



Carbon Reduction Plan

Supplier name: Lean Tree Limited

Publication date: December 2024

Commitment to achieving Net Zero

Lean Tree Limited is committed to achieving Net Zero emissions by 2050.

As a further commitment, we have also set an ambitious company goal targeting 2027 to achieve a carbon neutral status, before the government deadline, by reducing emissions.

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 specific strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline emissions have been calculated for Lean Tree Limited (LTL) for the financial year 2024.

LTL has not previously formally assessed or reported carbon emissions, therefore FY24 will form the baseline year for future reporting.

Baseline Year: 2024
Additional Details relating to the Baseline Emissions calculations.

LTL has no Scope 1 or Scope 2 emissions to report, in accordance with the SECR reporting requirements, as there are no direct emissions from sources that are owned or controlled by the company, nor indirect emissions from the generation of purchased energy consumed by LTL.

LTL have considered all scope 3 emissions, in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard, i.e. indirect emissions occurring from sources owned or controlled by other entities in the value chain of LTL. LTL have assessed the applicability of all 15 categories detailed and the 3 categories which make up materially all of LTL’s emissions are 3.6 Business Travel, 3.7 Employee Commuting (in which homeworking has been included), and 3.8 Upstream Leased Assets.

Emissions from travel and transport have been estimated with reference to expenditure data where usage data is not available. Emissions from leased assets have been estimated with reference to environmental reporting obtained from the Lessor, a certified B Corp, who calculate usage as a percentage of office size compared to the whole building which accounts for our share of communal spaces and meeting rooms as well as office spaces.

Government conversion factors for company reporting has been used to state the GHG emissions. These figures have been presented in tonnes of carbon dioxide equivalent (tCO₂e) which is the universal unit of measurement to indicate the global warming potential (GWP) of GHGs, expressed in terms of the GWP of one unit of Carbon dioxide. We have used the version of the factors that correlates with the data on which we are reporting. As the reporting year spans the calendar year, the factor from the calendar year in which the greatest portion of the data falls, has been applied.

The carbon reduction plan will be updated annually, and any changes or developments to methodology will be disclosed in future reporting. All known sources of environmental impact have been included within the reporting boundary, and there are no specific exclusions to disclose.

LTL will recalculate base year emissions if there are significant changes in the company structure or methodology as appropriate.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0

Scope 2	0
Scope 3 (Included Sources)	Business Travel – 43.15 Employee Commuting – 16.9 Upstream Leased Assets – 1.21
Total Emissions	61.3 tCO2e

Emissions reduction targets

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

Carbon Neutral Status

Lean Tree Limited has partnered with Ecologi since July 2021. During the financial year 2024, the partnership with Ecologi generated **81.70 tCO2e** of carbon avoidance activities, which is greater than the total estimated emissions generated by the business in the same period.

Lean Tree Limited pledges to continue their partnership with Ecology to continue to support reforestation, carbon avoidance, carbon removal and habitat restoration activities. Additionally, to continue to pursue carbon reduction initiatives internally, as detailed below.

Lean Tree Limited also pledges to look towards achieving formal accreditation for net-zero status to confirm this position, by 2027.

Reduction of Carbon Emissions

We also project that carbon emissions will decrease over the next two years to 55.17 tCO2e by 2027. This is a reduction of 10%. Following 2027, we intend to reevaluate this initial target with a view to implement a more ambitious reduction in carbon emissions.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented and will remain ongoing. Historically, they have had a positive impact and will continue to deliver reductions on our total emissions, and from our 2023/24 baseline.

- Since June 2021, we have been a proud partner of Ecologi – a certified B Corporation, who are a leading climate action platform funding high impact, high integrity climate solutions. Through our funding and our behalf, Ecologi’s Carbon Avoidance Schemes have reduced

carbon emissions by 219.72 tCO₂e*, offsetting our company emissions. Projects include: preserving Amazonian rainforest in Brazil, producing electricity from wind power in north-east Thailand and Solar power projects in Morocco. Through our funding of their reforestation projects, they have also planted 2,485 trees* on our behalf.

*As of the end of our financial year 2023/24.

- In March 2023, we launched our Employee Electric Vehicle car scheme with Octopus, one of the leading EV salary sacrifice schemes. This gives our employees access to affordable electric cars and the opportunity to reduce their own personal carbon footprint, which we encourage. Uptake of the scheme has been positive, and by January 2025 20% of Lean Tree employees will be part of the scheme.
- Our Company Travel and Sustainability policies encourage the use of public transportation, cycling, or carpooling for commuting and business travel.
- Our sustainability policy also includes our approach to purchasing from suppliers displaying commitment to sustainability or offering eco-friendly products and services.
- We use Microsoft SharePoint company-wide to collaborate, publish news updates and share information which helps us minimise document printing and travel. Microsoft reflects our own company values as they have their own carbon reduction commitments and have committed to becoming carbon negative by 2030 and by 2050 will have removed all historical emissions since their founding in 1975.
- Our company is predominantly remote-working and utilises virtual meetings where possible, which lowers the need for employees to commute or travel and reduces our travel-related emissions. This also means we have been able to rent a modest 5-seat office within a B Corporation coworking space, where we operate a hot-desk policy.
- We promote energy efficient practises in our offices such as minimising waste, encouraging recycling and reusing materials and digital communication to reduce paper usage and opt not to have an office printer.
- Within Lean Tree, our employees all utilise laptops for work as opposed to desktops which consume considerably less electricity.

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

- We are committed to further developing our data accuracy to enable more detailed emission calculations, with the use of additional enhanced tooling and internal reporting processes, as well as regularly reviewing and improving our sustainability practices and tracking our progress.
- Appointing employee 'Sustainability Champions', who - on a voluntary basis - will lead sustainability initiatives and activities across the Lean Tree organisation, as well as being a point of contact for educating and guiding our wider employee population on sustainability topics.

- Launching Sustainability and ESG learning and training initiatives to our company-wide employees which will include education on how they can reduce their personal carbon footprint, as well as contribute towards company initiatives.

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:

A handwritten signature in black ink that reads "Antony Rawlins". The signature is written in a cursive style with a long horizontal stroke at the bottom.

Antony Rawlins, Managing Director

Date: 08/01/2025

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>