




Acacia Carbon Reduction Plan

This carbon reduction plan has been created with the aim of helping Acacia to reduce emissions and achieve Net-zero. Below we have detailed the plan, in which we will implement, and monitor initiatives that support the company's transition to Net-zero. Acacia is committed to achieving Net-zero business status by 2040.

This document includes Acacias baseline carbon footprint figures, the current reporting years data, and a comparison with previous years reporting. This document will be updated annually and will allow us to monitor progress over time and to ensure that we follow our carbon reduction plan and achieve our targets.

Acacia has joined the journey to Net-zero at a pivotal time. The world needs to reduce emissions quickly, with the devastating impacts of 1.5 degrees warming becoming more apparent. To ensure that warming is kept below this level, every business across the globe has a responsibility to reduce their emissions. Through these ambitious targets, Acacia has ensured they will be on route to achieving Net-zero, ahead of governments target deadline of 2050.

Current version: V6	Previous version: V5
Reviewed by: Victoria Sylvester	Changes made: Yes
Issued: 01.03.2024	Next review date: 01.03.2025
Signed by: Victoria Sylvester CEO	 Signature:

Baseline emissions reporting

	2021	2022
Scope 1	11.52 tCO ₂	75.57
Scope 2	0 tCO ₂	3.71
Scope 3	393 tCO ₂	422.62
Total emissions	394.52	501.91
Intensity ratio	5.97	4.79

Baseline Year: 2021

EMISSIONS	TOTAL (tCO₂e)
Scope 1	11.52
Scope 2	0
Scope 3	383
Total Emissions	394.52
Intensity ratio	5.97

Current Emissions Reporting

Reporting Year: 2022	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	75.57
Scope 2	3.72
Scope 3 (Included Sources)	422.62
Total Emissions	501.91
Intensity ratio	4.79

Carbon emission year-on-year comparison

Business growth and post-pandemic increase in activity saw carbon rise as you would expect.

However, overall carbon impact reduced as Intensity Ratio (i.e. tCO₂ per person) by 1.18 tCO₂ demonstrating positive impact by measures implemented to date.

Group targets:

- We commit to using **100%** of renewable energy by **2030**.
- We will **reduce** our carbon footprint by **42%*** by **2030**.
- We will be a **Net-zero business**** by **2040** in accordance with the latest science.

*When compared to our FY21 baseline.

**Net-zero definition – (a) Reducing Scope 1, 2 and 3 emissions to zero or a residual level consistent with the latest science. (b) neutralizing any residual emissions at the net-zero target date – and any GHG emissions released into the atmosphere thereafter.

Short-term (2023-2025)

Step 1- Increasing energy efficiency

Step 2- Transition to 100% electricity

Medium-term (2025-2030)

Step 3- Switch heating and transport to electric

Step 4- Require Tier 1 suppliers to complete steps 1-3

Long-term (2030-2040)

Step 5- Require Tier 2+ suppliers to complete steps 1-3

Acacia Action Plan

Step 1

Action	Target Date	Progress
Aim to install all energy efficiency measures in buildings and try to change employee behaviour in offices	2025	Main site solar panels installed so 100% renewable self-sufficient energy. Zone controlled energy use.

Step 2

Action	Target Date	Progress
100% renewable electricity use across all fixed locations	2025	Achieved

Step 3

Action	Target Date	Progress
100% electric vehicle use in fleet by 2030, 70% by 2027	2030	Increase in hybrid and electric vehicles, on track.
Aim for 100% renewable gas across all fixed locations (RGGOs, Green Gas)	2030	On track
Implement heat electrification in all fixed locations possible	2030	On track
Staff incentivised to use renewable energy supply for home working, Target 100% commitment from employees to do so <i>(excludes those in rented accommodation or where use is not in their control)</i>	2030	Increase in team moving to renewable energy suppliers, on track

Car sharing and public transport to be incentivised for employees commuting	2030	Increase in use of public transport, on track
EV salary sacrifice scheme for employees commuting	2030	On track

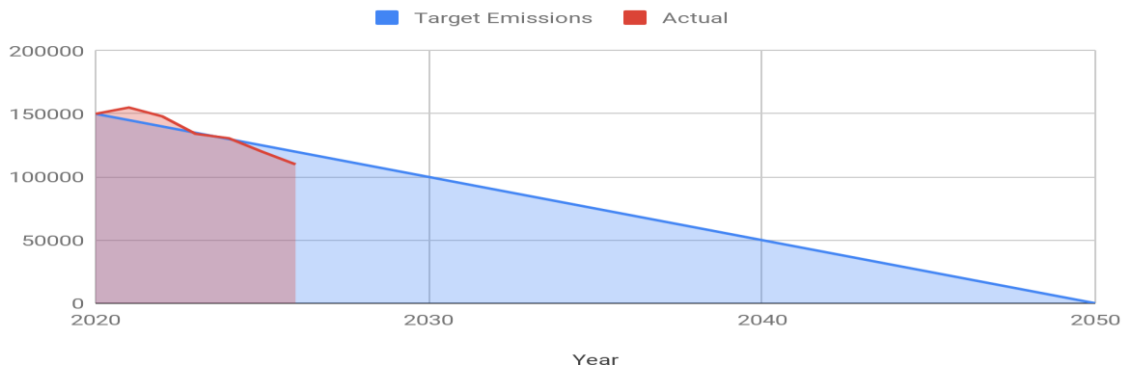
Step 4

Action	Target Date	Progress
Engage with direct suppliers to start moving them to all renewables	2030	Included in due diligence, on track
Sustainable procurement policy- Define the social and environmental priorities to focus on when choosing suppliers	2030	In place, on track
Collect in-depth data of suppliers to understand your scope 3	2030	On track
Move away from 'spend-based' data and start using 'volume-based' data for all scope 3 categories	2030	On track
Set up a strategy to start communication with suppliers to understand their emissions and educate them on the steps they can do to start reducing their emissions	2030	On track

Step 5

Action	Target Date	Progress
Ensure that all suppliers switch to renewable energy	2040	On track
Nature based solutions can then be used to neutralise carbon before 2040	2040	On track

Carbon Reduction: Projected vs. Actual



Declaration and Sign-off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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 standard¹ and use the appropriate [Government emission conversion factors for greenhouse gas company reporting](#)².

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 Business:

Date:31/01/2021.....


¹<https://ghgprotocol.org/corporate-standard>

¹<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

¹<https://ghgprotocol.org/standards/scope-3-standard>
