

## Carbon Reduction Plan

March 2026

### Commitment to Achieving Net Zero

Marlborough Consulting LLP is fully committed to achieving Net Zero emissions by 2030, at the latest.

Marlborough is a **carbon-negative business**, having offset our total 2025 emissions by 200%, and we will continue to do so each year, confirming our carbon negative position.

Since setting our 2019 Net Zero baseline, we have reduced our Scope 1 emissions by c16%, and our Scope 2 emissions by c30%. Additionally we have achieved ISO14001 certification in conjunction with progressing a number of carbon reduction initiatives achieving a reduction in carbon emissions of 0.32 tCO<sub>2</sub>e per employee in 2025 compared with our 2019 baseline.

#### **Introduction:**

At Marlborough we are proud to commit to the United Nations Race to Zero campaign and have signed up to the UK Government's sponsored SME Climate Commitment. We also strive to embed Sustainability, Environmental and Social responsibility into everything we do.

In response to the global climate crisis the UK government has set out an ambitious strategy to tackle climate change. In 2019 the government amended the Climate Change Act (2008) introducing a target of at least a 100% reduction in the net UK carbon account - a reduction of greenhouse gas emissions compared to 1990 levels - by 2050, also known as the "Net Zero" target.

This plan outlines our approach to achieving Net Zero and compliance with Action Note PPN06/21.

#### **Baseline Emissions Footprint:**

##### **Baseline year: 2019**

Our baseline greenhouse gas (GHG) calculation includes all measurable scope 1 and scope 2 emissions and requisite scope 3 emissions over which Marlborough has operational control, including all direct and indirect emissions.

We have set our baseline to 2019 to capture an accurate, pre-pandemic, business-as-usual baseline.

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##### **Baseline year emissions:**

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<b>Emissions</b>	Total tCO <sub>2</sub> e
<b>Scope 1</b>	0.50
<b>Scope 2</b>	0.20
<b>Scope 3</b>	20.62
<b>Total emissions:</b>	<b>21.32</b>

### Current Emissions Reporting:

Reporting year: 2025

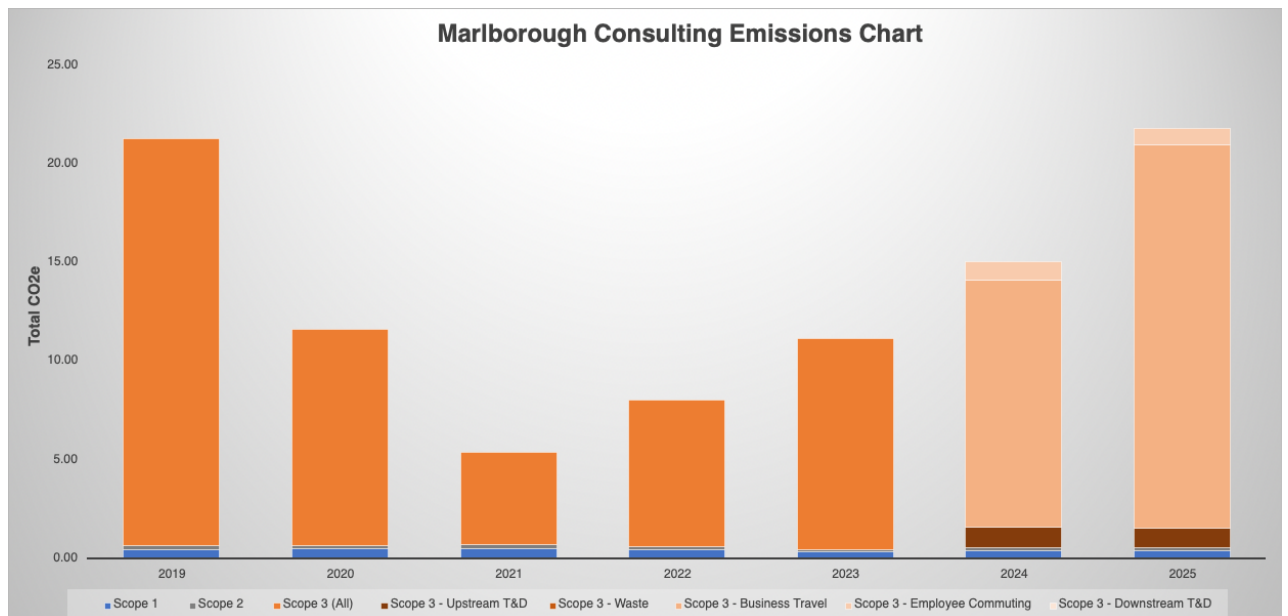
<b>Emissions</b>	Total tCO <sub>2</sub> e
<b>Scope 1</b>	0.42
<b>Scope 2</b>	0.14
<b>Scope 3</b>	21.28
<b>Total emissions:</b>	<b>21.84</b>

### Emissions Reduction Targets:

To continue our progress to achieving Net Zero our commitment is that:

- By 2030 we will reduce our total emissions per employee to consistently below 50% of our 2019 baseline.

Tracking against this target can be seen in the graph below.



Marlborough is already a carbon-lean organisation and we will continue to manage our commitment to reduce emissions further.

Since setting our 2019 Net Zero baseline, we have reduced our Scope 1 emissions by c16%, and our Scope 2 emissions by c30%. This year our total emissions increased compared to the 2019 baseline by 0.52 tCO<sub>2</sub>e due to a significant increase (over 50%) in business related travel, reflecting an industry wide trend with increasing office-based working practices across our clients. To reduce the impact of this increased travel our people are encouraged to make sustainable travel choices and use less carbon intensive modes of transport where practicable.

It should be noted that as a business we expect to continue to experience significant growth. To continue our progress toward achieving Net Zero in parallel with our growth as a business we will continue to measure and manage our carbon intensity - the reduction of our tCO<sub>2</sub>e emissions per employee - which has reduced by 10.4% (0.32 tCO<sub>2</sub>e ) since 2019 and we remain confident that our current and future reduction initiatives (detailed below) will enable us to achieve Net Zero by 2030.

## **Carbon Reduction Initiatives:**

### **Completed or Implemented Carbon Reduction Initiatives**

Our baseline greenhouse gas (GHG) calculation has allowed us to better understand our emissions, and which are our most carbon intensive activities. We have been able to use this GHG inventory to recognise our risks and identify opportunities to reduce them.

The following environmental management measures and projects have been completed or implemented since the 2019 baseline:

- Continued adoption of hybrid working to reduce business travel and commuting
- Encouraging the use of public transport for all travel needs where practical
- Adoption of other, more sustainable modes of transport such as car sharing and walking where practical
- Donation and recycling of old IT equipment to reduce landfill
- Transitioning international advisory business to 100% web-based to reduce air travel, in parallel with increasing our international business
- Increasing use of renewable energy sources throughout our locations
- ISO14001 certification in conjunction with ISO 9001, ISO27001 and ISO20000-1, as certified by the BSI

The carbon emission reduction achieved by these schemes equates to a 0.32 tCO<sub>2</sub>e reduction on a per employee basis in 2025, against the 2019 baseline.

### **Future Carbon Reduction Initiatives**

In the future we plan to implement further measures to continue to drive down our emissions and actively reduce emissions per employee. We are considering and progressing several initiatives, those listed below are some examples:

- Further increasing use of renewable energy sources throughout our locations
- Introduction of a Salary Sacrifice Electric Vehicle Scheme

- Continuing to offset emissions with investment in carbon offsetting initiatives
- Extending the lifespan of our technology where practicable
- Participation in the governments cycle to work scheme
- Embed sustainability into our procurement process and encouraging our suppliers to adopt a target driven, Net Zero policy

As a professional service organisation and a valued and trusted advisor to our clients, we also have an important role in helping our clients shape and drive changes to accelerate their Net Zero transformations.

**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>.

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) Standard<sup>3</sup>.

This Carbon Reduction Plan has been reviewed and signed on behalf of the members of Marlborough Consulting LLP by.

*A Eccleston*  
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31/03/2026  
Date: .....

**Tony Eccleston, Managing Partner**

<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>