

Carbon Reduction Plan

Supplier name: Bridgeway Consulting Limited
Publication date :30 June 2026

Commitment to achieving net zero

Bridgeway Consulting Limited is committed to achieving Net Zero emissions by 2050.

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: 2018

Additional details relating to the baseline emissions calculations:

Our headcount has changed significantly since our base year - with an increase of 35%, in our staff to 2024.

We are working with our Supply Chain and employees to collect data on Scope 3 emission for our Baseline year.

Baseline year emissions:

Emissions	Total (tCO2e)
Scope 1	894.47
Scope 2	32.67
Scope 3	45.68

- 4. Upstream Transportation and distribution *
- 5: Waste Generated in Operations 1.35
- 6: Business Travel** 41.86
- 7: Employee Commuting***
- 9. Downstream transportation and distribution*

*We are working
 **Based on mileage claims only
 ***We will capture additional information on commuter trends via our Travel survey in 2026

Total emissions	972.82
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Current emissions reporting

Reporting year: 2025	
Emissions	TOTAL (tCO2e)
Scope 1	1328.56
Scope 2	0
Scope 3	27.99
4. Upstream Transportation and distribution *	
5: Waste Generated in Operations	0.24
6: Business Travel**	27.75
7: Employee Commuting***	
9. Downstream transportation and distribution*	
*We are working with our supply chain to capture this data	
**Based on mileage claims only	
*** We will capture additional information on commuter trends via our Travel survey in 2026	
Total emissions	1356.55

Emissions reduction targets

To support our continued progress towards Net Zero, we have reviewed and updated our carbon reduction targets to reflect the significant emissions reductions already achieved and to drive further improvement across our operations.

- **Business Travel Emissions:** We originally committed to reducing business travel emissions by **20% by 2030** against our 2018 baseline. This target has already been exceeded, with a **33.71% reduction achieved by 2025**. In recognition of this performance and our ongoing commitment to decarbonisation, we have increased our ambition and now aim to **reduce business travel emissions by 50% by 2030** compared with the 2018 baseline.
- **Scope 1 Emissions:** We are committed to reducing Scope 1 emissions from our directly controlled operations by **5% by 2030** and **50% by 2040**, relative to our 2018 baseline. This will be achieved through a combination of fleet efficiency improvements, reduced fuel consumption, vehicle utilisation optimisation, and the phased transition to lower-emission and zero-emission vehicles where operationally feasible.

Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2018 baseline. Although we have seen an increase in our tCO2e due to changes in the nature of the business we have seen a

- Promoted of electric and hybrid vehicles to employees entitled to a company car
- Installed electric vehicle charging points at our head office
- Replacing Lighting at head office with LED
- Implementing an Electric First Company Car Policy.
- Undertaken an initial staff travel survey
- Negotiated discounts and launched a season ticket loan scheme for public transport
- Changed electricity tariff to 100% Renewables
- Launched Internal campaigns to promote recycling to reduce waste to landfill
- Introduced flexible working and hybrid working to reduce commute
- Promoted campaigns to reduce vehicle idling
- Ran campaigns to 'switch it off' - to encourage turning off unnecessary electrical equipment

Future carbon reduction initiatives

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

- Undertake staff survey to confirm staff commuting data.
- Promote salary sacrifice low carbon vehicles to staff
- Replacing additional Lighting at head office with LED
- Use AI to optimise route planning to reduce avoidable miles
- Provide eco-driving training to staff.
- Promote Carpooling and other more sustainable commuting options.
- Continue to monitor the infrastructure and technology supporting the transition to low-emission commercial vehicles

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 standard¹³ and uses the appropriate government emission conversion factors for greenhouse gas company reporting.¹⁴

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), 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.¹⁵

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:



Pino De Rosa Managing Director
Date: 30.06.2026

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13 <https://ghgprotocol.org/corporate-standard>

14 www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

15 <https://ghgprotocol.org/standards/scope-3-standard>