

Carbon Reduction Plan

Supplier name: **TEEBOLLZ CONSULTING LTD**

Publication date: 09/10/2025

Commitment to achieving Net Zero

TEEBOLLZ CONSULTING Limited 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 before the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Measurement Method: Based on the Greenhouse Gas Protocol and BEIS Environmental Reporting Guidelines. Calculated using Smart Carbon Calculator and UK Government emissions factors.

Baseline Year: 2020/2021 (01/03/2020 to 31/03/2021)	
Additional Details relating to the Baseline Emissions calculations. Total Emissions are measured as tCO₂e/£1m Turnover.	
Emissions data had not been published prior years therefore we selected 2019/20 as our baseyear. The methodology for measuring our carbon footprint aligns with the Greenhouse Gas protocol and the BEIS Environmental Reporting Guidelines. The calculations were completed on the Smart Carbon Calculator using the UK Government emissions factors.	
Baseline year emissions:	
EMISSIONS SCOPE	TOTAL EMISSIONS (tCO₂e)
Scope 1	47.21
Scope 2	81.03
Scope 3 (Included Sources)	Scope 3 total – 991.59 (business travel, commuting, waste) Upstream T&D – not relevant – explanation provided -Teebollz Consulting Limited is a healthcare organization. We provide services rather than goods and, as such, transportation and distribution of goods are not relevant to us)
Total Emissions	1,119.83

Current Emissions Reporting

Reporting Year: 2023 (updated from 2021 to meet PPN 06/21 annual review requirement)	
EMISSIONS Scope	TOTAL EMISSIONS(tCO₂e)
Scope 1	6.12
Scope 2	59.10
Scope 3 (Included Sources)	Scope 3 total – 211.25 Reductions reflect ongoing hybrid working, digitalisation, energy-efficient systems, and reduced business travel.
Total Emissions	276.47.48

Emissions Reduction Targets

- Target: 345 tCO₂e by 2025/26 (now revised to 270 tCO₂e)
- Net Zero by 2030, via operational changes and offsetting technologies.

Measures adopted:

- LED lighting and smart power management
- Reduced business travel via virtual conferencing
- Hybrid working model
- Digital timesheets and reduced paper use
- Sustainability assessment completed and ISO 14001 implementation underway

Planned future measures:

- Solar panels and renewable energy use
- Transition to 90% zero-emission fleet by 2028
- Carbon budgeting for travel
- Supply chain engagement on net zero targets
- Sustainable uniforms and product substitutions
- EV charging points and green commuting incentives

Carbon Reduction Projects

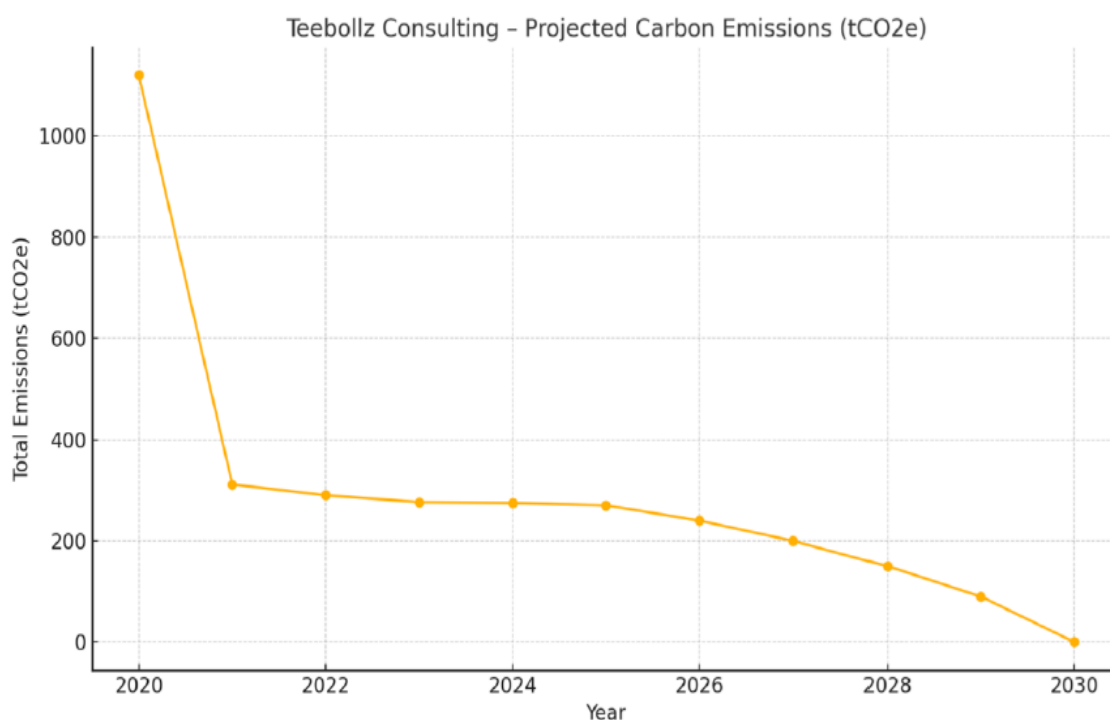
Completed:

- LED lighting, hybrid working, energy-saving IT policies, sustainability training
- Reduced emissions from office and travel activity

Planned:

- Feasibility study for renewable energy
- Green fleet transition
- Supplier carbon reporting
- Procurement reviews to eliminate high-carbon items

Progress against these targets can be seen in the graph below (2019 to 2021 are actuals 2022 to 2030 are projected):



Teebolz Consulting – Projected Carbon Emissions (tCO₂e)

Completed Carbon Reduction Initiatives

It should be noted that the reductions (from 2019/20) in CO₂ in 2020/21 and 2021/22 are attributed primarily to the period during which COVID significantly impacted operational capacity. 2022/23 is likely a more typical operational year, more in line with 2020/21.

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The measures will be in effect when performing the contract.

Carbon reduction projects have included:

- Reducing the energy used by office equipment.
- Installation of LED Lighting in office properties.
- Implemented energy-saving routine for office equipment for example setting up computers and monitors to automatically switch off when users are away from their desk for more than 10 minutes.
- Raised employee awareness about office equipment efficiency.
- Implemented an office energy equipment policy.
- Move to a hybrid working model that has reduced commuting and company business travel.

- Staff encouraged to use video conferencing where possible.
- Equipment management systems have been upgraded to reduce energy usage including power-saving settings on computers and monitors so that monitors are automatically switched off when users are away from their desks for more than ten minutes.
- The printing set is to use the most energy-efficient mode, allowing only black and white and double-sided printing, and we educated staff to avoid all unnecessary printing.
- Completed a Sustainability Opportunity assessment to help us build and implement our corporate sustainability strategy. This approach includes environmental, social, and economic pillars of activity. Carbon reduction is an essential element.
- ISO 14001 implementation that will result in certification in this business year.

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

- Interventions to reduce power consumption focused on air conditioning, building fabric, insulation, space heating, ventilation, and hot water.
- Feasibility study for onsite renewable energy sources through solar panel installation.
- Purchase of 100% renewable energy.
- For IT systems, these will be designed with optimization as a key starting Day 1. We will implement software solutions to manage and optimize the power consumption of assets.
- Transition to zero-emission vehicles. All vehicles purchased or leased to be ULEV towards the goal of 90% of total fleet low, ultra-low, or zero emissions by 2028 and net zero by 2030.
- Requiring suppliers to report their carbon footprint data to us to improve the accuracy of carbon measurement and engaging with suppliers to support our net zero goal.
- All suppliers to have produced their own net-zero target and plan (by 2030 at the latest)
- Evaluation of all clinical and non-clinical purchased products with specific plans for more efficient use such as reducing single-use plastic, switching from disposable to reusable equipment, and reducing paper use. Use low-carbon substitutions where possible, such as uniforms made from recycled materials.
- Active management and reduction of emissions from staff travel. Measures include a tighter travel policy, switching domestic flights to rail, selecting lower emission flights through new booking technology, and introducing travel carbon budgeting and reporting.
- Deliver further reductions in emissions resulting from commuting to work. Encourage staff to use low-carbon transport methods such as walking, cycling, and public transport and a scheme to promote the use of low or zero-emission cars, including the provision of EV charging points.

Declaration and Sign-off

This Carbon Reduction Plan has been completed in accordance with **PPN 06/21**, the **GHG Reporting Protocol**, and **SECR**.

It has been reviewed and approved by the board of directors of Teebollz Consulting Ltd

Emissions have been reported and recorded by the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹³ and use the appropriate Government emission conversion factors for greenhouse gas company reporting¹⁴.

Scope 1 and 2 emissions have been reported following SECR requirements, and the required subset of Scope 3 emissions have been reported following the published reporting standards for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard¹⁵.

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:

TEEBOLLZ CONSULTING LTD

Debbie George

Service Manager

Date: 09/10/2026

¹³<https://www.gov.uk/government/collections/go>

¹⁴<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

¹⁵ <https://ghgprotocol.org/standards/scope-3-standard>