

## The Hub – Transport Advisory’s Carbon Reduction Plan

The Hub – Transport Advisory is committed to achieving Net Zero emissions by 2040.

### 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: FY 2021/22	
Additional Details relating to the Baseline Emissions calculations.	
This is The Hub’s first report on emissions. Our first base year of Scope 1,2,3 emissions are shown below.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	0
Scope 2	2.610
Scope 3 (Categories 1,4,5,6,7,9)	6.50
Total Emissions	9.1

### Current Emissions Reporting

This is The Hub-Transport Advisory's fourth report on emissions. As a young company entering its sixth financial year, we continue to change substantially year on year since inception. Our emissions for FY24/25 are shown overleaf. Our total emissions and emissions per person dropped compared to FY 2023/24 but total emissions remain higher than FY 21/22, primarily due to the following:

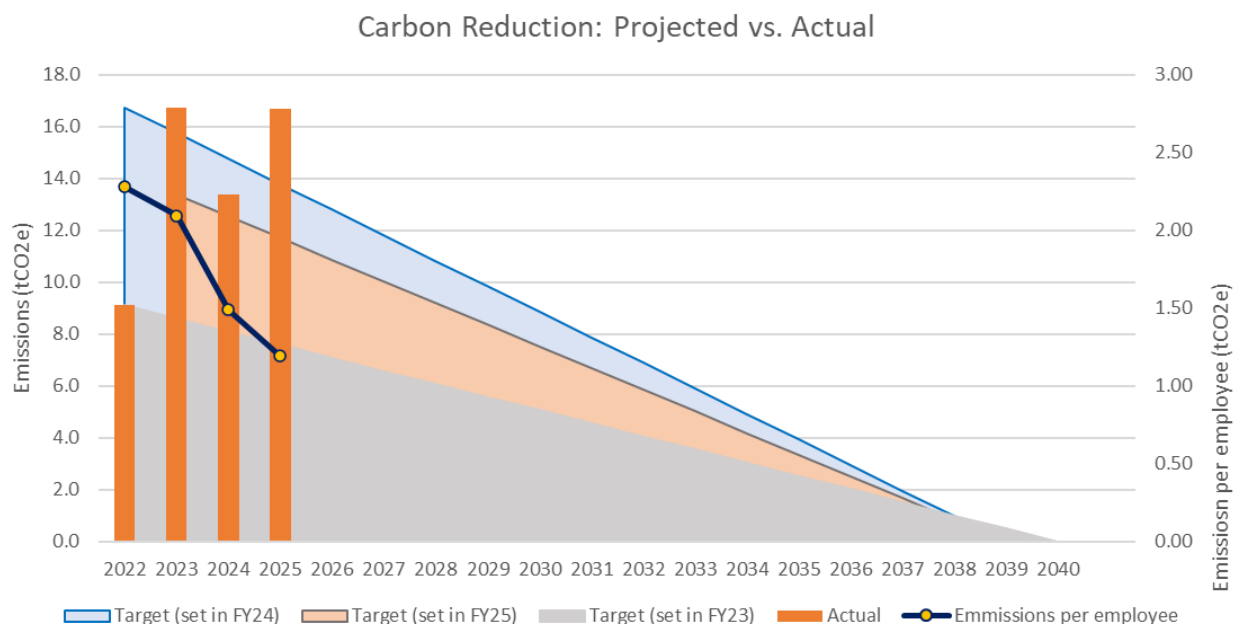
- New hires driving equipment spend.
- Business travel remaining more frequent compared to the baseline which was recorded during pandemic-induced travel restrictions.

Reporting Year: FY 2024/25	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	0
Scope 2	2.01
Scope 3 (Categories 1,4,5,6,7,9)	14.68
Total Emissions	16.69

## Emissions reduction targets

The Hub - Transport Advisory is committing to achieving Net Zero emissions by 2040. Progress against these targets will be tracked annually and summarised using a version the graph below.

Whilst we target to drive our carbon foot print to Zero by 2040, we also expect short term business growth over the next five years, such that our headcount and structure expand. We will carefully monitor, review and update our Carbon Reduction Plan such that we can sustainably achieve Net Zero by 2040.



## Active Carbon Reduction Projects

Below is a non-exhaustive summary of active initiatives and works:

- **Supporting flexible working:** Our staff are empowered with the flexibility to work where they feel most effective. Working from home is as acceptable as working in the office. This reduces Scope 3 emissions associated with employee commuting. It will also influence our Scope 2 (and one day Scope 1) emissions by restricting the demand for office space.
- **Centrally located office:** Based in the heart of London, our office has excellent access to environmentally sustainable public transport.
- **Encouraging cycling to work:** We pay all costs for our employees to use cycle parking, locker and shower facilities within our office.
- **Working with sustainable estate providers:** The Hub includes sustainable behaviours in its procurement of serviced office space. Our provider – Office Space in Town – implements an annual Environmental, Social and Governance Strategy to reflect and develop environmental commitments into its business operations. This includes:
  - A commitment to either recycling or responsibly incinerating waste - never using landfill;
  - Purchasing 'Green Energy' from Open energy – who work with not-for-profit organisations that target rainforest conservation and addressing climate change.
  - PIR lighting is installed throughout the Hub's office building, motion censored lighting means automatic switch off of lights when room is not in use.
- **Investing in Carbon Offset Projects** – Each year we invest in a carbon offset project to support carbon reduction initiatives worldwide and take accountability of our own carbon emissions. The amount is based on our annual emissions for the reporting period. In light of our FY 24/25 emissions, we have invested into planting 17 trees in the United Kingdom, offsetting 15tCO<sub>2</sub>e. Further information on this project can be found here: [carbonfootprint.com - Pledge Trees In Your Local Area \(UK\)](https://carbonfootprint.com - Pledge Trees In Your Local Area (UK)). Our certificate of investment is appended to this Carbon Reduction Plan.

## Future Carbon Reduction Initiatives

We continue to actively consider what meaningful initiatives we can implement in future years to achieve our goal, and which will include the following:

- **Promoting Behavioural Change** – we will implement initiatives that will positively change travel behaviours (both commuting and business) and reduce direct energy consumption.
- **Digital Delivery** – we will continue to deliver projects using a sustainable balance of using small core-teams on-site, and remote delivery/flexible working where opportunities arise.
- **Investing in Carbon Offset Projects** – we will continue to invest in carbon offset projects that meet the requirements of the Quality Assurance Standard (QAS) for carbon offsetting, based on our annual emissions.
- **Prioritising procurement:** we will continue to take into consideration our supply chain's carbon reduction plans and energy/carbon ratings for purchased products and assets.

## 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-off by the board of directors.

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<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>

*Signed on behalf of The Hub – Transport Advisory*



*Yasha Vojdani, Director. 25 April 2025*

Certificate of investment to offset FY 24/25 Emissions

