



## Carbon Reduction Plan

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# Table of Contents

1 Executive Summary	2
2 Commitment to Achieving Net Zero	2
3 Baseline Year Carbon Emissions - April 2025 to March 2026	3
3.1 Baseline Year Commentary	3
3.2 Scope 1	3
3.3 Scope 2	3
3.4 Scope 3	3
3.5 Total Emissions	4
4 Current Year Carbon Emissions - April 2025 to March 2026	5
4.1 Current Year Commentary	5
4.2 Scope 1	5
4.3 Scope 2	5
4.4 Scope 3	5
4.5 Total Emissions	6
5 Emission Reduction Targets	7
6 Carbon Reduction Projects	8
7 Declaration and Sign Off	10



# 1 Executive Summary

P2G Contract Support LLP (P2G) is a small but rapidly growing consulting firm providing services, rather than products. As a working from home business, P2G reduces its emissions by not requiring a regular commute to an office. Consequently, the majority of our emissions emanate from business operations, with Business Travel and working from home also contributing significantly.

Our largest source of carbon emissions stems from our purchase of Goods and Services, accounting for over 73% of our total emissions. This consumption is associated with the day to day operating expenditure of the business, including the engagement of specialist expertise and professional services, IT equipment and support, software and subscriptions, accommodation, and external training and meeting facilities. P2G aims to address a portion of these emissions by reviewing supplier and expenditure choices with sustainability in mind and reducing unnecessary operational spend, which should reduce the carbon intensity of our activities over time.

P2G is committed to driving down our carbon emissions, providing maximum impact for our clients with minimal impact on the environment. Therefore, we remain in the process of actively exploring our options to continue to encourage and offer opportunities to our staff to reduce their consumption both during and outside of work.

In recognition of the significant contribution of purchased Goods and Services to our overall footprint, we are also actively investing in the growth of our in-house expertise and diversifying our internal talent base; progressively expanding the range of specialist capability we are able to offer directly in order to reduce expenditure on specialists external to the business. We also seek to reuse and recycle equipment internally wherever it remains fit for purpose, avoiding the purchase of new goods where existing resources can meet the need.

We continue to anticipate a further increase in our consumption with continued growing numbers of staff, additional client base and the continuation of our relationship with our international clients.

To reflect developments in our organisation, we have decided to rebaseline the Carbon Reduction Plan to the year 2025-2026, using SmartCarbon to calculate our carbon usage for the year based on spend, rather than kWh and mileage. SmartCarbon also takes into consideration company turnover. As a result, our new baseline figures are higher than previous years.

## 2 Commitment to Achieving Net Zero

P2G Contract Support LLP is committed to achieving Net Zero emissions by 2050 at the latest.



## 3 Baseline Year Carbon Emissions - April 2025 to March 2026

### 3.1 Baseline Year Commentary

The reporting year of April 2023 to March 2024 was previously the Baseline Year. This has been reset to April 2025 to March 2026 following a review and improvement of P2G's resource allocation strategy, which has consequently changed how carbon usage is calculated and reported.

P2G has adopted the SmartCarbon Calculator, a tool used by a number of our clients to generate accurate carbon emissions reports, to automate this process and provide a reliable, consistent reporting methodology. P2G used SmartCarbon to determine carbon usage based on organisational spend rather than kWh and mileage, which also takes into consideration company turnover and voluntary Scope 3 reporting on Goods and Services purchased. Rebaselining was necessary to provide a meaningful foundation for future reporting; a comparison against the previous methodology would not produce a reliable picture of emissions given the fundamental difference in reporting approach. As a result, the new baseline figures are higher than those reported in previous years.

P2G did not report Scope 1 and Scope 2 emissions since we are a home working business and therefore there were no emissions to report. Scope 1 refers to the direct emissions from company owned or controlled sources, P2G did not own direct sources of emissions, and Scope 2 covers the purchase and use of electricity, steam, heating and cooling<sup>1</sup> P2G did not directly purchase electricity, steam, heating and cooling.

### 3.2 Scope 1

P2G reported no carbon emissions under Scope 1. Our employees were all homebased and therefore had no company facilities, and we did not have any company vehicles.

Total carbon emissions for Scope 1: **0 tCO<sub>2</sub>e**

### 3.3 Scope 2

P2G reported no carbon emissions under Scope 2. Our employees were all homebased and therefore any purchased energy and heating and cooling was calculated under the working from home element of 'Employee Commuting' in Scope 3. We also did not purchase steam.

Total carbon emissions for Scope 2: **0 tCO<sub>2</sub>e**

### 3.4 Scope 3

**Goods and Services** - Goods and Services account for over 73% of our emissions. This includes all other expenses claimed, including hotel stays, food and drink, and home office furniture, along with

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<sup>1</sup> 'What are Scope 3 emissions and why do they matter?'

<https://www.carbontrust.com/our-work-and-impact/guides-reports-and-tools/what-are-scope-3-emissions-and-why-do-they-matter> accessed 16/06/2026 16:44



Goods and Services paid for by the business, such as IT equipment and support, software, external staff training courses, meeting rooms and specialist expertise and professional services.

Total carbon emissions for Goods and Services: **237.94 tCO<sub>2</sub>e**

**Business Travel** - Business Travel has been calculated based on expenses claimed for car (mileage), bus/coach, train/tram and air travel. Air travel accounts for over 60% of our emissions in this category due to travel to our overseas clients.

Total carbon emissions for Business Travel: **57.34 tCO<sub>2</sub>e**

**Employee Commuting** - P2G is an entirely working from home business, therefore the total carbon emissions for Employee Commuting was assessed on the working from home basis, based on reported emissions from employee commute using national transport statistics and number of full time equivalent employees (via SmartCarbon).

Total carbon emissions for Employee Commuting: **28.63 tCO<sub>2</sub>e**

**Waste** - Waste was not measured as, being a working from home business, any waste produced in the course of business was negligible.

Total carbon emissions for Waste: **0 tCO<sub>2</sub>e**

**Upstream Transportation and Distribution** - Upstream Transportation and Distribution are not measured as we do not produce products and/or services that require transportation and/or distribution.

Total carbon emissions for Upstream Transportation and Distribution: **0 tCO<sub>2</sub>e**

**Downstream Transportation and Distribution** - Downstream Transportation and Distribution are not measured as we do not produce products and/or services that require transportation and/or distribution.

Total carbon emissions for Downstream Transportation and Distribution: **0 tCO<sub>2</sub>e**

Total carbon emissions for Scope 3: **323.91 tCO<sub>2</sub>e**

### 3.5 Total Emissions

Total carbon emissions for the Baseline Year: **323.91 tCO<sub>2</sub>e**



## 4 Current Year Carbon Emissions - April 2025 to March 2026

### 4.1 Current Year Commentary

As this is the first year of reporting under the new baseline, the current year and baseline year figures are identical. Future reports will show progress against this foundation.

P2G does not report Scope 1 and Scope 2 emissions as we are a home working business and therefore there are no emissions to report. Scope 1 refers to the direct emissions from company owned or controlled sources, P2G does not own direct sources of emissions, and Scope 2 covers the purchase and use of electricity, steam, heating and cooling<sup>2</sup> P2G does not directly purchase electricity, steam, heating and cooling.

### 4.2 Scope 1

P2G is reporting no carbon emissions under Scope 1. Our employees are all homebased and therefore have no company facilities, and we do not have any company vehicles.

Total carbon emissions for Scope 1: **0 tCO<sub>2</sub>e**

### 4.3 Scope 2

P2G is reporting no carbon emissions under Scope 2. Our employees are all homebased and therefore any purchased energy and heating and cooling is calculated under the working from home element of 'Employee Commuting' in Scope 3. We also do not purchase steam.

Total carbon emissions for Scope 2: **0 tCO<sub>2</sub>e**

### 4.4 Scope 3

**Goods and Services** - Goods and Services account for over 73% of our emissions. This includes all other expenses claimed, including hotel stays, food and drink, and home office furniture, along with Goods and Services paid for by the business, such as IT equipment and support, software, external staff training courses, meeting rooms and specialist expertise and professional services.

Total carbon emissions for Goods and Services: **237.94 tCO<sub>2</sub>e**

**Business Travel** - Business Travel has been calculated based on expenses claimed for car (mileage), bus/coach, train/tram and air travel. Air travel accounts for over 60% of our emissions in this category due to travel to our overseas clients.

Total carbon emissions for Business Travel: **57.34 tCO<sub>2</sub>e**

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<sup>2</sup> 'What are Scope 3 emissions and why do they matter?'

<https://www.carbontrust.com/our-work-and-impact/guides-reports-and-tools/what-are-scope-3-emissions-and-why-do-they-matter> accessed 16/06/2026 16:45



**Employee Commuting** - P2G is an entirely working from home business, therefore the total carbon emissions for Employee Commuting was assessed on the working from home basis, based on reported emissions from employee commute using national transport statistics and number of full time equivalent employees (via SmartCarbon).

Total carbon emissions for Employee Commuting: **28.63 tCO<sub>2</sub>e**

**Waste** - Waste is not measured as, being a working from home business, any waste produced in the course of business is negligible.

Total carbon emissions for Waste: **0 tCO<sub>2</sub>e**

**Upstream Transportation and Distribution** - Upstream Transportation and Distribution are not measured as we do not produce products and/or services that require transportation and/or distribution.

Total carbon emissions for Upstream Transportation and Distribution: **0 tCO<sub>2</sub>e**

**Downstream Transportation and Distribution** - Downstream Transportation and Distribution are not measured as we do not produce products and/or services that require transportation and/or distribution.

Total carbon emissions for Downstream Transportation and Distribution: **0 tCO<sub>2</sub>e**

Total carbon emissions for Scope 3: **323.91 tCO<sub>2</sub>e**

## 4.5 Total Emissions

Total carbon emissions for the Current Year: **323.91 tCO<sub>2</sub>e**



## 5 Emission Reduction Targets

As this is the new baseline year, P2G has reset its emission reduction targets. A direct year on year comparison of emissions would not be accurate or straightforward given the substantial shift in methodology and reporting approach. The new baseline should provide a consistent foundation from which to track and reduce emissions going forward.

Since the business is projected to continue growing in respect of both client base and staff base, P2G has opted to continue to review the emissions on a per staff member basis as this is an effective method for tracking our emissions without the need for further rebaselining as headcount increases.

The current approach is a linear reduction to reach 0 tCO<sub>2</sub>e emissions in 2050, but we hope to achieve this earlier. The emissions target for April 2026 - March 2027 is now set at 9.70 tCO<sub>2</sub>e per staff member. Based on current headcount, we project that carbon emissions will decrease over the next five years to 8.01 tCO<sub>2</sub>e per staff member by 2030-31. This is a reduction of 21% against our 2025-26 baseline.

P2G is committed to reviewing and undertaking Carbon Reduction Projects to reduce our per person emissions.



## 6 Carbon Reduction Projects

P2G Contract Support LLP is committed to exploring our options for providing access to schemes, improved systems and encouraging carbon reduction behaviours. P2G's carbon reduction projects, both completed and currently under development, are set out below.

### 6.1 Future Carbon Reduction Initiatives

**Cycle to Work Scheme** - To encourage our staff to cycle to train stations and meetings, we are investigating our ability to provide the Cycle to Work scheme to our staff. Whilst we initially aimed to have completed investigation of this scheme by the end of the April 2024 - March 2025 reporting period, due to focus shifting to the implementation of other internal processes across the business over the past year, in line with our continued growth, P2G continues to explore the implementation of this scheme alongside a new staff benefits package with a shift in its investigation completion date to the end of the April 2026 - March 2027 reporting period.

**EV Salary Sacrifice Scheme** - To improve our emissions through car travel and to generally promote a reduction in emissions, we are exploring the viability of offering the EV Salary Sacrifice scheme. Whilst we initially aimed to have reviewed this by the end of the April 2024 - March 2025 reporting period, due to focus shifting to the implementation of other internal processes across the business over the past year, in line with our continued growth, P2G continues to explore the implementation of this scheme alongside a new staff benefits package with a shift in its investigation completion date to the end of the April 2026 - March 2027 reporting period.

**Sustainable Procurement Review Process** - To reduce the carbon intensity of our operational spend over time, P2G is committed to reviewing its supplier and expenditure choices with carbon impact in mind. This includes assessing where unnecessary expenditure can be reduced and where more sustainable supplier options exist. Whilst this review is ongoing and will take time to yield measurable reductions, it represents a tangible step towards addressing our largest source of emissions. P2G will explore the procedural implementation of this review with a completion date of the end of the April 2026 - March 2027 reporting period.

### 6.2 Completed Carbon Reduction Initiatives

**Improved Approach to Expenses Reporting** - P2G has completed a significant improvement to its approach to collecting expenses data. Previously, generating a complete carbon data set required detailed manual extraction and, at times, assumptions to fill gaps. The adoption of the SmartCarbon Calculator has removed this requirement: the expense data P2G already collects provides the inputs SmartCarbon needs directly, producing an accurate and complete carbon data set without the need for supplementary analysis or assumptions. The process is now clear, precise, and consistent. P2G considers this initiative complete, with the improved approach fully embedded across the business.

**Miles for Change Challenge** - P2G has continued to implement multiple sustainable mileage challenges to encourage staff to run, walk, and cycle more over a 1 month period for charity. Charity donations are made once staff collectively reach a pre-agreed mileage goal. This motivates staff to leave their vehicles at home in favour of carbon zero modes of transport and helps to further reduce emissions over the year. P2G will continue to conduct these challenges over the coming reporting period.



**16 - 25, 26 - 30, Senior and Disabled Persons Railcard Offering** - P2G continues to offer to pay for a Railcard that can be used for both Business Travel and personal travel for our staff ages 16 - 30, that are disabled, or over the age of 60. This not only reduces the expenses costs to the business long term, but it encourages our staff to use trains in their personal life, decreasing overall emissions. P2G will continue to promote this with staff and usage remains at 15% of all staff (55% of all eligible staff).

**Geographic Resource Allocation Strategy** - P2G has also sought to address a portion of the international travel emissions by engaging support locally, thereby reducing the number of flights needed to effectively support our clients. Whilst our primary mode of engagement remains digital to limit travel related carbon impact, we acknowledge that periodic on site presence is necessary. On a national level, P2G endeavours to assign staff to projects based on geographic proximity where practicable, minimising the carbon impact of travel to client locations. P2G will continue to apply this strategy throughout the forthcoming reporting period.

**Public Transport and Car Sharing Initiative** - P2G encourages all staff to use public transport when travel is needed. Where car or taxi use is necessary, P2G suggests staff share cars. For example, travelling together to a client/team meeting from a similar home location, or meeting at a train station to share a taxi to a client/team meeting together. We have furthered this initiative in the current reporting period by developing an interactive map and directory for staff to view where colleagues are located. P2G will continue to promote and develop this initiative over the coming reporting period.

**Paperless Organisation** - P2G has adopted a paperless approach to business operations as a deliberate measure to reduce the carbon emissions associated with paper consumption, printing, and the physical storage and transportation of documents. As a working from home consultancy, all documentation, invoicing, filing systems, and contract execution is handled digitally, using secure cloud based systems. This eliminates a material source of avoidable emissions and reduces resource consumption across the business. P2G will continue to operate in accordance with this approach throughout the April 2026 - March 2027 reporting period.

**Greener Air Travel** - Given that air travel accounts for over 60% of P2G's Business Travel emissions, P2G has adopted a policy of selecting airlines with credible net zero commitments and active sustainability programmes where this is compatible with operational requirements. This includes a preference for carriers investing in Sustainable Aviation Fuels (SAF) and demonstrating measurable progress towards decarbonising their operations. During the current reporting period, travel to international clients was with British Airways, whose net zero transition strategy and SAF investment programme align with this policy. P2G will continue to apply this selection approach when booking air travel throughout the April 2026 - March 2027 reporting period.

**In-house Talent Development Initiative** - With Goods and Services being the largest contributor to P2G's carbon footprint, reducing the emissions associated with these purchases is a key priority. P2G is seeking to achieve this by actively investing in the development of our internal talent base and expanding the breadth of specialist capability we are able to offer directly. By investing in this over time, we aim to reduce the volume of specialist services and professional expertise procured externally, directly reducing our spend based emissions in this category. P2G will pursue this as an ongoing objective throughout the April 2026 - March 2027 reporting period and beyond.



**Equipment Reuse and Recycling Scheme** - To reduce the emissions associated with the purchase of new goods, P2G actively seeks to reuse and recycle equipment internally wherever it remains fit for purpose. Where existing resources can meet an operational need, the purchase of new goods is avoided. This approach reduces both unnecessary expenditure and the associated carbon emissions from the production and supply of new equipment. P2G will continue to embed this practice across the business in the coming reporting period.

## 7 Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standards 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 standard<sup>3</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.<sup>4</sup>

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.<sup>5</sup>

This Carbon Reduction Plan has been reviewed and signed off by the Management Board of the Partnership.

Signed on behalf of the P2G Contract Support LLP:



Jack Banks - Partner  
Date: 30 June 2025

### **P2G Contract Support LLP**

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<sup>3</sup> <https://ghgprotocol.org/corporate-standard>

<sup>4</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>5</sup> <https://ghgprotocol.org/standards/scope-3-standard>

