

CADMUS

Carbon Reduction Plan

Cadmus International UK Ltd

(Formerly Nathan Associates London Ltd)

April 2024

Contents

- Commitment to achieving Net Zero 1
- Baseline Emissions Footprint 1
- Current Emissions Reporting 2
- Emissions reduction targets 3
- Carbon Reduction Projects..... 4
- Declaration and Sign Off 4

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Cadmus is a strategic and technical consultancy compelled to help solve the world’s most challenging problems. We assemble outstanding teams of leading experts with an ethos grounded in collaboration and a drive for impact, who work seamlessly across disciplines and leverage transformative technologies to help our clients achieve extraordinary outcomes. Together, we are strengthening society and the natural world. Cadmus’ more than 1,000 consultants serve government, commercial, and nongovernmental organizations around the world.

CONTACT

For more information visit www.cadmusgroup.com.

Commitment to achieving Net Zero

Cadmus (formerly Nathan) 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 will be measured.

Baseline Year: 2019

Additional Details relating to the Baseline Emissions calculations.

2019 was the first year that Nathan produced a carbon footprint. The 2019 total has been updated with a correction for Scope 3 emissions. These were previously reported as 326.25 tCO₂e. A mistake was identified in the units used to arrive at this value (human error), this error has been corrected and the 2019 scope 3 emissions updated to 198.25 tCO₂e.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	13.61
Scope 2	4.54
Scope 3 (All five scope 3 categories covered)	198.25
Total Emissions	216.40

Current Emissions Reporting

Reporting Year: 2023

The following emissions cover the 2022 calendar year.

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	12.52
Scope 2	2.24
Scope 3 (All scope 3 categories except upstream & downstream trans & distribution included as N/A)	108.86
Total Emissions	123.62



Emissions reduction targets

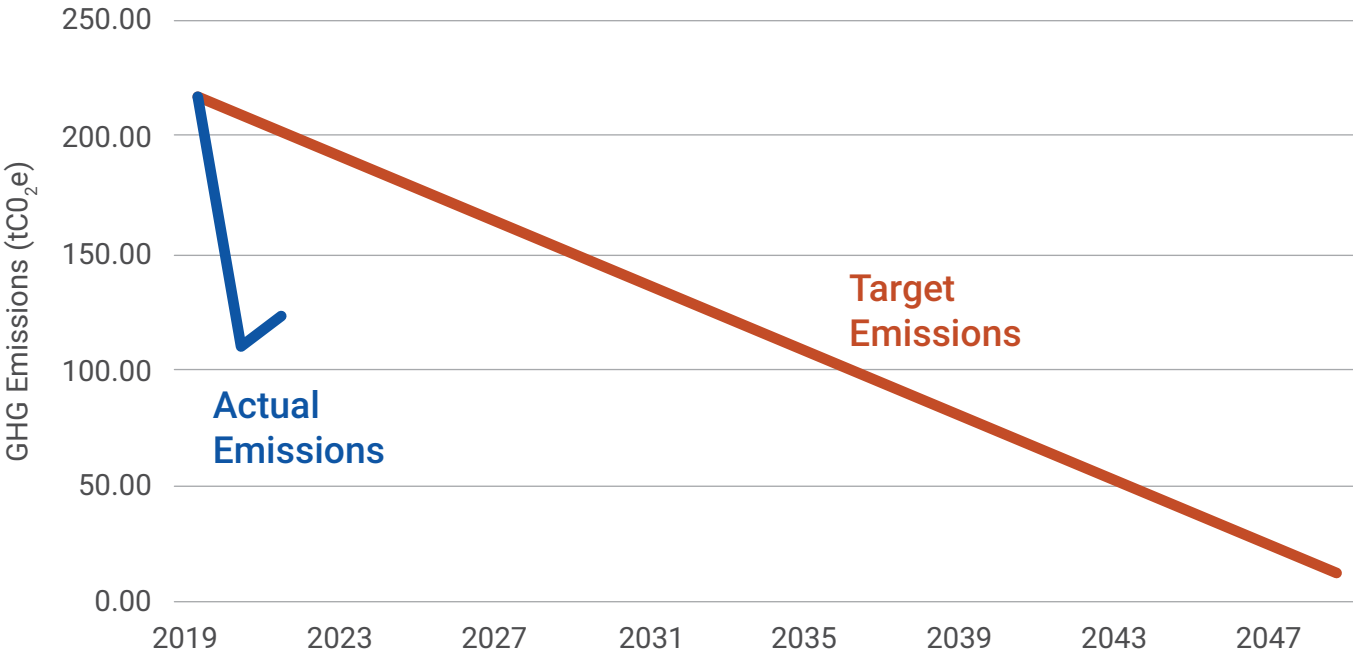
The 2019 baseline emissions have been updated to correct a mistake in the scope 3 total which was identified during the production of the last CRP. Further information is contained above in the narrative for the baseline emissions.

The carbon reduction targets have been updated in line with the new baseline emissions value, see Figure 1 below.

Cadmus (formerly Nathan) is currently well below its 2050 target trajectory based on the 2019 baseline. Emissions for 2023 are on par with forecasted emissions for 2032 (112 tCO₂e) 9 years in the future.

Scope 1 & 2 emissions have decreased slightly since 2019, however the majority of the emissions reduction has come from scope 3. The single biggest reduction has come from fewer flights. In 2019 flight distance totalled 1,216,014 km (182.17 tCO₂e) as opposed to just 530,514 km (106.16 tCO₂e) in 2023. Emissions from flights have increased slightly compared to 2022, where they were 92.19 t CO₂e. This is due to an increase in the conversion factor used for long haul flights to/from UK for economy class, which are Cadmus' main flight type. The reason behind this increase is the reduced load factor as per the 2023 conversion factors major changes document.

Figure 1. Cadmus (formerly Nathan) actual emissions against 2050 target.



Carbon Reduction Projects

- In February 2023, Nathan became a Cadmus Group company and changed its name to Cadmus International UK Limited in December 2023.
- The report covers the same scope as the former Nathan reports.
- As in 2022, we continue to work on hybrid basis with approx. 2 days commute to office. The days in office have been consolidated to mostly Tuesday and Thursday, which has influenced electricity consumption and the resulting emissions have roughly halved (scope 2).
- There was an increase in staff numbers from 2022 to 2023 including those commuting to the office, and an increase in the overseas travel due to the higher number of overseas programmes which has influenced somewhat the increase in scope 3 emissions.

- Cadmus is part of the US Environmental Protection Agency Green Power Partnership for US operations, purchasing 100% renewable energy for all US electricity use. In addition, Cadmus has greenhouse gas emissions reduction targets that have been determined by the Science Based initiative (SBTi) to be well below the 2[degree symbol] trajectory set by the Paris Agreement. Our UK operations are now included in the reports against these targets.

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

- Continue to encourage employees to minimise physical travel where possible and consider environmentally friendly options when physical travel cannot be avoided.
- Explore purchase of carbon credits to offset emissions for UK operations.
- Explore office relocation to a location with more substantial carbon reduction measures.

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 reporting.²

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.³

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

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>

Signed on behalf of the Supplier: _____

Date: _____