

Carbon Reduction Plan

Supplier name: ...People Spark Solutions Ltd.....

Publication date: ...1st November 2025.....

Commitment to achieving Net Zero

People Spark Solutions Ltd is committed to achieving Net Zero emissions by 2050.

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: 2025	
Additional Details relating to the Baseline Emissions calculations.	
There is no previous reporting. This is our first year recording emissions.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Currently recording 2025 emissions
Scope 2	Currently recording 2025 emissions
Scope 3 (Included Sources)	Currently recording 2025 emissions
Total Emissions	Currently recording 2025 emissions

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 will decrease over the next five years **by 20%**.

Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2025 baseline.

- Aim to be paperless by 2026 - we reduce our printing by 10% each year.
- Avoid having an office to reduce carbon emissions. This is reviewed annually to assess practicalities.
- Encourage activities to reduce energy consumption when working remotely, such as turning off lights and equipment when not in use.
- Remote working to reduce commuting-related emissions.
- Encourage recycling for paper, plastic, and other recyclable materials whilst remote working.
- Minimise paper use by promoting digital documentation and communication. We aim to be paperless within 3 years.
- Use reusable or recyclable materials for training sessions.
- Choose suppliers and vendors that demonstrate strong environmental and social responsibility.
- Source materials locally whenever possible to reduce transportation emissions.
- Encourage the use of public transportation, carpooling, and cycling among employees when travel is required.
- Utilise virtual meeting technologies to reduce the need for travel.
- Provide ongoing training for employees on sustainability practices and their importance. Training will take place at onboarding and at an annual refresher session.
- Include sustainability topics in our training and coaching services to educate clients, where appropriate.

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

- Offset carbon emissions from unavoidable travel by investing in carbon offset program makeitwild.co.uk.

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 the Supplier:

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Date:1/11/2025.....

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>