

Carbon Reduction Plan

Commitment to Achieving Net Zero

Genee Consulting Ltd is committed to achieving Net Zero greenhouse gas emissions by 2030.

This commitment is aligned with UK Government requirements and will be delivered through:

- Adoption of the GHG Protocol Corporate Standard
- Ongoing measurement using the SmartCarbon Calculator
- Integration with our Environmental Management System (EMS)

Definition of Net Zero

Genee defines Net Zero in line with UK Government and best practice guidance as: Achieving a minimum of 90% reduction in absolute greenhouse gas emissions across Scope 1, 2 and relevant Scope 3 sources, with any residual emissions neutralised through verified carbon removal or offsetting.

Genee is committed to prioritising direct emissions reductions and limiting the use of offsetting to residual emissions only.

Baseline Emissions Footprint

Baseline emissions represent the total greenhouse gas (GHG) emissions associated with Genee's activities prior to the implementation of formal carbon reduction measures. They provide a consistent reference point against which future emissions reductions can be measured and tracked over time.

Following improvements in data collection and reporting, Genee has established an updated and more comprehensive baseline using its 2025 carbon footprint. This reflects a full assessment across Scope 1, 2 and relevant Scope 3 emissions, providing a more accurate representation of the organisation's environmental impact than earlier estimates.

Genee began transitioning to a more robust measurement approach in 2024 and now uses the SmartCarbon Calculator to quantify emissions in line with the GHG Protocol and UK Government conversion factors. This ensures consistency, transparency and ongoing improvement in carbon reporting.

Following improved data collection, Genee has updated its baseline to reflect a complete and representative footprint.



Baseline year: 2025

Scope	Emissions (tCO ₂ e)
Scope 1	0
Scope 2	0.09
Scope 3	2.86
Total	2.95

Source: SmartCarbon footprint report

Emissions Intensity

To provide additional context and enable year-on-year comparison, Genee also reports emissions intensity metrics.

For the baseline year (2025), total emissions equate to:

- 1.34 tCO₂e per full time equivalent employee (FTE)

This metric supports benchmarking over time and ensures that emissions performance can be assessed relative to organisational size and activity levels.

Key Insights

- Scope 3 emissions represent circa 95% of the total footprint
- Largest contributors:
 - Purchased goods & services (~70%)
 - Business travel & commuting (~15%)
 - IT and equipment (~5-10%)

Scope 3 Emissions Boundary

Genee's carbon footprint includes the following Scope 3 categories, in line with the GHG Protocol Corporate Value Chain Standard:

- Purchased goods and services
- Fuel and energy related activities
- Waste generated in operations
- Business travel
- Employee commuting

These categories represent the most material sources of indirect emissions for the organisation and will remain the primary focus of ongoing measurement and reduction efforts.

Carbon Reduction Targets

Genee has established a science aligned carbon reduction pathway to support its commitment to achieving Net Zero emissions by 2030. This pathway reflects the need for early and sustained emissions reductions, particularly given that the majority of Genee's footprint arises from Scope 3 activities such as supply chain and travel.

The targets are designed to deliver a linear and achievable reduction trajectory, while prioritising absolute emissions reductions over reliance on offsetting. This approach ensures that meaningful operational and behavioural changes are embedded across the organisation.

Jo Holmes

Managing Director

15th April 2026

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