



Carbon reduction plan 2023

September 2023

Commitment to achieving Net Zero

PA Consulting is committed to achieving Net Zero emissions by 2040, in line with the requirements of the Science Based Targets initiative (SBTi).

Previous year emissions footprint

PA Consulting has selected 2019 as a representative baseline year for all our carbon reduction planning. This ties in with our baseline for our Science Based Targets..

Previous Year: 2021

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Baseline year emissions:

Emissions		Total (tCO2e)
Scope 1		362
Scope 2		761
Scope 3 (included sources)	Category 1 - Purchased goods and services	36,452
	Category 2 - Capital goods	25,011
	Category 3 - Fuel- and energy-related activities	7,023
	Category 4 - Upstream transportation and distribution	68
	Category 5 - Waste generated in operations	1,338
	Category 6 - Business travel	5
	Category 7 - Employee commuting	988
	Category 8 - Upstream leased assets	883
	Category 9 - Downstream transportation and distribution	416
Total emissions		115
		37,575

Current emissions reporting

Reporting Year: 2022		
Emissions		Total (tCO ₂ e)
Scope 1		400
Scope 2 (location based)		811
Scope 2 (market based)		311
Scope 3 (included sources)	Category 1 - Purchased goods and services	36,310
	Category 2 - Capital goods	21,611
	Category 3 - Fuel- and energy-related activities	6,903
	Category 4 - Upstream transportation and distribution	64
	Category 5 - Waste generated in operations	187
	Category 6 - Business travel	10
	Category 7 - Employee commuting	4,728
	Category 8 - Upstream leased assets	2720
	Category 9 - Downstream transportation and distribution	41
Total emissions		47
		37,521

During 2022, PA was able to dedicate more resources to its environmental team; this investment in time and resources resulted in the ability to review our calculation methodology for our Purchased Goods and Services and Capital Goods. This change in Methodology not only highlighted aspects of our embodied carbon that sit within our value chain, but also provided more clarity to supplier specific emissions; in 2022 we initiated conversations with our Top 30 suppliers to try and ascertain more accurate carbon estimates, e.g through individual intensity metrics for items or services procured from them.

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have set both short and long-term targets in line with the Science Based Targets initiative guidelines and are awaiting validation of those targets. These targets are:

Short-term targets: 2030

- By 2030 we will reduce absolute Scope 1+2 GHG emissions by 50%, from 1445 to 722 tCO₂(eq)
- By 2030 we will reduce our Scope 3 GHG emissions intensity by 55%, from 77.0 to 34.7 tCO₂(eq)/£m fee revenue
- By 2030 we will source all our electricity from renewable sources

* in 2022 we reported a baseline emissions intensity of 42.4 tCO₂(eq)/£m and therefore a target of 19.1, however we have improved our methodology for capturing emissions from purchased goods and services and capital goods, and therefore re-baselined our emissions, back to 2019. All Scope 3 figures quoted in this report refer to the recalculated figures.

Long-term net zero target: 2040

- By 2040 we will reduce Scope 1+2+3 GHG emissions intensity by 97%, from 45.2 to 1.36 tCO₂(eq)/£m fee revenue and mitigate any residual emissions in line with SBT criteria

All 4 targets are set against a 2019 base year and include all of PA Consulting's global operations, and all of our emissions categories which we can quantify.

Progress against targets to date

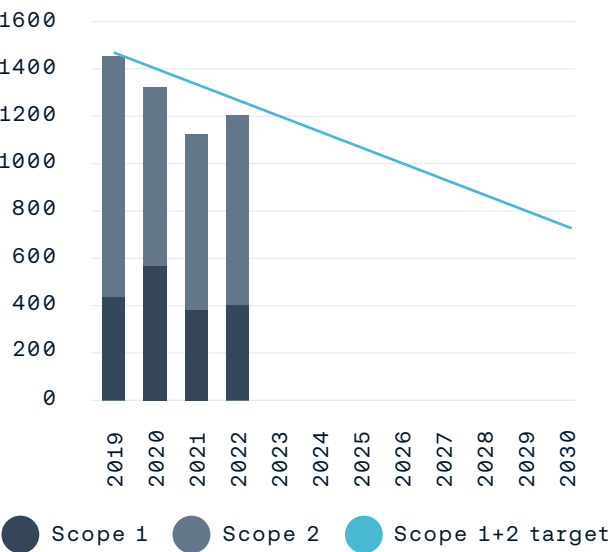
We are currently tracking our progress towards 2030 targets.

Target	2019 baseline	2021 actual	2021 target	2021 target	Difference
Scope 1 + 2	1445	1123	1211	1248	-3%
Scope 3 intensity	77.0	37.6	50.7	48.8	-25%

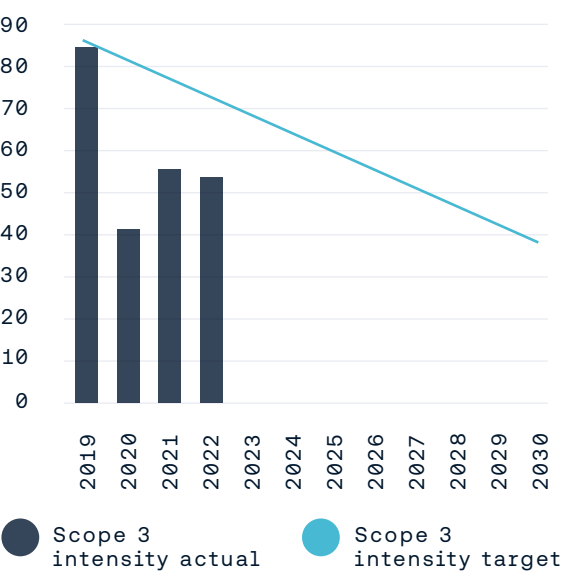
We are on track to meet both our 2030 carbon targets. We have switched to renewable electricity on all owned sites and are on track to be able to purchase EACs to meet our renewable electricity target ahead of schedule.

As a result of our more comprehensive data collection we have been able to secure electricity data from more of our rented offices, resulting in an increase in measured non-renewable electricity consumption, and therefore a slight decrease in proportion of renewable electricity sourced. We anticipate being able to source renewable electricity attribution certificates for all these emissions in 2023.

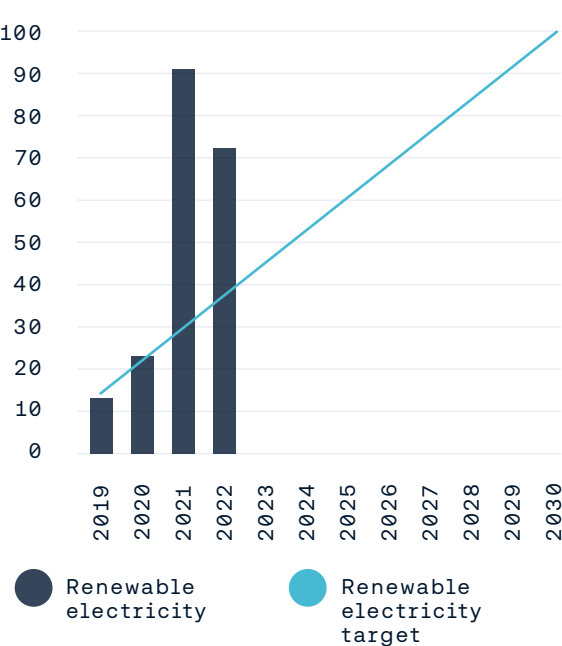
Scope 1 + 2 targets and progress



Scope 3 intensity target and progress



Renewable electricity target and progress



Carbon reduction projects

We recognise that our greatest responsibility is to reduce our scope 1 and 2 emissions. These are in great part attributable to our Global Innovation and Technology Centre (GITC), near Cambridge. Since the last Carbon Reduction Plan we have finished the first stage of a major refurbishment programme here, which has incorporated internal refurbishment, replacement and re-insulation of the roof and we continue the major upgrade to the heating and ventilation system.

The sustainability performance of the refurbishment will be assured through aiming to achieve a SKA silver rating for the project.

We will make further improvements to our carbon footprint through:

- Continuing our GITC refurbishment programme including planning for the replacement of gas boilers with air source heat pumps, ongoing review of options for on-site electricity generation and improvements to building efficiency
- Improving access for our employees and visitors to charge electric vehicles.
- Introduce food carbon labelling through our catering supplier. We then intend to use this as to drive carbon reductions through more informed choices

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 and use the appropriate Government emission conversion factors for greenhouse gas company reporting.

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, alongside additional scope 3 emissions beyond the standard requirement.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of PA Consulting:



Christian Norris, CEO

Date: 22nd September 2023



About PA

We believe in the power of ingenuity to build a positive human future.

As strategies, technologies, and innovation collide, we create opportunity from complexity.

Our diverse teams of experts combine innovative thinking and breakthrough technologies to progress further, faster, together. Our clients adapt and transform, and together we achieve enduring results.

We are over 4,000 strategists, innovators, designers, consultants, digital experts, scientists, engineers, and technologists. And we have deep expertise in consumer and manufacturing, defence and security, energy and utilities, financial services, government and public services, health and life sciences, and transport.

Our teams operate globally from offices across the UK, Ireland, US, Nordics, and Netherlands

Discover more at paconsulting.com and connect with PA on [LinkedIn](#) and [Twitter](#).

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