



CARBON REDUCTION PLAN

(In accordance with PPN 06/21 and the UK Government Reporting Standard)

Fleximarble Investments Limited (UK)

Environmental Policy reference: Environmental Policy (effective 10 March 2025)

Commitment to achieving Net Zero:
Fleximarble Investments Limited is committed to achieving **Net Zero greenhouse gas emissions by 2050**, in line with UK Government targets.

Effective Date: 10 March 2025

Signed by: Searchmore Chaparadza, Director – Organisational Development and Financial Advisory

1. Introduction and Policy Alignment

This Carbon Reduction Plan (CRP) sets out Fleximarble Investments Limited's greenhouse gas emissions baseline, current emissions, and planned reduction measures in accordance with **PPN 06/21**.

The CRP should be read **in conjunction with the organisation's Environmental Policy (effective 10 March 2025)**, which establishes the overarching governance framework, operational controls, supplier expectations and continuous improvement approach underpinning our environmental management. Together, the Environmental Policy and this CRP provide a coherent and proportionate framework for managing environmental impact.

2. Organisational Boundary

This Carbon Reduction Plan covers emissions arising from activities under the operational control of Fleximarble Investments Limited, including consultancy, training delivery, programme management and associated business operations.

The organisation operates primarily as a professional services and training provider, with:

- No owned vehicles
- No manufacturing activities
- A predominantly digital and hybrid operating model

3. Baseline Emissions Footprint

Formal baseline measurement will be established for the **FY 2025/26**, reflecting the organisation’s low-carbon business model. This will incorporate scope 1 (Direct emissions), scope 2 (Purchased electricity) and scope 3 (Business travel & supply chain) emissions. *Scope 3 emissions primarily relate to staff travel, accommodation, digital service providers and office-related supply chain activity.*

4. Carbon Reduction Measures Implemented

In line with commitments set out in the Environmental Policy, the following measures are already in place:

Operational measures

- Remote-first and hybrid working model, reducing commuting and office energy demand
- Digital-first delivery of consultancy and training services
- Paperless systems for learning materials, assessments and reporting

Travel and delivery

- Virtual delivery prioritised wherever effective
- Use of public transport for essential travel
- Consolidation of in-person activities to reduce repeat journeys

Procurement and supply chain

- Use of cloud-based digital platforms with energy-efficient infrastructure
- Preference for suppliers with published sustainability commitments
- Flow-down of environmental expectations to associates and subcontractors, consistent with the Environmental Policy

5. Planned Carbon Reduction Initiatives

The following initiatives will be implemented between **2025 and 2030**, building on the Environmental Policy’s continuous improvement framework:

Initiative	Target Date
Create a formal baseline measurement of emissions	2026
Increase proportion of virtual delivery to ≥75% of total delivery hours	2026
Introduce formal sustainability criteria into supplier selection	2026
Annual review of Scope 3 travel emissions	2026
Publish and review Carbon Reduction Plan annually	Annually
Carbon-conscious venue selection for in-person events	2026

These measures are expected to reduce total emissions by at least 30% by 2030, relative to the baseline.

6. Governance, Monitoring and Review

Responsibility for carbon reduction and environmental management sits with the **Director – Organisational Development and Financial Advisory**, in line with the governance arrangements set out in the Environmental Policy.

Project and programme leads are responsible for embedding carbon reduction measures into delivery planning, including:

- Travel choices
- Digital delivery methods

- Supplier and venue selection

Carbon performance is:

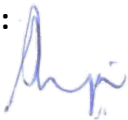
- Reviewed annually
- Updated on the company website
- Considered during contract mobilisation and delivery planning

Monitoring and reporting cadence aligns with the quarterly checks and annual review cycle defined in the Environmental Policy, ensuring consistency across environmental governance.

7. Declaration and Sign-Off

This Carbon Reduction Plan has been reviewed and approved by senior management and will be **published and maintained on the company website**. It is fully aligned with the organisation's Environmental Policy and will be updated annually.

Signed:



Searchmore Chaparadza

Director – Organisational Development and Financial Advisory

Fleximarble Investments Limited

Date: 10 March 2025