



Newton Consulting Carbon Reduction Plan

ENV-5

11/09/2025



01

Commitment

Newton Carbon Reduction Plan						Department:	Assurance
Owner:	Harveen Javed	Status:	ISSUED	Revision:	2.1	Page 3 of 17	Date Issued: 11/09/2025

COMMITMENT TO ACHIEVING NET ZERO CARBON

Climate Change is the world's biggest threat to health today - the more we act on it today, the more we can avoid the worst impacts of Climate Change in the future. Newton is dedicated to reducing carbon emissions produced because of the work it does, either directly or indirectly.

At the core of Newton's unique approach is our commitment to partnering with our clients, forming joint teams at a client's place of work. This necessitates travel to and from client sites, with our consultants accommodated close to their client's place of work whilst on project. The combination of travel and accommodation is the most significant sources of our carbon emissions.

We have a clear understanding of our carbon footprint, which along with benchmarking of competitors, our ISO 14001 certification, and our compliance with the Streamlined Energy and Carbon Reporting (SECR) and the Energy Savings Opportunity Scheme (ESOS) has informed this Carbon Reduction Plan. Our passion to improve our environmental impact has driven the creation of this plan and we have committed to this for all future consulting work within the UK. We are working to reduce all of our emissions to a minimum level consistent with our operational ethos, whilst finding an efficient and effective ways of offsetting the remaining emissions.

Newton Consulting is committed to achieving Net Zero emissions by 2040 for its UK operations.





02

Baseline Emissions Footprint

Newton Carbon Reduction Plan							Department:	Assurance
Owner:	Harveen Javed	Status:	ISSUED	Revision:		Page 5 of 17	Date Issued:	11/09/2025

BASELINE EMISSIONS FOOTPRINT

Baseline Emissions are a record of the greenhouses gases that have been produced historically. For our baseline, we currently use 2021 which was prior to the introduction of a formal emission reduction strategy. This baseline is a reference point, against which emissions reductions can be measured.

Baseline Year: 2021		
Additional Details relating to the Baseline Emissions calculations.		
<p>Baseline emissions were calculated using a combination of expenses data, external research/consultation and internal operating estimates. These were adjusted for the effects of the Covid-19 pandemic on travel, which is a major driver of our emissions.</p> <p>Emissions are also shown on a 'per full time employee (FTE)' basis, as headcount acts as a multiplier of emissions for Newton and headcount is expected to follow a similar high growth rate to previous years during the next 5-10 years. Newton's average FTE for 2021 was 445.</p>		
Baseline Year Emissions: 2,155 Tonnes CO2 (4.84 Tonnes per FTE)		
EMISSIONS	TOTAL (tCO₂e)	
Scope 1	181 Tonnes (0.41 Tonnes per FTE) – ICE vehicles (main driver)	
Scope 2	34 Tonnes (0.08 Tonnes per FTE) – Head Office Water, Heat and Power (main driver), Electric Car Emissions	
Scope 3 (Including Sources)	1,940 Tonnes (4.36 Tonnes per FTE) – Hotels, Trains, Air Travel, Food, Taxis, Head Office Commuting	
	Scope 3 Category	Sub-Category
		Emissions (Tonnes CO2)
	Upstream Transport & Distribution	Negligible. Fleet lifecycle emissions covered in Business Travel Section.
	Waste generation in operations	Head Office Waste 2
	Business Travel	Consultant Travel Public Transport – 224 Flights – 163 Taxi – 33



Newton Carbon Reduction Plan						Department:	Assurance
Owner:	Harveen Javed	Status:	ISSUED	Revision:	2.1	Page 6 of 17	Date Issued: 11/09/2025

		Accommodation	On Site – 909 Conferences – 130
		Food while travelling	169
	Assets		306
	Employee Commuting	Head Office Commuting	3.5
	Downstream transportation & distribution		0 – Professional services company means that emissions due to transportation and distribution of physical products are negligible in contrast to other areas.
	Total		1940 Tonnes (4.84 Tonnes per FTE)





03

Current Emissions Report

Newton Carbon Reduction Plan						Department:	Assurance	
Owner:	Harveen Javed	Status:	ISSUED	Revision:	2.1	Page 8 of 17	Date Issued:	11/09/2025

CURRENT EMISSIONS REPORT

Reporting Year: 2024		
Newton's average FTE for 2024 was 610		
Reporting Year Emissions: 2684 Tonnes CO₂ (4.4 Tonnes per FTE) 25% overall increase on baseline; 9% reduction per FTE.		
EMISSIONS	TOTAL (tCO₂e)	
Scope 1	235.58 Tonnes (0.39 Tonnes per FTE) 30% overall increase on baseline; 5% reduction per FTE. Reduced number of ICE vehicles on Newton's fleet.	
Scope 2	11.72 Tonnes (0.02 Tonnes Per FTE) 66% overall reduction on baseline; 75% reduction per FTE. More efficient Head Office heat and power; no gas used.	
Scope 3 (Including Sources)	2453.94 Tonnes (4.02 Tonnes per FTE) – Hotels, Car Embedded Emissions, Trains, Air Travel, Food, Taxis, Head Office Commuting 26% overall increase on baseline; 8% reduction per FTE. Greater clarity on upstream sources and assets; increased use of public transport and air travel; better accommodation choices.	
	Scope 3 Category	Sub-Category
		Emissions (Tonnes CO₂)
	Upstream Transport & Distribution	Transport & Distribution (T&D) and Well to Tank (WTT)
		77.07
	Waste generation in operations	Head Office Waste
		0.007
	Business Travel	Consultant Travel Accommodation Food while travelling
		2372.68
	Assets	Laptops
		3.89
	Employee Commuting	Head Office Commuting
		0.23
		(same figure as 2021 – Head Office occupancy unchanged)



Newton Carbon Reduction Plan						Department:	Assurance
Owner:	Harveen Javed	Status:	ISSUED	Revision:	2.1	Page 9 of 17	Date Issued: 11/09/2025

	Downstream transportation & distribution		0 – Professional services company means that emissions due to transportation and distribution of physical products are negligible in contrast to other areas.
	Total		(using all decimals throughout calculations) 2453.94 Tonnes (4.02 Tonnes per FTE)





04

Emissions Reduction Targets



Newton Carbon Reduction Plan						Department:	Assurance
Owner:	Harveen Javed	Status:	ISSUED	Revision:	2.1	Page 11 of 17	Date Issued: 11/09/2025

EMISSIONS REDUCTION TARGETS

To continue our progress towards achieving Net Zero, we have adopted the following carbon reduction targets.

We project that:

Our overall carbon emissions will remain constant over the next 5 years

Our carbon emissions per FTE will reduce to 3.0 tCO₂e by 2030, a reduction of 15%.

Between 2030 and 2040, we plan to reach a net zero carbon position through a combination of technical solutions, increased use of renewables, changes in working practices, and carbon offsetting.





05

Carbon Reduction Projects



Newton Carbon Reduction Plan						Department:	Assurance	
Owner:	Harveen Javed	Status:	ISSUED	Revision:	2.1	Page 13 of 17	Date Issued:	11/09/2025

CARBON REDUCTION PROJECTS

Completed Carbon Reduction Initiatives

The following environmental management measures and projects had been completed or implemented before the 2021 baseline. Future reductions in emissions will be recorded as a percentage against the 2021 baseline.

Driving

Newton first introduced electric and hybrid cars into its fleet in 2020 and we have fitted EV charging points at our Head Office.

ISO 14001, ESOS and SECR Compliance

Newton was first certified to ISO 14001 in June 2014, and has maintained certification ever since. This certification, along with our internal audit program, looks at our internal processes to continually improve our environmental impact. Newton submitted its ESOS Phase 3 sign-off in June 2024 and is implementing the ESOS recommendations as part of our Carbon Reduction Plan. We also comply with SECR regulation each financial year, recording progress in our annual report.

Energy

In June 2021, Newton switched its main Head Office building to a 100% renewable energy supplier and also replaced all the fluorescent lights in the building with LEDs. We have also installed auto-shutoff LED lights in areas that are not frequently in use.

Environment Team

We formed an employee-run Environment team in 2019. The team works in 3 areas: suggesting improvements to Newton's environmental performance, increasing environmental awareness across the business, and capturing the environmental benefits that our client projects are delivering. The team works closely with Newton's Senior Management to drive and sustain environmental progress.

Commuting

We encourage our staff to commute by bike through our Cycle to Work, and our hybrid work policy at the Head Office further helps us minimise unnecessary travel.

Supplier Management

Newton's follows an ethical procurement process that includes examining a potential / existing supplier's commitment to sustainability and adherence to environmental law and best practice, including any certification or other credentials.



Newton Carbon Reduction Plan						Department:	Assurance
Owner:	Harveen Javed	Status:	ISSUED	Revision:	2.1	Page 14 of 17	Date Issued: 11/09/2025

Future Carbon Reduction Initiatives

Accommodation

Accommodation is one of the largest drivers of emissions for the company. Because working on the client site is a key factor in our offering, we are looking to move to lower carbon-intensity accommodation (e.g. shared accommodation, eco hotel chains) where possible in the next 5 years.

Travel

Travel is a major component of emissions for the Newton. We will maintain a fleet of plug-in hybrids and electric vehicles, reduce air travel, and encouraging public transport in the place of fossil fuel car travel.

We will also be implementing our ESOS driving recommendations during 2025. These include improving our monitoring, targeting and reporting system; formalising driver feedback and fuel efficiency advice, and improving our transport policy and driver training.

Energy

We have installed LED lightings in our second building at Head Office. Additionally, we will implement the other ESOS energy recommendations at Head Office: a nighttime shut down audit to confirm our minimum energy usage, lux-level sensors for areas with good natural light, and further energy efficiency monitoring and targeting.

Supplier Management

We will continue to vet appropriate suppliers for their environmental commitments and actions to support carbon reduction.

Offsetting

Recognising that our operations are likely to always result in some carbon production, we aim to reduce our carbon level to the irreducible minimum consistent with our operational ethos and offset the remaining emissions to reach net-zero carbon. We are investigating a mix of technology, land-based, biodiversity, and socio-economic offsetting projects, alongside the purchase of carbon credits. We aim to make a decision on our offsetting plans during 2025.





06

Declaration and Sign-off



Newton Carbon Reduction Plan						Department:	Assurance
Owner:	Harveen Javed	Status:	ISSUED	Revision:	2.1	Page 16 of 17	Date Issued: 11/09/2025

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 and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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.

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:

Steve Dyde

S D Dyde

Chief Operating Officer and Company Secretary

Date: 11/09/2025



Newton Carbon Reduction Plan						Department:	Assurance
Owner:	Harveen Javed	Status:	ISSUED	Revision:	2.1	Page 17 of 17	Date Issued: 11/09/2025

DOCUMENT CONTROL HISTORY

VERSION	DATE CREATED	OWNER	APPROVED BY	DESCRIPTION
1.0	29/09/2021	Chris Barton	Tom Wedgwood	Initial publication
1.1	01/09/2022	Chris Barton	Tom Wedgwood	Reviewed and updated
1.2	24/03/2023	Chris Barton	Tom Wedgwood	Reviewed and updated
2.0	23/12/2024	Fred Church	Steve Dyde	Plan refreshed, including ESOS findings and recommendations
2.1	11/09/2025	Ash Brown Cassie Lamb	Harveen Javed Steve Dyde	2024 reporting

