



CARBON REDUCTION PLAN

FSP Consulting Services

Last update: September 2025

Change Log:

July 2024 – First Issue published

September 2025 – Executive summary and status of progress



EXECUTIVE SUMMARY

At FSP, we believe that technology should be a force for good, driving innovation, empowering people, and delivering a positive impact on the planet. Our Carbon Reduction Plan forms a central pillar of this commitment, setting out how we measure, reduce, and ultimately eliminate our carbon footprint while continuing to grow responsibly and sustainably.

OUR PROGRESS TO DATE

Since publishing our first Carbon Reduction Plan in 2024, we have made significant progress toward our decarbonisation goals.

In 2024, FSP's total carbon footprint was 650.3 tCO₂e, all of which fell within Scope 3. Despite a 27% increase in headcount, our overall emissions fell by 12.75%, and our emissions intensity reduced by nearly 30%, reflecting the tangible impact of our ongoing sustainability initiatives and behavioural change programmes.

Go to: [2025 Environmental Sustainability and Social Impact Report](#)

MAIN CONTRIBUTORS TO OUR CARBON FOOTPRINT

- Employee commuting and home working (42%)
- Purchased goods and services (20%)
- Capital goods (17%)
- Business travel (15%)

We continue to operate from buildings that exemplify sustainable design, including our net-zero, BREEAM Outstanding, RESET Air-certified headquarters in Reading.

Go to: [Carbon Impact Report](#)

OUR COMMITMENT

FSP is committed to achieving net-zero emissions by 2050, in line with the UK Government target, and to continuous, transparent progress along the way.

We have already offset 1,384 tCO₂e in 2024, more than double our measured footprint, through high-quality, verified climate projects via our partner Ecologi,





ensuring that our operations are not just carbon neutral, but climate positive while we drive real reductions across our value chain.

Go to: [FSP Contribution to Carbon avoidance](#)

OUR STRATEGY

Our carbon reduction strategy focuses on real emissions reduction first, with offsetting only for residual, unavoidable impacts. We are taking a data driven, people centred approach across five priority areas:

- Low-carbon commuting and hybrid working.
- Sustainable procurement and supply chain.
- Digital efficiency and greener IT.
- Travel reduction and smarter collaboration.
- Governance, engagement, and transparency.

These actions are underpinned by our culture of innovation and responsibility, reinforced through the FSP Playbook and supported by internal carbon champions who help sustain momentum across the organisation.

NEXT STEPS

In 2025, we will:

- Strengthen our data collection and expand coverage across Scope 3 categories.
- Develop science-aligned interim targets to 2030, validated where possible through recognised frameworks such as the Science Based Targets initiative (SBTi).
- Publish annual progress updates and seek third-party assurance of our carbon data.
- Continue to reduce reliance on offsets as real reductions increase.



GOVERNANCE AND MONITORING

FSP's Environmental, Social and Governance (ESG) Committee is composed of members of the Executive Board and senior leaders from across the business. The Committee provides strategic oversight of all ESG activities and reports directly to the Board, ensuring that sustainability remains embedded in corporate decision-making and day-to-day operations.

The Committee's key objectives are to:

- Champion the importance of environmental performance, sustainability goals, and measurable progress across all levels of the organisation.
- Advise on best practice in ESG governance, including the policies, frameworks, and regulations that influence our business and industry.
- Strengthen understanding and awareness of social responsibility, ethical conduct, and good governance principles.
- Establish and promote practical, consistent standards of corporate governance throughout FSP.
- Identify emerging opportunities and risks related to sustainability and long-term business resilience.

The ESG Committee meets quarterly to review progress against our sustainability roadmap and carbon reduction targets. Emissions data and key ESG performance indicators are published annually. Looking ahead, FSP aims to align its targets with the Science Based Targets initiative (SBTi) in 2026, ensuring our reduction pathway remains credible and aligned with global climate goals.

BASELINE AND INTENSITY METRICS

To ensure transparency and consistency with UK Government PPN 06/21 guidance, FSP has retained 2023 as its baseline year for carbon reporting. In that year, our total greenhouse gas emissions were 745.8 tonnes of CO₂e, all of which fell within Scope 3, as our operations are fully leased and powered by renewable energy.

In 2024, our total emissions reduced to 650.3 tonnes of CO₂e, representing a 12.75 percent decrease compared with the baseline year. This reduction was achieved despite a 27 percent increase in headcount, highlighting genuine progress in improving operational efficiency and embedding lower-carbon practices across the organisation.





Due to the nature of our business (consulting rather than production) and our business model, we do not have any scope 1 or 2 emissions. All current emissions therefore originate from Scope 3 activities, including employee commuting and home working, purchased goods and services, capital goods, and business travel.

To complement our absolute emissions data, FSP also tracks an emissions intensity ratio, measured as tonnes of CO₂e per full-time equivalent (FTE) employee. This allows us to assess our carbon performance relative to growth and to demonstrate progress in decoupling emissions from business expansion. In 2023, our intensity ratio was 3.54 tCO₂e per FTE. By 2024, this figure had fallen to 2.43 tCO₂e per FTE, an improvement of more than 30 percent.

This significant reduction in intensity reflects the combined effect of our hybrid working model, greater digital efficiency, reduced business travel, and sustainable procurement initiatives. It evidences that FSP's growth is being delivered with a proportionally smaller environmental footprint.

IN SUMMARY

FSP's journey to net zero is already well underway. We have achieved measurable reductions, embedded sustainability into our culture and governance, and offset beyond our footprint to make an immediate positive difference.

As we grow, our focus remains clear: to deliver exceptional technology and consultancy solutions that empower our clients and our people, while safeguarding the future of our planet.

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](#).

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 ESG Committee.

Signed on behalf of FSP:

L. CAREY

Laura Carey (Chief Brand Officer)

Date: 10/09/2025

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