

Commitment to achieving Net Zero

Motion Consultants Limited is committed to achieving Net Zero emissions by 2050.

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 Emissions Reporting

Baseline Year: 2022

Employees at end year: 43

BASELINE EMISSIONS	TOTAL (tCO₂e)	Emissions per capita
Scope 1	0	0
Scope 2	20.3	0.47
Scope 3	118	2.74
(Business travel, transportation and distribution, purchased goods and services, capital goods)		
Total Emissions	138.3	3.21

Current Emissions Reporting

Reporting Year: 2023

EMISSIONS	TOTAL (tCO2e)	Emissions per capita
Scope 1	0	0
Scope 2	21	0.49
Scope 3	115	2.67
(Business travel, transportation and distribution, purchased goods and services, capital goods)		
Total Emissions	136	3.16

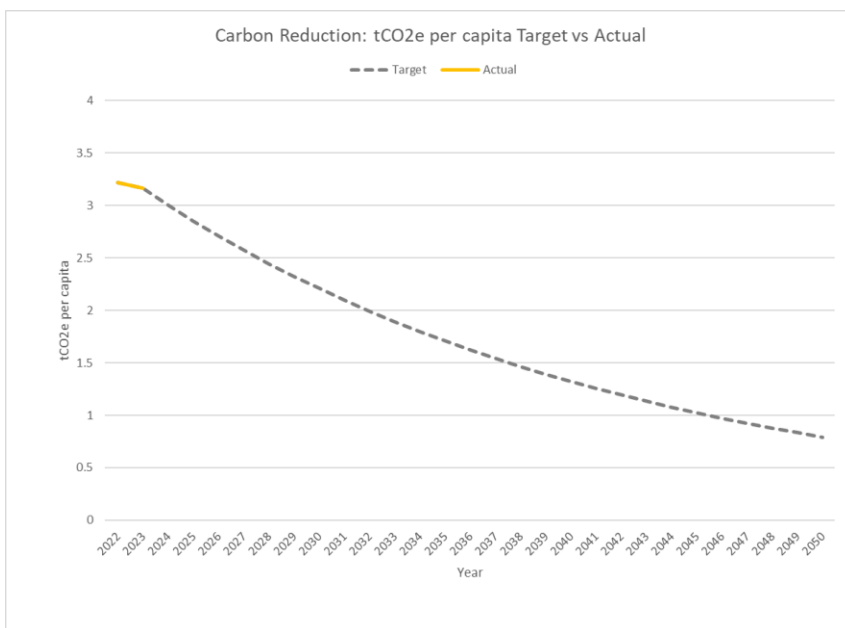
Emissions Reduction Targets

In order to progress to achieving Net Zero by 2050, we have adopted the following carbon reduction targets.

It is the Company’s intention to reduce emissions by 5% per capita per annum.

We project that carbon emissions will decrease over the next five years to 2.45 tCO2e per capita by 2028. This is a reduction of 22.62%.

Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

In 2023, the following environmental management measures and projects were implemented since the 2022 baseline.

- ▶ Continue with ISO:14001 Accreditation and follow our comprehensive Environmental Management System;
- ▶ Set up of the *Motion Climate Change Group* to drive the carbon-reduction programme;
- ▶ Implementation of *Green Champions* in each Motion office will help to ensure best practice on the ground and encourage switches in behaviour;
- ▶ Electric Vehicle Salary Sacrifice Scheme set up in partnership with Octopus Energy;
- ▶ Introduction of annual Motion Green Week to educate staff on sustainable living / travel.

In 2024, we have identified the following carbon reduction measures:

- ▶ Continue with ISO:14001 Accreditation and follow our comprehensive Environmental Management System;
- ▶ Work with our landlords to secure future electricity supplies to our offices that are from verified renewable energy sources and promoting building modifications where possible to facilitate onsite generation;
- ▶ Encourage more staff to take advantage of the Electric Vehicle Salary Sacrifice Scheme that we run in partnership with Octopus Energy;
- ▶ Further promote the cycle to work scheme that we offer;
- ▶ Hold our second annual Green Week to promote other sustainable travel behaviours and educate staff with a CPD in sustainability and the reduction of individuals carbon footprint;
- ▶ Move towards a fully paperless office;
- ▶ Minimise waste and recycle;
- ▶ Work with procurement to order items with less deliveries. Avoid ordering items that can be bought from the local supermarket.

Carbon Offsetting / Avoidance Projects

Since 2023, we have working closely with Ecologi on a number of carbon avoidance projects:

- ▶ We plant one tree for each client project instruction as part of a regular initiative. This will make a positive difference to the country's tree ecology and biodiversity. As of April 2024, we have planted 1,297 trees;
- ▶ We are offsetting emissions by supporting global avoidance projects.

Declaration

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.

Signed on behalf of the Board of Directors

A handwritten signature in black ink, appearing to read 'R. Monie', is written over a faint, light-colored signature line.

Rob Monie

Director, April 2024