



Carbon Reduction Plan

Supplier name: Conjay

Publication date: March 2025

Commitment to achieving Net Zero

Conjay is committed to achieving Net Zero emissions by 2040, ten years ahead of the government target.

All emissions reported and future plans include the entities under Conjay's financial control.

Conjays full carbon footprint can be found in our annual sustainability report.

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: To 31 March 2024

Additional details relating to the baseline emissions calculations

Conjay began collecting emissions data in accordance with the Streamlined Energy and Carbon Reporting (SECR) requirement for our financial year ending 31 March 2024. 2023/24 has been used as a baseline comparison year.

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	8.60
Scope 2	14
Scope 3 (including sources)	Waste generation: 1 Business travel: 72.25 Employee commuting: 15.30 Scope 3 Total: 88.55
Total emissions	111.15

Current Emissions Reporting

Reporting year: 01 April 2024 to 31 March 2025 (Predicted)

EMISSIONS	TOTAL (tCO2e)
Scope 1	5
Scope 2	11
Scope 3 (including sources*)	Waste generation: 1.0 Business travel: 65.4 Employee commuting: 10.0 Scope 3 Total: 76.40
Total emissions	92.4

*Category 4 (upstream transportation and distribution) has been excluded as the data is not available.

This year we have added refrigerant gases to our scope 1 data collection. Emissions from natural gas (scope 1) and purchased electricity (scope 2) have decreased.

As Conjay continues to grow in its support for the sector, our staff numbers have increased by 33% since October '24, therefore increasing our emissions from business travel. We have seen an increase in travel via all forms of transport, including car though this has been offset with the introduction of electric vehicles likely due to an increase in attendance of conferences, team meetings, training, workshops and other in person events.

Emissions reduction targets

We have made the commitment to be net zero by 2040. This includes emissions in scope, including gas, electricity, business travel and staff commuting. We will be net zero across our remaining scope 3 emissions, including our supply chain, transport and distribution, waste and electrical use of our leased assets by 2050. We plan to put interim targets in place to ensure sufficient progress is made and will work towards aligning with the Science Based Target Initiative in future.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented during our reporting year, April 2023-March 2024:

- Undertook discovery phase of the sustainability impact & monitoring programme
- Rebaselined our GHG emissions to include emissions from our supply chain
- Tackled our digital storage to reduce indirect emissions, reducing a total 20.6TB so far

- Completed an energy audit of our Monmouth Office, identifying next steps to move to net zero across our scope 1 and 2 emissions
- Recycled 10 pieces of IT kit and renewed 15 pieces for new life
- Embedded sustainability into our advisory activities including the launch of Conjay FE and Skills Digital Sustainability Community

Planned Carbon Reduction Initiatives

Over the next 12 months we plan to expand our new approach to sustainability across the organisation by undertaking the following:

- We will look to reduce the carbon associated with our supply chain and reduce emissions where possible. In addition, we will review our main procured services and look to reduce the carbon associated with them.
- We will review our processes to minimise material waste
- Profile and forecast our energy consumption, develop a strategy for energy procurement, and plan for reducing emissions across all offices
- Assess our climate risks and opportunities
- Complete a supply chain analysis to identify top products/suppliers for GHG emission contribution
- Develop a travel plan
- Introduce electric car salary sacrifice for employees
- We have identified 2 business vehicles that could go electric within the next five years.
- Offer new digital sustainability workshops to the sector
- Complete a digital sustainability e-learning model for our members

Declaration and Sign Off

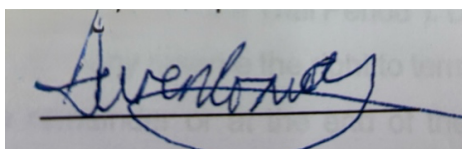
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

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 reporting.

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 (where available) in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

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:



Daren Conway, CEO

Date: 24/03/25