

# Carbon Reduction Plan

Picker Institute Europe

Publication date: November 2023

## Commitment to achieving Net Zero

Picker is committed to reaching Net Zero emissions by 2040, ten years ahead of the government target.

We are working to develop a full implementation plan which will allow us to bring this target further forward. This will be completed after our first full year of measuring emissions (2022).

## Previous Year Emissions Footprint

<b>Previous Year: 2021</b>	
<b>Additional Details relating to the Previous Year Emissions calculations.</b>	
Picker Institute Europe moved to serviced leased offices in December 2021. This change to our workplace in addition to the effect the COVID-19 pandemic has had on working arrangements requires us to use 2022 as our baseline year. We have also not previously recorded emissions so using 2022 as our baseline year will enable us to compile the information to review.	
Due to government guidelines regarding COVID-19, business travel was limited in 2021 so we will be using 2022 as our baseline for business travel.	
Employee commuting was also limited during 2021, however we do have some records which are detailed in the next section.	
We have Scope 3 emissions from our suppliers. These are measurable for our main supplier, who print our paper questionnaires and other materials. They have been able to provide details for their financial year to August 2021.	
<b>2021 emissions:</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	There were no Scope 1 emissions to report due to our company facilities being controlled by the provider of our rented serviced office.  We do not own or operate any company vehicles.
<b>Scope 2</b>	There were no Scope 2 emissions to report due to our workplace being a rented serviced office.

<b>Scope 3</b> (Included Sources)	Employee Commuting: 3.950 tCO <sub>2</sub> e Supplier (paper questionnaires, letters, etc): 21.622 tCO <sub>2</sub> e
<b>Total Emissions</b>	25.572 tCO <sub>2</sub> e

## Current (Baseline) Emissions Reporting

2022 was our first year of recording our carbon usage in more detail. We will therefore use this year as our baseline year.

Reporting/Baseline Year: 2022	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
<b>Scope 1</b>	No Scope 1 emissions under our control
<b>Scope 2</b>	Electricity: 0.785 tCO <sub>2</sub> e – Picker is in a serviced office and is provided with electricity readings on a monthly basis.
<b>Scope 3</b> (Included Sources)	Employee Commuting: 8.10 tCO <sub>2</sub> e Supplier (paper questionnaires, letters, etc): 31.055 tCO <sub>2</sub> e Business travel (trains and planes): 1.38 tCO <sub>2</sub> e Business travel (mileage): 0.422 tCO <sub>2</sub> e
<b>Total Emissions</b>	41.74 tCO <sub>2</sub> e

## Emissions reduction targets

2022 is our baseline year as we did not have accurate records for 2021. From the limited records from 2021, employee commuting and business travel has increased in 2022. This is due to Covid-19 restrictions being removed and there being more daily use of our office by colleagues. Conferences and in person meetings also increased.

Our emissions are below average for SME, however there are some improvements that could be made as detailed in our carbon reduction projects below. Specifically in 2023 we will improve the quality of our data to ensure that our figures are accurate and complete.

## Carbon Reduction Projects

### Carbon Reduction Initiatives

The following environmental management measures and projects are already in place. These measures are utilised when performing our client work.

- Digital innovation is part of our ongoing strategy. By continuing to improve our digital product, we are encouraging clients to move to digital or mixed methods for surveys to reduce emissions from the production of paper questionnaires, as well as the non-direct impact of distribution and return of the surveys.
- We aim to minimise travel wherever possible. We use programs such as Microsoft Teams for remote conferencing. For example, only two of the six yearly Board meetings are now in person. Board committee meetings are conducted via Microsoft Teams.
- Use of flexible working practices to reduce emissions from unnecessary travel. For example, we have a remote and home working policy that emphasises hybrid working and enables colleagues to limit their commuting.
- Liaising with and supporting our clients on their carbon reduction plans.
- Liaising with and supporting our landlords on their carbon reduction plans.
- Offering employee benefits that promote sustainability, including a Cycle to Work Scheme.
- Recycling waste products wherever possible and encouraging staff to avoid printing documents except where it is essential to do so.

In the future we hope to implement further measures such as:

- Improve data and reporting to improve accuracy of carbon accounting.
- Continue to offer employee benefits including a Cycle to Work Scheme.
- Reduce energy, water, and waste consumption.
- Engaging our employees to adopt sustainable behaviours in their homes and in the workplace.
- Requiring our suppliers to confirm their commitment to achieving Net Zero by 2050.
- Asking primary suppliers to report emissions.
- Receiving updates from our landlords regarding progress against their sustainability targets which include installation of solar panels, use of LED lighting, and a 90% recycling 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>.

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>.

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<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>

Our Board of Trustees have been notified of our Carbon Reduction Plans and will review the full implementation plan in early 2024.

**Signed on behalf of Picker:**



Chris Graham

Group Chief Executive

Date: 29<sup>th</sup> November 2023