



Environmental and Sustainability Policy

This policy covers all A&C employees and business activity

Version 5.1

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1 Introduction

Akeso & Company Limited (The Company) recognises the importance of both environmental protection and sustainability. The Company is committed to operating its businesses responsibly and in-line with UK regulations, relevant legislation and codes of practice relating to providers of consultancy, analytics and managed commercial services.

2 Objectives

The Company's principal environmental and sustainability objectives are:

- To understand the impact that our own and our supplier's actions have on the environment.
- To take all reasonable and practical measures to reduce our own and our suppliers' impact on the environment as a result of carrying out business.
- To publicise and promote the impact that changes in ways of working have can have on the environment and measures of sustainability.

3 Requirements

In practice and to achieve our principal objectives, the Company will:

- Review and assess regularly both our impact on the environment and against three areas of sustainability (ecological, social and environmental) as well as the relevance of the measures used to monitor this.
- Adhere to relevant legislation and requirements in relation to recycling, waste management and environmental well-being.
- Ensure that any sub-contracted activities and sub-contractors are aligned with our principal objectives and aware of their obligations.
- Educate our employees on environmental issues and their impact on the environment and measures of sustainability.
- Minimise its production of waste and wastage.
- Promote the use of recycling initiatives and recycled materials.
- Promote the use of energy efficient and low carbon footprint travel alternatives where it is both safe and effective to.
- Establish performance improvement indicators where the Company has the greatest impact on the environment, namely:
 - Utility use
 - Transportation and travel
 - Lifestyle and consumption choices

4 Communications

This policy is communicated to our employees and will form the basis for our interactions on this topic with our sub-contractors and suppliers. Monitoring of the progress made by the Company will occur through the Leadership meetings.

5 Carbon Reduction Plan

Supplier name: Akeso & Company Limited

Publication date: March 2024

Next Review Date: March 2025

5.1 Company Summary

Akeso and Company is a leading Professional Services firm with a core focus on the Healthcare Sector. We operate nationally with our main office in London. We have a current headcount of 20.

Having worked with many facets of the UK Healthcare sector, including 30 of the top 50 public hospital providers, central government bodies, and leading private hospitals, we are acutely aware of the importance of and commitment to embedding and improving sustainable practices within the industry.

We are fully supportive of the NHS's Net Zero targets and wider sustainability initiatives. We directly support these initiatives by, as demonstrated in this document, having a robust plan to environmental management and reducing our carbon footprint. Key projects that we have undertaken, or plan to undertake, are listed in the **Carbon Reduction Projects section**.

5.2 Commitment to achieving Net Zero

Akeso & Company Limited is committed to achieving Net Zero emissions by 2040.

5.3 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: 2019 / 2020	
Baseline year emissions: 2019 / 2020	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0.0
Scope 2	0.61
Scope 3 (Included Sources)	115.85
Total Emissions	116.46

Reporting Year: 2020 / 2021	
EMISSIONS	TOTAL (tCO₂e)

Scope 1	0.0
Scope 2	0.41
Scope 3 (Included Sources)	90.31
Total Emissions	90.72

Reporting Year: 2021 / 2022	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0.0
Scope 2	0.2
Scope 3 (Included Sources)	85.17
Total Emissions (tCO₂e)	85.37

5.4 Current Emissions Reporting

For the reporting period 2023, we have reviewed our footprint with an accredited third-party organisation. As part of the review and to ensure that we are being as exhaustive as possible in our reporting, we collected emission data on additional sources within Scope 3 that we had previously not reported on.

For the purpose of documenting progress against the baseline and subsequent reporting years, we have included both total emissions included sources and total emission all sources to allow direct comparison. In subsequent reports we will be able to compare progress against all sources as we continue to collect this information.

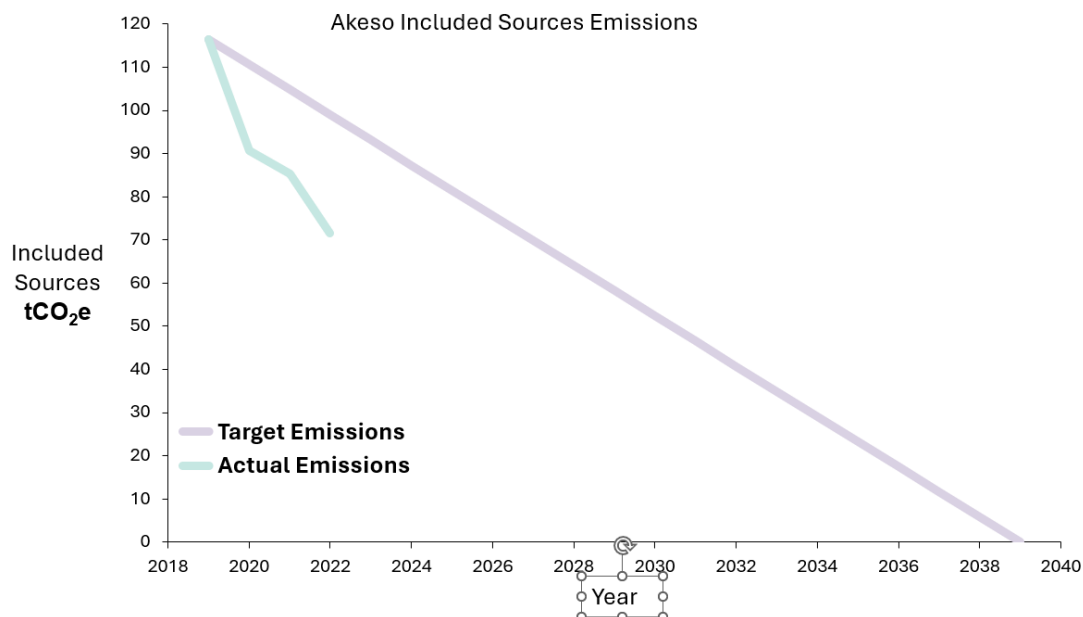
Reporting Year: 2022 / 2023	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0.2
Scope 2	3.1
Scope 3 (Included Sources)	68.2
Scope 3 (all sources)	315.5
Total Emissions (tCO ₂ e) (Included sources)	71.5
Total Emissions (tCO ₂ e) (All sources)	318.8

5.5 Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that our included sources carbon emissions will decrease over the next five years to **77.11** tCO₂e by 2025. This is a reduction of **33%**. We achieved this target two years early in 2023, with included sources total emissions being 71.5 (tCO₂e).

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



5.6 Carbon Reduction Projects

5.6.1 Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline and subsequent reporting years.

As demonstrated by a number of the initiatives detailed below, the pandemic acted as an opportunity for Akeso and Company to accelerate sustainable and carbon reducing policies whilst not impacting overall work and productivity.

As a growing company, Akeso and Company faces the challenge of expanding its operations whilst continuing to reduce emissions.

5.6.2 Changes to Travel Policy:

Previously our biggest source of emissions was single-occupant car use to client meetings. We have subsequently implemented a travel policy to promote:

- Travelling only when necessary and encouraging use of digital meeting software
- Where travelling is required, to use, where practical, public transport, multi-occupancy vehicles or other low-emissions alternatives to single-occupant car use
- Work-from-home flexibility for staff to reduce commuting emissions

Since the introduction of the policy change, we have significantly reduced our single-occupant car use with c.95% of meetings, within the Consulting and Data Science service lines, where attendance in person is necessary being conducted by public transport.

5.6.3 Internal Recycling / Waste Reduction Initiatives:

We have embedded the following sustainable practices related to recycling:

- We promote a “Paperless office” by encouraging staff to only print where absolutely necessary
- We purchase recycled paper for when printing is required
- We discourage single-use plastic / paper through provision of reusable bottles and cups to staff
- We educate staff on recycling through posters and other available information

5.6.4 Energy Efficiency Initiatives

The following energy-efficiency measures have been adopted as new measures:

- Automatic lighting / energy efficient bulbs
- Well insulated office to reduce energy requirements
- Renewable energy source
- IT and electrical equipment upgrade towards higher efficiency products

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

- Audit of our supply-chain to ensure their activities are aligned with our objectives including the development of a formal sustainable procurement policy
- Increase scope and scale of our education and awareness activity to ensure staff understand the wider objectives and what is required from them
- Review applicability of Race to Zero and Science Based Targets Initiative schemes
- Pursue external accreditation

5.7 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) Standard³.

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:



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Scott Healy, Director

Date: 15/02/2024

