

Carbon Reduction Plan

18 July 2022

Commitment to achieving Net Zero

JMAN Group Ltd has purchased carbon offsets for our last reporting year, and therefore is currently Net Zero. We will continue to reduce our gross carbon footprint as much as possible.

This commitment is across both the London and Chennai offices.

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: FY21 (Sep-20 – Aug-21)

Additional Details relating to the Baseline Emissions calculations.

JMAN Group Ltd first reported our carbon emissions from Sep-20 to Aug-21, in line with our financial year (FY21). Some sources of emissions were affected by Covid 19 in this time, and we therefore expect some increases in FY22 due to factors such as the return of business travel and fewer people working from home. We have recently offset all our FY21 emissions, but these emissions still provide a baseline for reduction targets.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0.0
Scope 2	23.3
Scope 3 (Included Sources)	41.1
Total Emissions	64.4

Current Emissions Reporting

Reporting Year: FY21 (Sep-20 – Aug-21)

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0.0
Scope 2	23.3
Scope 3 (Included Sources)	41.1
Total Emissions	64.4

Emissions reduction targets

JMAN Group is currently Net Zero, however we are looking at strategies to reduce our gross carbon emissions as much as possible and have adopted the following carbon reduction targets.

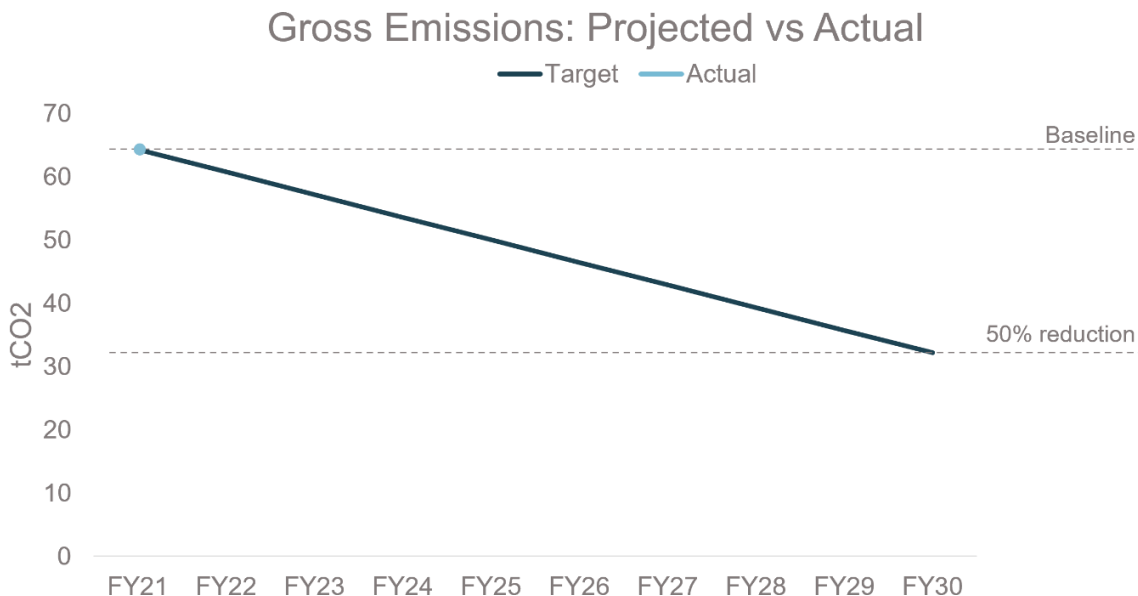
We project that our gross carbon emissions will decrease to **50 tCO₂e** by FY25. This is a reduction of **22%** in 4 years and is in line with progression towards a 50% reduction by 2030.

A 50% emissions reduction would be achieved by:

1. Switching to a renewable energy supplier in both offices (23% reduction)
2. Electrifying UK-office heating (13% reduction, assuming renewable electricity)

3. A 60% reduction in commuting emissions through lower emission commuting in Chennai (14% reduction)
4. Other emissions (waste, downstream goods, business travel) to remain constant as we scale, driven by making more sustainable choices.

Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2020/21 baseline.

1. We have purchased verified offsets for our 2020/21 emissions from ClimateCare, to become carbon neutral, reducing net emissions by 100%.
 - ClimateCare is a Certified B corporation, and the offsetting projects it supports are verified to the Verified Carbon Standard (VCS)
 - We offset all of our measured Scope 1, 2, & 3 emissions
 - The projects we support are a solar renewable energy scheme in India, and supplying clean stoves to households in Ghana and Bangladesh
 - We chose these projects as they also provide a strong social benefit to communities alongside lowering carbon emissions
2. Our London office participates in the Cycle to Work Scheme, and actively encourages emission-free commutes into work. This led to 47.5% of commutes to the London office last year taking place via emission-free transport.
 - We cannot quantify the emissions reduction associated with this, since the initiative was started before the FY21 baseline year, and we do not have a suitable baseline before this initiative

Future Planned Carbon Reduction Initiatives

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

1. Running “green days” whereby employees will take only public or emission-free transport into work to reduce commuting emissions and encourage lower emission commuting choices
 - This is especially important in the Chennai office where commuting emissions are much higher
2. Switching our commercial electricity sources in both offices to a renewable supplier

3. Electrifying UK-office heating (currently gas)
4. Develop strategies to reduce the impact that business travel has on our carbon emission
5. Add sustainability criteria in supplier selection, reducing our scope 3 emissions. Examples of this could include:
 - Switching servers to Azure from AWS due to lower emissions

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:

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Anush Newman, Managing Partner

Date: 12/6/2021

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>