Cabinet Office

CARBON REDUCTION PLAN

Supplier name: The Nichols Group

Publication date: 14 October 2026

Commitment to Net Zero

The Nichols Group is committed to achieving Net Zero emissions by 2030.

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: 2021-2022	
Additional Details relating to the Baseline Emissions calculations.	
None to report.	
Baseline year emissions:	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	0.6
Scope 2	2.8
Scope 3 **(Included Sources)**	24.6 Made up of: - Business Travel - Purchased Goods, Material Use, Electrical items IT - Employee Commuting
Total Emissions	28.0

Current Emissions Reporting

Reporting Year: 2025-2026	
EMISSIONS	**TOTAL (tCO2e)**
Scope 1	0.2
Scope 2	4.4
Scope 3 **(Included Sources)**	81.5 Made up of: - Water supply and treatment - Business Travel - Purchased Goods, Material Use, Electrical Items IT - Employee Commuting
Total Emissions	86.1

Scope 3 emissions

A breakdown of our scope 3 emissions are as follows:

Category	Baseline (2021/22) (tCO2e)	Current (2025/26) (tCO2e)
2 – Capital goods	4.1	1.4
4 – Upstream transportation and distribution	0.0	0.0
5 – Waste generated in operations	0.0	0.0
6 – Business travel	18.9	78.6
7 – Employee commuting	1.6	1.5
9 – Downstream transportation and distribution	0.0	0.0

Emissions Reduction Targets

The Nichols Group has made a commitment to achieve Net Zero emissions by 2030. We will achieve this by continuing to reduce our Scopes 1, 2 and 3 greenhouse gas emissions and offsetting any residual emissions where further reduction is not possible.

Our long-standing emissions reduction initiatives have enabled us to a very low emitter. Our primary aim is to maintain our existing successful greenhouse gas reduction strategies.

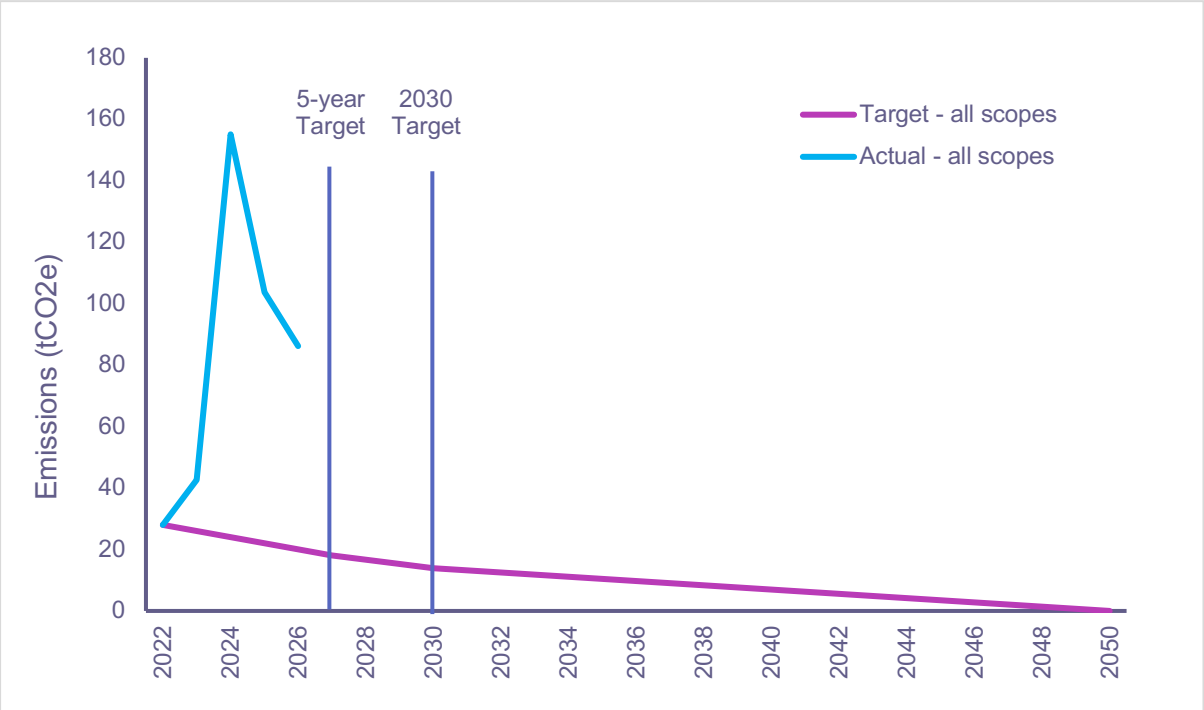
We will

- achieve our Net Zero target by reducing our absolute Scope 1 and Scope 2 greenhouse gas emissions by 25% by 2030 from a base in 2021-2022 (year ending 31 March 2022).
- reduce our Scope 3 greenhouse gas emissions by 36% by 2030 from a base in 2021-2022 (year ending 31 March 2022).
- explore the purchase of high-quality, certified offsets that remove greenhouse gases to offset domestic and international flights and other residual hard-to-decarbonise emissions.

We do, however, acknowledge that as a Small or Medium-sized Enterprise (SME) we are to some degree dependent on the extent to which the UK decarbonises its electricity for energy supplied to our serviced office space.

Progress Against Targets

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



Our emissions for 2025-2026 were 86.1 tCO2e, an increase of 208% compared to the baseline year. The overall emissions increase is as a result of higher Scope 3 emissions due to significant amount more of business travel. Emissions for business travel have increased by 315% from 18.9 tCO2e in the baseline year to 78.6 tCO2e which is predimonately as a result of a significant increase in long-haul flights. Due to the nature of our business being a consultancy, business travel is expected in order to visit client premises, including sites in international locations.

However, our emissions remain low, and have reduced from the previous year due to a reduced number of international flights. Looking forward to 2026-27, we are forecasting our business travel emissions to decrease further as our requirement for international travel will be lower. Compared to our baseline year, which was at a time when the UK and worldwide were under the impact of Covid, there is still an increased need for business travel, therefore, in order for us to achieve our Net Zero targets, focus would need to be on purchasing and utilising offsets as stated in our target initiatives.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Nichols' environmental approach is governed by our Environmental Management System (EMS), which is ISO 14001 accredited, and externally audited every six months.

We have been actively reducing our carbon impact for over a decade by promoting virtual working within Nichols and helping clients successfully implement virtual working practices. These practices have dramatically reduced staff commuting time and enabled us to move to two small, dedicated workspaces in serviced offices several years ago. This has resulted in extremely low emissions.

Future Reduction Initiatives

We will maintain the existing working practices that have delivered our current level of emissions. Our future reduction strategies will centre around:

Energy: influencing our serviced office provider to move to renewable energy for our offices and increasing energy efficiency across our offices.

Travel: for example, further reducing the need to travel, encouraging the lowest carbon form of transport and moving towards use of lower carbon vehicles.

Equipment: we will review the frequency of replacement of IT and electrical equipment – though we currently donate used laptops to schools and community organisations.

Carbon Offsetting projects: select and invest in the most effective carbon offsetting projects.

Declaration and Sign Off

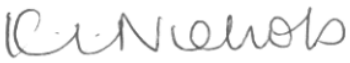
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] 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) Standard[3].

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:

Signed  Date 14 October 2026

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Kathryn Nichols, Chief Executive

[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