

RealWorldHR Carbon Reduction Plan

Commitment to achieving Net Zero

RealWorldHR Limited is a SME Management Consultancy committed to achieving and maintaining Net Zero emissions by 2040.

Baseline Emissions Footprint

Baseline Year: 2021 - 2022	
Baseline year emissions: 2021	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0.00 – As a remote based management consultancy we do not own or operate any company facilities or vehicles. Individual energy usage and business travel will be accounted for in Scope 3
Scope 2	0.00 – As above we do not purchase energy from an energy provider. Individual indirect emissions for purchased energy will be accounted for in Scope 3
Scope 3 (Included Sources)	Fuel and energy related activities – 23.21 (Total individual household indirect emissions for purchased energy for at home work across the workforce) Upstream transportation and distribution – 0.00 (As a management consultancy all work is carried out electronically, no products have been required to complete business activities) Waste Generated in Operations – 0.00 (As a management consultancy all work is carried out electronically, no waste is generated in completing business activities) Business Travel – 7.72 (Total emissions for Business travel across the workforce) Employee Commuting – 0.00 (As a 100% remote based home working business model no employee commuting takes place) Downstream transportation and distribution – 0.00 (As a management consultancy no physical products are produced requiring transportation)
Total Emissions	30.93

Current Emissions Reporting

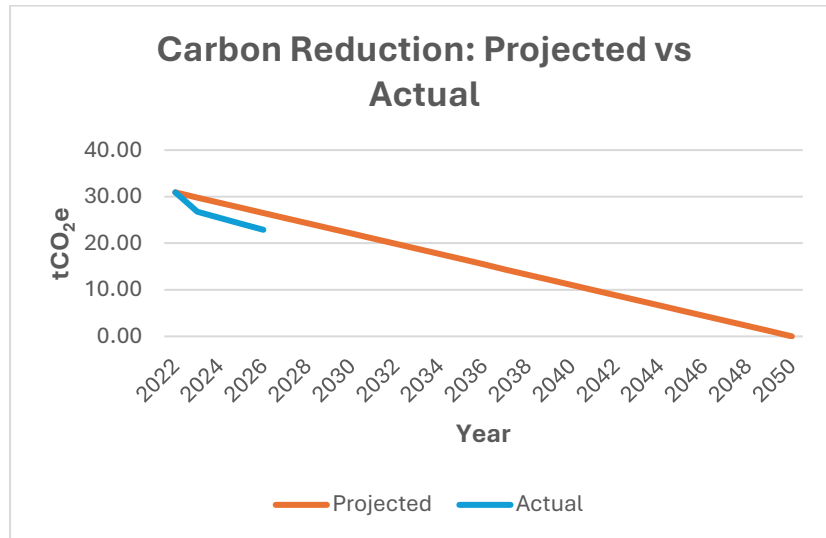
Current Emissions Year: 2025 – 2026	
Additional Details relating to the Baseline Emissions calculations.	
This is our third year of reporting our emissions	
Baseline year emissions: 2021	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0.00 – As a remote based management consultancy we do not own or operate any company facilities or vehicles. Individual energy usage and business travel will be accounted for in Scope 3
Scope 2	0.00 – As above we do not purchase energy from an energy provider. Individual indirect emissions for purchased energy will be accounted for in Scope 3
Scope 3 (Included Sources)	Fuel and energy related activities – 15.54 (Total individual household indirect emissions for purchased energy for at home work across the workforce) Upstream transportation and distribution – 0.00 (As a management consultancy all work is carried out electronically, no products have been required to complete business activities) Waste Generated in Operations – 0.00 (As a management consultancy all work is carried out electronically, no waste is generated in completing business activities) Business Travel – 7.35 (Total emissions for Business travel across the workforce) Employee Commuting – 0.00 (As a 100% remote based home working business model no employee commuting takes place) Downstream transportation and distribution – 0.00 (As a management consultancy no physical products are produced requiring transportation)
Total Emissions	22.89



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 to **19.11 tCO₂e by 2029**. This is a reduction of **25%**



Carbon Reduction Projects

Completed and ongoing Carbon Reduction Initiatives

We expect to use the 2021 figures as our baseline and review yearly hereafter.

The following environmental management measures and projects have been completed or implemented since our inception and we commit to continue with these initiatives to further reduce our carbon emissions using our 2021 baseline through to net zero by 2040. We will endeavour to bring forward our 2040 commitment to Net zero.

- An Environmental Policy, which is reviewed annually which outlines our commitment to minimising the negative environmental impact of our activities.
- Annual assessment and compliance against ISO 14001 criteria
- Continued commitment to a 100% remote based home working business model
- Promoting minimal travel internally and amongst our customers and clients. A remote first ways of working - video / conference calling over in person / on-site unless absolute necessary. Where travel is necessary opt to travel by Public Transport where possible.

- Promote and advocate the use of green energy suppliers for individual home energy supplies.
- Promote and advocate the use of electric / hybrid personal motor vehicles.
- Part of a schools programme to recycle IT equipment

Pledged to the David Bellamy Tree Appeal and committed to plant a tree for every client worked with, totalling over 210 trees. Additionally supported the Woodland Creation Project at Knowsley Farm and a Scouts of the Word Award which saw 1750 and 200 trees purchased and planted respectively.

- Annually review and report our emissions, review our current initiatives and adopt new initiatives to remain in compliance with our pledges.

The carbon emission reduction / offset achieved by these schemes equate to **47.88** of tCO₂e offset per year, a **209%**ge reduction against the **2025-2026** current emissions reporting and the measures will be in effect when performing the contract

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:



Gareth Hunt (Corporate Services Manager)
Date: 24.09.2026

