



Carbon Reduction Plan

Supplier name: Ardent Management Limited

Publication date: 1st May 2025

Commitment to achieving Net Zero

Ardent 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 Year: 2025 (Financial Year period May 2024 to April 2025)
Additional Details relating to the Baseline Emissions calculations.

Scope 1 emissions are those that arise directly from sources owned or controlled by the organisation. For professional services firms, these typically include emissions from company-owned vehicles and from fuel combustion in buildings directly operated by the organisation (e.g. heating systems powered by gas or oil).

In our case, all of our 6 offices are leased spaces within multi-tenant buildings where the landlord retains operational control over the heating and building management systems. As a result, we have limited direct influence over the fuels used for space heating, boiler efficiency, and related Scope 1 emissions. This presents a challenge in controlling or reducing these emissions through conventional measures.

However, we remain committed to working within these constraints to minimise our environmental impact and contribute to national carbon reduction goals (some of these are summarised below).

Scope 3 emissions represent indirect emissions that occur across our value chain and are typically the most complex to measure and manage. As a professional services business, our most material Scope 3 emissions include those associated with business travel, employee commuting, courier use, and home working.

We have established a robust baseline for a subset of our Scope 3 emissions through our corporate travel booking system, TravelPerk. All business travel booked through TravelPerk is automatically tracked, with emissions calculated and offset through the GreenPerk programme. This has provided us with a strong foundation for understanding and managing our travel-related emissions, and we are proud of the steps we have taken to embed carbon accountability into our travel choices.

Expanding Scope 3 Measurement in FY25

Recognising the importance of a comprehensive carbon footprint, one of our key goals for FY25 is to broaden the scope of our emissions reporting to include additional categories of Scope 3 emissions that reflect the full impact of our operations. This will include:

- **Employee Commuting:** We will begin collecting data on commuting patterns across our workforce, including mode of transport and frequency, to develop a more accurate picture of emissions associated with travel to and from work.
- **Business Travel Outside of TravelPerk:** While the majority of travel is captured in TravelPerk, we are working to identify and record any business travel arranged independently (e.g. via direct bookings, client-organised travel) to ensure full coverage.
- **Courier and Deliveries:** We will map and assess courier and parcel delivery usage to quantify emissions from third-party logistics providers and identify low-carbon alternatives.
- **Home Working Emissions:** As flexible working is a core part of our business model, we recognise the importance of accounting for the energy use and emissions associated with employees working from home. We will adopt standard methodologies (e.g. CIBSE or EcoAct frameworks) to calculate this fairly and consistently.

By expanding our Scope 3 measurement and reporting, we aim to develop a more holistic understanding of our environmental impact and identify targeted areas for emissions reduction.

FY25 (May 2024 to April 2025) was our baseline year of reporting so there is no data for the current emissions reporting.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	148.15
Scope 2	21.07
Scope 3 (Included Sources)	44* *this is train, air and hire car travel booked through our internal booking platform only
Total Emissions	213.22



Current Emissions Reporting

Reporting Year: As above, FY25 was the baseline year so there no data available for current emissions reporting until end of April 2026.	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	
Scope 2	
Scope 3 (Included Sources)	
Total Emissions	

Emissions reduction targets

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

We project that carbon emissions from Scope 1 emissions will decrease on a linear average of 4% per annum to align with Science-Based Targets initiative guidance. Within the next five years to 120.80 tCO₂e by 2030. This is a reduction of 18.5%.

Despite our limited direct control, we are taking the following steps to reduce Scope 1 emissions:

- **Engagement with Landlords:** We are proactively engaging with our landlords and managing agents to understand the fuel mix used in building heating systems and advocate for the transition to lower-carbon alternatives (e.g. electrification of heating, use of certified biogas or heat pumps).
- **Energy Efficiency in Occupied Spaces:** We reduce the heating demand within our leased areas through internal measures such as optimising internal temperature settings, improving insulation and air-tightness (where possible), and using energy-efficient appliances and controls.
- **Fleet Decarbonisation:** While minimal, any use of company-owned vehicles is being transitioned to electric vehicles, which reduces Scope 1 emissions and aligns with broader decarbonisation goals.

We are aiming to reduce our Scope 2 emissions to zero tCO₂e by 2030. This will be achieved by moving all electricity suppliers to those offering REGO-backed electricity tariffs (Renewable Energy Guarantees of Origin). Over the same period, we will adopt the below measures to help reduce our Scope 2 emissions:



- **Office Energy Efficiency Improvements:** Use LED lighting, smart building controls, timed shutdowns, and motion sensors to reduce consumption.
- **Employee Engagement:** Hold "switch-off" campaigns and awareness about energy-saving behaviours in the workplace and at home (for hybrid workers).
- **Monitor and Report Progress:** Regularly track and report electricity use and emissions, through carbon dashboard reporting..

We have not set any specific targets for reducing Scope 3 emissions at present because we are using FY26 to baseline our Scope 3 emissions more fully than they are at present. In parallel with improved measurement, we are implementing and exploring the following initiatives to reduce Scope 3 emissions:

- **Sustainable Travel Policy:** We promote a "travel less, travel better" approach by encouraging the use of virtual collaboration tools, defaulting to rail over air for domestic travel, and limiting air travel to essential trips only.
- **Remote Work Best Practices:** We provide guidance to employees on how to reduce energy use at home, including efficient equipment, smart heating, and low-carbon electricity tariffs.
- **Commuter Incentives:** We encourage low-carbon commuting through cycle-to-work schemes, season ticket loans, and promoting public transport and carpooling where practical.
- **Sustainable Procurement:** We are reviewing our courier and delivery partnerships to favour providers that offer low-emission or electric delivery options.
- **Engagement and Awareness:** We will support employees with training and communication around sustainable behaviours in both travel and home working, embedding sustainability into our day-to-day culture, including rolling our company-wide carbon literacy training.

By adopting a proactive and transparent approach to Scope 3 emissions, we are demonstrating our broader commitment to responsible business practices and environmental leadership.



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

We have implemented several meaningful carbon reduction and environmental management initiatives across our business, reflecting our commitment to continuous improvement and alignment with best practice standards. These include:

- **Carbon Literacy Training:** A number of employees across various levels of the business have completed certified carbon literacy training. This equips our people with a practical understanding of climate science and the business impact of carbon emissions, enabling them to make informed decisions in their roles and act as internal sustainability advocates. Our intention is to broaden access to this training.
- **ISO 14001 Environmental Management System:** Our environmental management system is fully accredited to ISO 14001, providing a structured and externally verified framework for identifying, monitoring, and reducing environmental impacts across our operations. This includes documented procedures for compliance, risk management, and continuous performance improvement.
- **B Corp Certification (In Progress):** We are currently in the verification stage of the B Corp certification process. This rigorous assessment evaluates our performance across governance, environment, workers, community, and customers. B Corp aligns closely with our purpose-led approach and provides a credible, independent benchmark for our sustainability and ESG commitments.
- **EV Salary Sacrifice Scheme:** We have introduced a fully managed electric vehicle (EV) salary sacrifice scheme to encourage employees to transition to zero-emission vehicles. This initiative not only supports low-carbon commuting and business travel but also provides a tangible employee benefit aligned with our environmental goals.
- **ESG Governance via Shadow Board and Main Board Engagement:** To embed ESG considerations into strategic decision-making, we have established a Shadow Board, which includes an ESG working group that meets regularly and reports directly into our Main Board. This structure ensures that sustainability is represented at the highest level of governance and that emerging ESG priorities are incorporated into long-term planning, investment decisions, and operational policies.
- **Sustainable Travel Policy:** We promote a "travel less, travel better" approach by encouraging the use of virtual collaboration tools, defaulting to rail over air for domestic travel, and limiting air travel to essential trips only.

These projects demonstrate our proactive approach to environmental management, our investment in internal capability, and our commitment to aligning our business with a low-carbon, sustainable future.

Future carbon reduction initiatives

A number of future carbon reduction initiatives have been described detail above. Below is a table summarising the high-impact near-term priorities that we will be undertaking:

Area	Initiative	Impact Potential
Scope 2	100% renewable electricity	High
Scope 1	Influence landlords on heating systems	Medium (dependent on cooperation)

Area	Initiative	Impact Potential
Scope 3	Travel policy + commuting survey	High data quality & behaviour shift
Cross-cutting	Carbon literacy expansion	Medium – culture + awareness
Governance	ESG working group influence on CapEx decisions	High – strategic alignment

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



Title: Chief Operating Officer

Date: 14.05.2025