

pulse
CONSULT

Carbon Reduction Plan

March 2026



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Our commitment

As a company we are aiming towards reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods.

We are committed to:

- Continuous improvement
- Recognition of compliance with relevant environmental legislation and approved codes of practice
- Reducing pollution, emissions and waste
- Reducing the use of energy
- Encouraging our own suppliers to commit in a similar way
- Monitoring of progress on an annual basis
- Involving our own staff raising their awareness and helping them to develop new skills.



Emissions data

Our baseline emissions calculations include:

Scope 1

Stationary Combustion Emissions

Scope 2

Purchased Electricity

Scope 3

Fuel and energy-related activities not included in Scope 1 or Scope 2 (3), Upstream transportation and distribution (4), Waste generated in operations (5), Business travel (6), Employee commuting (7) and Working from Home, Upstream Leased Assets (8) and Downstream transportation and distribution (9). In addition, Scope 3 also covers material Purchased Goods and Services (1) and Capital Goods (2).

Emission factors and GHG gas reporting have been calculated according to the UK Government GHG Conversion Factors for Company Reporting.



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: 2023 (01/09/2022 - 31/08/2023)	
Emissions	Total (tCO ₂)
Scope 1	10.77
Scope 2	22.6
Scope 3	63.01
Total	96.38



Current Emissions Footprint

Reporting Year: 2025 (01/09/2024 - 31/08/2025)

Emissions	Total (tCO2)
Scope 1	2.45
Scope 2	8.42
Scope 3	65.40
Total	76.72

The increase in Scope 3 emissions is explained by the following: our business has been on a high growth plan since 2019, during the 2024 – 2025 reporting period we employed 37 new staff members and opened a new office location.

Emissions reduction targets

At Pulse Consult, we are committed to promoting sustainability, protecting the environment and contributing to a prosperous world for future generations. Advancing a broader sustainability agenda is integral to both our professional activities and the way we manage our business.

We aim to lead by example by adopting responsible and sustainable practices across our operations. This includes reducing the direct environmental impacts of our activities, increasing our positive contribution to society and the environment, and supporting our clients and partners in achieving their own sustainability objectives.

Pulse Consult is committed to achieving net zero emissions by 2050, with interim targets focused on significantly reducing emissions across our operations and supply chain.





Carbon reduction action plan

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Scope 1 emissions

We aim to reduce our Scope 1 emissions to zero by 2040. This will be achieved by minimising the use of fossil fuels within our organisation, working with our operations teams to reduce gas consumption for heating.

Scope 2 emissions

We aim to reduce our Scope 2 emissions to zero by 2040 by ensuring that the electricity supplied to our offices is sourced from low-carbon or renewable energy providers.

Scope 3 emissions

We are committed to reducing our Scope 3 emissions by 42% by 2040, in line with the Science Based Targets initiative (SBTi). We will achieve this by:

- prioritising the use of public transport over individual car travel where practical
- encouraging and supporting employees to transition to lower-carbon modes of transport
- reducing business travel where possible through digital collaboration and remote working
- working with suppliers who demonstrate strong net zero commitments aligned with our own ambitions

In addition, we will work to ensure that at least 80% of our supply chain meets high sustainability standards, including (but not limited to) published carbon reporting and a clear net zero transition plan.

Carbon Reduction Initiatives



This reporting period marks our third year of carbon emissions reporting. Over the past 2 years, we have built upon our initial baseline and begun implementing additional measures to better understand and manage our carbon footprint across operations.

The following initiatives have been implemented across our business:

- Cycle to Work Scheme
- ISO14001 accreditation
- Flexible working policy
- Green travel policy
- Car sharing policy
- Eco-friendly office supplies
- Energy-efficient lighting
- Environmental Awareness Training - all employees

Our future planned initiatives include:

- **Low-Carbon Energy Procurement:** Continue assessing opportunities to transition all facilities to low-carbon or renewable electricity.
- **Travel Emissions Reduction:** Explore low-emission and carpooling options to reduce the carbon intensity of business travel.
- **Supplier Engagement:** Understand their emissions and encourage them to establish science-based carbon reduction targets.
- **Employee Engagement and Education:** Continue CPD and internal awareness programmes.



Declaration & sign off



Ian Carey
Managing Director
Pulse Associates Ltd
T/A Pulse Consult

A handwritten signature in black ink that reads "Ian Carey".

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 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 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).

Date: 6th March 2026



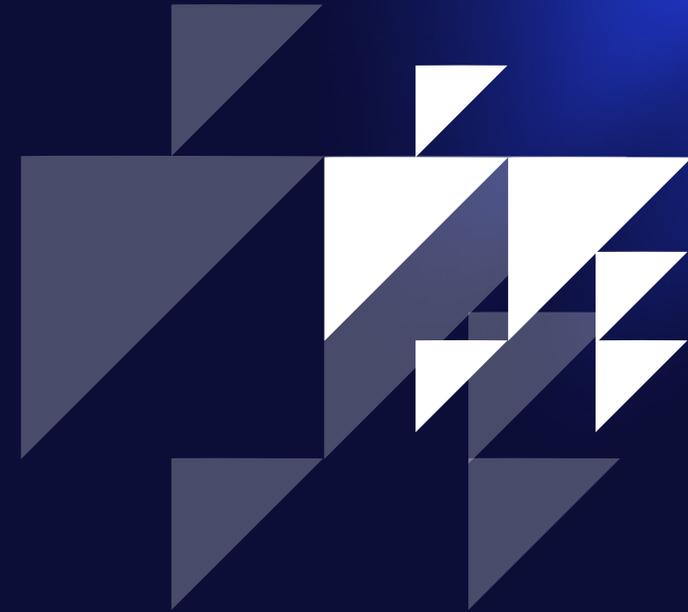


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