



Carbon Reduction Plan Highlights

2024/25





Ategi's Commitment to Carbon Reduction: 2024/25 Highlights

Ategi is dedicated to reducing our environmental impact and embedding sustainability into everything we do. Our annual Greenhouse Gas (GHG) Inventory measures our carbon footprint, tracks our progress, and guides our future actions.

Our Carbon Footprint at a Glance

- **Total GHG emissions (2024/25): 126 tonnes CO₂e** (down from 152 tonnes in 2022/23 - a 16.9% reduction)
- **Emissions per FTE employee: 2.47 tonnes CO₂e** (down from 3.13 tonnes)
- **Net Zero Target:** By 2050

Emissions Breakdown (2024/25)

- **Scope 1 (Direct):** 4.55 tCO₂e (mainly gas heating)
- **Scope 2 (Indirect – Electricity):** 6.89 tCO₂e (location-based)
- **Scope 3 (Supply Chain, Travel, Commuting):** 115 tCO₂e (90.9% of total)

Key Achievements

- **16.9% reduction** in total emissions since our 2022/23 baseline
- **Major reductions** in employee commuting (down 21%), business travel (down 15.5%), and gas/electricity use (down 10–11%)
- **Energy efficiency upgrades:** Transition to LED lighting, cloud-based systems, and daily power-down procedures
- **Remote working:** Increased homeworking and a new initiative to close offices one day per week

Where Our Emissions Come From

- **Employee commuting:** 46% of total emissions
- **Business travel:** 17%
- **Homeworking:** 7.4%
- **Energy use (gas/electricity):** 9%
- **Other (purchases, waste, shipping):** 2%



How We Measure and Improve

- **Robust methodology:** Based on the GHG Protocol and UK Government conversion factors
- **Continuous improvement:** Annual staff surveys, expanded data collection, and recalculation of baselines as methods improve
- **Transparency:** Limitations and exclusions are clearly stated; we strive to include more data each year

Our Roadmap for the Future

Ategi's Carbon Reduction Roadmap includes:

- **Staff Engagement:** Environmental Champions Group, climate awareness training, sustainability in inductions (2024–2025)
- **Energy & Efficiency:** LED lighting, smart plugs, solar feasibility, power-down campaigns (now–2029)
- **Travel & Transport:** Car-sharing, efficient travel mapping
- **Waste Reduction:** Consistent waste management, e-waste and plastic recycling hubs (2024–2025)
- **Digital Transition:** Cloud systems, digital reviews, reduced printing (2024–2026)
- **Sustainable Purchasing:** Procurement policy, supplier sustainability scorecard (2025–2026)
- **Biodiversity:** Insect hotels, wildflower seeding, green volunteering (2024–2026)
- **Food & Events:** 50% plant-based food at events (2025–2026)
- **Web & Investment:** Green website hosting, sustainable pensions (2025)
- **Partnerships:** Collaborations with universities and local businesses (2025–2026)

Looking Ahead

Ategi is committed to ongoing measurement, transparency, and action. We believe that small, everyday decisions—supported by good data and clear leadership—will drive meaningful change for our organisation, our communities, and the planet.

For more details or to request our **full Carbon Reduction Roadmap**, please contact Karen Thomas, Head of Administration (karent@ategi.co.uk).
