/amortisation in Newton Life			
Total Emissions	1,865 Tonnes CO2		

EMISSIONS REDUCTION TARGETS

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions *per consultant FTE* will decrease over the next five years to **3.2 tCO₂e** by 2027. This is a reduction of over **50%**. Total emissions accounting for company headcount growth are expected to be **2,936 tCO₂e**.

Overall and local emissions targets can be seen in the graph below. Progress will be updated annually.



CARBON REDUCTION PROJECTS

Completed Carbon Reduction Initiatives:

The following environmental management measures and projects have been completed or implemented before the 2021 baseline. Future reductions in emissions will be recorded as a percentage against the 2021 baseline.

Fleet

Newton first introduced electric and hybrid cars into our fleet as part of the User-Chooser scheme introduced in December 2020 to sit alongside our diesel flexi-fleet scheme. Since then, we have introduced plug in hybrids into our flexi-fleet scheme as we are currently in progress of switching our scheme to be majority plug in hybrids and electrics. All our current vehicles on order for both schemes are electrics and plug in hybrids only.

As of September 2022:

Fuel Type	Logistics Scheme	Flexi-Fleet Scheme	User-Chooser Scheme	Total
Diesel	86%	96%	0%	72%

Petrol	14%	0%	0%	0%
Plug in Hybrid Petrol	0%	4%	44%	14%
Electric	0%	0%	56%	14%

An update on percentage of the fleet split with electrics and hybrids is available on request. Newton consultants receive efficient driver training and the use of telematics monitors driver efficiency.

Offsetting

Newton has committed to offset 100% of its annual carbon footprint, the Company aiming to match 2:1 each tonne offset by an individual.

ISO 14001, ESOS and SECR Compliance

Newton was first accredited to ISO 14001 on 13/06/2014. We have since proudly maintained our certification and will continue to do so with bi-annual external audits. This certification along with our internal audit program looks at internal processes to continually improve our environmental impact. Newton achieved ESOS compliance in 2019 (which is still currently valid) and we will continue to achieve this at the time of renewal. Newton completes compliance with SECR regulation each financial year in the annual report. Copies of our certification are available upon request.

Switch to 100% Renewable Energy

In June 2021, Newton was proud to announce that the Head Office had switched to using a 100% renewable energy supplier. This means that the amount of energy Newton uses must be purchased from renewable energy sources. Whilst Newton cannot control the proportion of renewable energy making up National Grid supply, which powers the Head Office, this method works to encourage renewable energy production by sending a message to the wider industry that we wish to avoid using electricity generated from fossil fuels.

Switch to LED lights

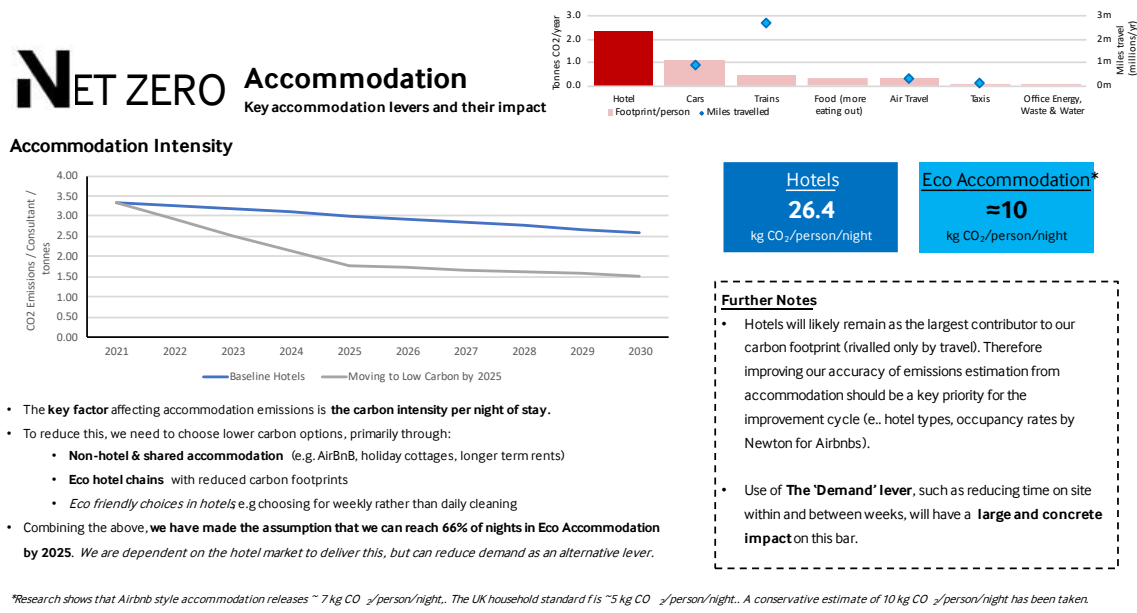
As part of a Head Office refurbishment considering environmental impact, Newton replaced all fluorescent lights with LEDs. LED lights are approximately twice as energy efficient than fluorescent lights. We have also installed auto-shut LED lights in areas that are not frequently in use.

Future Carbon Reduction Initiatives:

For the future, we have developed a carbon Net Zero strategy which will aim to implement further carbon reduction initiatives within UK operations.

Accommodation

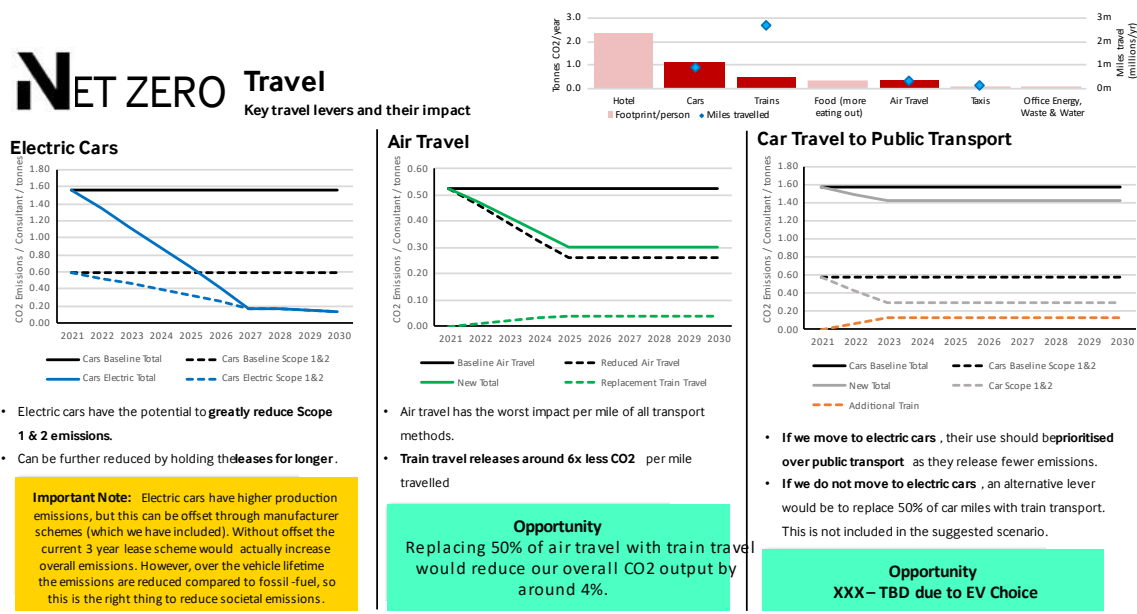
Accommodation is the largest driver of emissions for the company. The proposed measure to reduce this is moving to lower intensity accommodation (e.g. shared accommodation, eco hotel chains) and reduce overnight stays where possible in the next 5 years.



- The **key factor** affecting accommodation emissions is the **carbon intensity per night of stay**.
- To reduce this, we need to choose lower carbon options, primarily through:
 - Non-hotel & shared accommodation** (e.g. AirBnB, holiday cottages, longer term rents)
 - Eco hotel chains** with reduced carbon footprints
 - Eco friendly choices in hotels** e.g. choosing for weekly rather than daily cleaning
- Combining the above, **we have made the assumption that we can reach 66% of nights in Eco Accommodation by 2025**. We are dependent on the hotel market to deliver this, but can reduce demand as an alternative lever.

Travel

Travel is another major driver of emissions for the company. The proposed measures are to move to electric vehicles, reduce air travel and encourage public transport in the place of fossil fuel car travel.



KYOTO PROTOCOL EMISSIONS REPORTING

Newton Head Office has a total of 7 air conditioning units. F-Gas emissions were a total of 27.24 tCO₂e in 2021. All air conditioning systems are serviced every 6 months. There have been no leaks since they have been installed.

The latest F-Gas emissions maintenance check showed no change in the levels of emissions from the previous year.

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). The plan undergoes annual review for relevant update.

Signed on behalf of the Supplier:



Signature:

Print Name: Tom Wedgwood

Position: Founding Director

Original Publication Date: 29/09/2021

Date(s) Reviewed: 01/09/2022, 24/03/2023

Acknowledgements:

Formulating our Carbon Net Zero Strategy and this Carbon Reduction Plan has involved the time and dedication of our staff; we would like to give thanks to the following people who have contributed to producing our strategy and CRP: (in alphabetical order) Andrew Camsell, Andy Clarke, Andy Hawes, Anna Baigent, Beth Farrant, Chris Barton, Chris Thompson, Dot Bell, Fred Church, Harveen Javed, Helen Lily Wang, Helen Mills, James Frost, Jamie Williams, Kate Mills, Michelle Darcy, Oliver Clark, Oliver Leyshon, Owen McGowan, Phil Sunley, Steve Dyde, Steve Phillips, Steve Wilson, Tom Wedgwood.

Implementation of our strategy will involve every Newton employee and we are proud to be working towards Net Zero together.