

Environmental impact

CARBON FOOTPRINT

In the year May 22 - April 23, Carver Coaching Ltd generated 1.041 tonnes of carbon across scopes 1, 2 and travel.

1. Scope 1 = footprint from gas
2. Scope 2 = footprint from electricity
3. Scope 3 (partial) = footprint from travel

We assessed this using the calculator on <https://www.carbonfootprint.com/>. This calculation has been certified.

We have paid to offset our Carbon Footprint for this period by supporting a Global Portfolio of Verified Carbon Reduction Projects, Helping to combat climate change and sustain our environment for future generations.

This was commissioned and certified via <https://www.carbonfootprint.com/>. This makes us a 'carbon neutral' business, across scopes 1, 2 and parts of scope 3 related to business travel.

Since we are in a growth phase, we measure our carbon footprint per £ revenue as well as our absolute carbon footprint. This will enable us to track our efficiency as well as our absolute footprint as we grow. We also note that during this period many of our services were still facilitated virtually due to habits and norms established during the Covid-19 pandemic. As the market demands more in-person delivery keeping our carbon emissions to the levels in this year will be extra challenging.

BASELINE YEAR

May 21 - April 22, is Carver Coaching Ltd's baseline year for carbon footprint measurement. We will measure future years' emissions against this baseline and act to reduce our emissions versus this baseline. We will report and publish our figures annually. We have assessed our emissions for 2021 for Scope 1, Scope 2 and some Scope 3 (travel).

CARBON FOOTPRINT REDUCTION PLAN

We have identified the following priority areas for reducing our carbon footprint. We are starting to address these in 2023.

SCOPES 1 & 2 - GAS & ELECTRICITY USE

1. Transitioning to renewable energy tariffs for gas and electricity.
2. Reducing our power consumption day to day and improving energy efficiency. Turning off lights, reducing use of central heating, being mindful of water use etc. E.g. switching to LED bulbs, purchasing an energy monitor to understand the energy usage of different appliances and switching them off at the wall when not in use, putting a plastic bottle filled with water in the

cistern of toilets to reduce water usage, becoming 100% paperless in the office

SCOPE 3 – TRAVEL

3. Reduce business travel and use more sustainable modes of transport where possible (e.g. walking, public transport).

SCOPE 3 – CONSUMPTION

1. Reduce consumption wherever possible.

SCOPE 3 - SUPPLIER SELECTION

1. Assessing our key suppliers' sustainability strategies, ensuring we are buying from organisations that share our values and are taking action to reduce their environmental impact where possible.
2. Creating supplier selection criteria so that we are taking into account sustainability and supporting local businesses when we assess quality and value.
3. Switching our stationery purchases away from Amazon and towards using local suppliers, as well as choosing products which have been made from recycled materials and can be further reused or recycled.
4. Using venues for events and meetings that also have a clearly mapped out sustainability plan and are executing it.

SCOPE 3 – PRINTING

1. Using fewer printed materials and promoting paperless working with our clients where this will not reduce quality of delivery versus client objectives. This will include offering digital learning files at favourable rates compared with printed ones.
2. When we do use printing & design services, do so with an organisation that is also firmly committed to reducing their environmental impact. For example, using responsibly sourced paper and vegetable oil based inks. We will ideally work with local suppliers.

SCOPE 3 – WASTE

1. Appropriately recycling our waste. Whilst we have and use a recycling bin at our premises, we will work to find other ways to decrease our 'black bin' output. Including identifying and using local clothing, glass and electricals recycling points. We will reduce what we throw away, we will reuse what we can so that we're overall creating less waste.

SCOPE 3 - OTHER

2. Assessing the www.carvercoaching.co.uk webhosting platform. Consider shifting to a supplier that uses green energy.
3. Ensuring that our default company pension scheme provides sustainable investment options.



4. Re-using and restoring office furniture and other supplies rather than purchasing from new.

Social impact

A core pillar of our strategy is working with key workers from organisations such as NHS, local government, Fire & Rescue Service, etc. We measure the impact of that through the number of people per year we support, measuring our impact via quantitative data (feedback forms) and qualitative data (one-to-one interviews).

Purpose driven:

We are motivated to facilitate change which really makes a difference. Giving people transformational experiences. Working on projects with social worth. Supporting pivotal people in their development.

We are seeking opportunities to engage with and support our local community in Surrey, to deliver social worth, improving the provision for more marginalised people in our community, for example providing support for people trying to secure employment or those with mental health challenges.

We purchase from, support and partner with local businesses to promote economic growth in our area and bring unique opportunities to disadvantaged groups in our community. For example:

- Working with local designers and suppliers
- Taking part in the DWP Kickstart scheme.

Responsible business

We are a responsible business. Our values drive everything we do and the decisions we make.

We will constantly challenge ourselves to:

- Become more responsible
- Reduce our negative impact on people and the planet; and
- Increase our positive impact on people and the planet

To enable that, during 2022 we will seek certification from the Organisation for Responsible Business (ORB) or a comparable course or accreditation. In going through the certification process, we will identify opportunities to become more responsible beyond those outlined in this impact report.

Signed:



Name: LISA MARTIN, MANAGING DIRECTOR OF CARVER COACHING LTD

Dated: May 20th, 2023

