

# Carbon Reduction Plan

Supplier name: HG Mind Works Ltd.

Publication date: 19/05/2025

**Commitment to achieving Net Zero**

HG Mind Works Ltd is committed to achieving Net Zero emissions by 2045.

**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.

<b>Baseline Year: 2025</b>	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
HG Mind Works LTD was incorporated in 2025 and is in the early stages of operation. As such, there is no historic emissions data available. The year 2025 has been selected as our baseline year, and our emissions footprint will be calculated based on projected operational activity during the first 12 months of trading. We commit to reviewing and updating this baseline with actual measured data once available.	
<b>Baseline year emissions:</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>0.0</b>
<b>Scope 2</b>	<b>1.2</b>
<b>Scope 3 (Included Sources)</b>	<b>1.7</b> <b>Business travel – 0.8</b> <b>Employee Commuting – 0.6</b> <b>Operations – 0.2</b> <b>Upstream T&amp;D – 0.1</b>
<b>Total Emissions</b>	<b>2.9</b>

## **Current Emissions Reporting**

Reporting Year: 2025	
EMISSIONS	TOTAL (tCO2e)
Scope 1	0.0
Scope 2	1.2
Scope 3 (Included Sources)	1.7 Business travel – 0.8 Employee Commuting – 0.6 Operations – 0.2 Upstream T&D – 0.1
Total Emissions	2.9

## **Emissions Reduction Targets**

As a newly established and growing company, we anticipate that our total emissions may increase in the short term as we scale up our operations. However, we are fully committed to achieving Net Zero by 2050.

To support this, we have adopted a strategy of reducing our emissions intensity (e.g., emissions per employee) and embedding sustainable practices across all areas of our business.

Our near-term target is to reduce emissions intensity by 10% by 2028 from our 2025 baseline. We will continue to refine our approach as more actual emissions data becomes available and will update our plan annually.

### **Year      Target Description**

2025	Establish baseline and data collection systems
2026	Begin emissions tracking and reporting
2027	Implement travel policy & switch to green energy
2028	Reduce emissions intensity by 10%
2030	Begin absolute emissions reductions
2045	Achieve Net Zero

## **Carbon Reduction Projects**

### **Completed Carbon Reduction Initiatives**

As a newly formed organisation (2025), we have not yet generated significant operational emissions, and therefore our carbon reduction initiatives to date are primarily proactive design measures rather than reactive reductions.

The following environmental management measures have been embedded from the outset:

- Remote and Hybrid Working Model – Designed to reduce daily commuting-related emissions.
- Paperless Office Policy – Minimising printing and office waste.

- Low-Carbon Supplier Preference – Choosing local and environmentally responsible service providers.
- Cloud-Based Infrastructure – Reducing the need for energy-intensive on-site servers.
- Use of Shared Office Space – Reducing per capita energy use by avoiding standalone office premises.

These foundational policies are intended to minimise baseline emissions and will remain in effect when delivering services under contract.

### **Planned Future Carbon Reduction Projects**

We are committed to continuous environmental improvement and plan to implement the following initiatives over the next 3–5 years:

- Switch to 100% Renewable Energy Supply for all office usage.
- Accreditation with a recognised scheme (e.g., ISO 14001) to formalise our environmental management system.
- Develop a Green Travel Plan to further reduce business travel emissions.
- Sustainable Procurement Policy to guide supplier selection with carbon criteria.
- Annual Carbon Reporting to monitor progress and refine our carbon reduction strategy.

As our operations grow, we will adopt scalable sustainability initiatives and regularly update our Carbon Reduction Plan in line with our Net Zero target.

### **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 standard<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</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>3</sup>.

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:**



Name: Ray Aherne

Date: 19/05/2025

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

<sup>2</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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