

Carbon Reduction Plan

Supplier name: Dragonfish Consulting Ltd

Publication date: 19th February 2025

Commitment to achieving Net Zero:

Dragonfish is committed to achieving Net Zero emissions by 2030.

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. Dragonfish is committed to maintaining accurate and verifiable emissions reporting, and we will continue to monitor all relevant sources for potential future reporting updates.

Baseline Year: 2019					
Additional Details relating to the Baseline Emissions calculations.					
Baseline year emissions:					
EMISSIONS	TOTAL (tCO ₂ e)				
Scope 1	17.26				
Scope 2	44.53				
Scope 3 (Included Sources) NB: Previous versions of this report did not include commuting or waste in Scope 3 emissions breakdown. This update ensures full compliance with the GHG Protocol and provides a more complete view of Dragonfish's carbon footprint.	66.41				
	* Upstream transportation and distribution:	0			
	* Downstream transportation and distribution:	0			
	Waste generated in operations:	1.10 <i>(5,250 kg × 0.21 kg CO₂e/kg = 1.10 tCO₂e)</i>			
	Business travel:	35.13			
	** Employee commuting:	<table border="1"> <thead> <tr> <th>Emissions per Employee (kg CO₂e)</th> <th>Total Emissions</th> </tr> </thead> <tbody> <tr> <td>3,017.59</td> <td>30.18</td> </tr> </tbody> </table>	Emissions per Employee (kg CO ₂ e)	Total Emissions	3,017.59
Emissions per Employee (kg CO ₂ e)	Total Emissions				
3,017.59	30.18				
Total Emissions	128.2				

Current Emissions Reporting

Reporting Year: 2022					
EMISSIONS	TOTAL (tCO ₂ e)				
Scope 1	7.23				
Scope 2	17.73				
Scope 3 (Included Sources) NB: Previous versions of this report did not include commuting or waste in Scope 3 emissions breakdown. This update ensures full compliance with the GHG Protocol and provides a more complete view of Dragonfish's carbon footprint.	34.21				
	* Upstream transportation and distribution:	0			
	* Downstream transportation and distribution:	0			
	Waste generated in operations:	0.12 <i>(551 kg × 0.21 kg CO₂e/kg = 0.12 tCO₂e)</i>			
	Business travel:	29.74			
	** Employee commuting:	<table border="1"> <thead> <tr> <th>Emissions per Employee (kg CO₂e)</th> <th>Total Emissions</th> </tr> </thead> <tbody> <tr> <td>622.0</td> <td>4.35</td> </tr> </tbody> </table>	Emissions per Employee (kg CO ₂ e)	Total Emissions	622.0
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622.0	4.35				
Total Emissions	59.17				

* In our emissions reporting tables, both **Upstream and Downstream Transportation and Distribution** are marked as zero. This is because Dragonfish operates as a service-based organisation and does not engage in physical goods production, transportation, or distribution. As such, we have negligible direct emissions associated with our own operations. However, we are committed to ensuring that our supply-chain aligns with our Net Zero ambitions. As part of our goal to be Net Zero by 2030, we continually seek ways to prioritise working with suppliers and partner organisations who:

- Operate cloud-based and low-carbon digital infrastructures
- Minimise waste and emissions in their operations
- Adopt sustainable procurement policies
- Demonstrate clear commitments to reducing their own Scope 1, 2, and 3 emissions

We are committed to maintaining accurate and verifiable emissions reporting, and we will continue to monitor all relevant sources for potential future reporting updates.

** For our baseline 2019, and current emissions reporting (2022), dragonfish has followed the Greenhouse Gas (GHG) Protocol methodology to *estimate* Scope 3, Category 7 **Employee Commuting** emissions. This approach adheres to the UK Government's Environmental Reporting Guidelines, and utilises the DEFRA/BEIS 2019 and 2022 conversion factors for transport emissions.

We have applied the Average Data Method outlined in the GHG Protocol's Scope 3 Calculation Guidance. This method allows emissions estimation based on:

- Average commuting distance per employee
- Commuting frequency (days per week)
- Mode of transport and modal split
- Latest DEFRA/BEIS emission factors for cars and trains

Dragonfish's emissions per employee were higher than the national average in 2019, due to longer commuting distances for the team, and the use of high-emission transport modes (35% car use). By 2022, emissions had dropped significantly, driven by a shift to home-based working and reduced commuting days. The COVID-19 pandemic necessitated a shift towards remote working, leading to a significant reduction in our commuting-related emissions. Recognising the environmental benefits, we continue to work largely from home, and dragonfish is exploring the option of formalising home-based contracts in 2025. This strategy aligns with our commitment to achieving Net Zero emissions by 2030, ensuring sustained reductions in our carbon footprint.

From 2025, dragonfish will implement a formal employee commuting survey to improve our data accuracy and further refine our emissions tracking. In the tables above we have used estimations as we have not collected any official data thus far.

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 will decrease over the next five years to ZERO (0) tCO₂e by 2030. This is a reduction of 100% - through continued direct emissions reductions and the use of high-quality, verifiable carbon removal offsets where necessary.

Progress against these targets can be seen in our [Sustainability Policy](#).

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The carbon emission reduction achieved by these schemes equates to 44.22 tCO₂e, a 34.5% reduction against the 2019 baseline, and the measures will be in effect when performing the contract.

Business Travel – Having implemented a truly flexible way of working, colleagues' requirement to travel to and from office locations is vastly reduced, thus removing emissions from many personal commuting journeys. As a result, employee commuting emissions have decreased from 30.18 tCO₂e in 2019 to 4.35 tCO₂e in 2022, an 85.6% reduction. A commuting loan scheme has been put in place to encourage use of rail/bus over car travel, as well as a contributory cycle to work scheme (which includes electric bikes)

Company owned vehicles have been removed from operation in order to encourage the use of public transport for client visits and travel between our offices.

We recognise the significant impact air travel has and have a rigorous validation and approval process in place to ensure all air travel is considered necessary prior to booking. We are aware that class of travel has a significant impact on carbon emissions of the journey. The vast majority (in excess of 75%) of flights in the most recent reporting year were economy class. Only flight times over 7.5 hours will be considered for premium economy or business class, and only if deemed strictly necessary to support business operations.

Energy - Energy accounts for the majority of our business emissions and so we have made steps to not only reduce this, but to move to renewable-only tariffs where possible. We work in partnership with our building management to source and acquire the highest quality renewable energy tariffs.

Sustainable Supplies:

- Switching to milk in glass bottles to remove approximately 60kg of plastic per year (based on 42g plastic per 2 pint bottle).
- Soft drinks and bottled water provided in glass bottles or cans, rather than plastic.
- Upgraded water filters installed on all kitchen taps to encourage reduction of bottled drinks being consumed.
- All tea and coffee is bought in bulk and provided in reusable containers to prevent excessive single use plastics/materials.
- We exclusively use FSC accredited recycled paper across our offices.
- Frequently bought stationery, such as notepads and pens, are sourced from a sustainable provider.
- Our pens are made from 100% recycled PET bottles, notebooks are 95% recycled materials and are PEFC accredited, post-it notes are made from 100% recycled paper and our flip chart rolls are reusable and recyclable.

Recycling - Throughout the business, opportunities for recycling are in place and are continually reviewed to find improvements.

- Recycling stations are established in kitchens to sort and recycle plastics, tins, paper/cardboard and glass.
- Paper recycling bins are in place in all offices.
- Removal of under-desk bins to encourage use of central recycling stations.
- All printer cartridges (23kg in 2023) are recycled through Effective Consumable Solutions.
- IT equipment at the end of its life (765kg between 2019-2023) is recycled through a local professional and ethical IT recycling company who operate as a charity to support homelessness.

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

Carbon Removal - Our aim is to reduce our emissions as much as possible but we also recognise that there may be some that we are unable to prevent. Therefore, each year we will identify carbon emissions that currently cannot be removed from our business operations and will consider the use of high-quality carbon removal offsets to support our journey to be net zero by 2030.

We are particularly interested in ensuring the schemes we use and support are verifiable and transparent in their practices, and that the projects used focus on the latest technological advancements in carbon capture and removal. We have therefore adopted The Oxford Principles for Net Zero Aligned Carbon Offsetting and work with SuperCritical to ensure our carbon removal investments legitimately support our journey to net-zero.

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 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:



Name: Niall Cluley
Role: Managing Director, Dragonfish Consulting Ltd
Date: 19 February 2025

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/standards/scope-3-standard>