

Carbon reduction plan

Supplier name: Frontier Economics Limited

Review June 2025

Commitment to achieving Net Zero

Frontier Economics is committed to achieving **Net Zero emissions by 2030** and has been carbon neutral since 2010. To achieve our target, Frontier commits to reduce absolute Scope 1 and Scope 2 emission by 46% by 2030 from a 2019 base year. We also commit to measure and reduce our Scope 3 emissions.

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. For the last 15 years, we have undertaken an Annual Carbon Audit through our carbon auditor, CO2balance UK Ltd.

Baseline Year: 2019/20 (FY)

Additional Details relating to the Baseline Emissions calculations

The Greenhouse Gas Protocol and the ISO 14064_1 standard defines three scopes that set Operational boundaries when determining emissions. These are as follows:

- Scope 1 – Direct Emissions (fuel combustion, company owned vehicles)
- Scope 2 – Indirect Emissions (such as purchased electricity for own use)
- Scope 3 – Indirect Emissions (outsourced operations, business travel in vehicles not owned by the company, embedded greenhouse gases in products purchased, waste disposal)

We currently report emissions under all 3 Scopes from the following seven offices:

- London, UK
- Brussels, Belgium
- Dublin, Ireland
- Cologne, Germany
- Madrid, Spain
- Paris, France
- Berlin, Germany

Greenhouse Gas Emissions are assessed according to the Greenhouse Gas Protocol published by the World Business Council for Sustainable Development and the World Resources Institute (WBCSD/WRI Protocol). Emissions are included for all operations Frontier has financial control over.

Baseline Year emissions:

Emissions (2019 – 12 months)	Total (tCO ₂ e)
Scope 1 Direct GHG emissions	0.00
Scope 2 Energy indirect emissions	160.38
Scope 3 Other indirect emissions	492.17
Total emissions	652.56
Purchased carbon offsets	652.56

Current emissions reporting

With the rise of working from home in 2020 during Covid we have started to also account for emissions generated by working from home. This includes emissions generated by computers

and other devices, as well as lighting and heating based on the Homeworking Emissions Whitepaper by Ecoact (2020).¹

Reporting Year: 2023/24 FY	
Emissions (2023/24)	Total (tCO ₂ e)
Scope 1 Direct GHG emissions	0.00
Scope 2 Energy indirect emissions	105.97
Scope 3 Other indirect emissions	648.50
Total emissions	754.47
Purchased carbon offsets	754.47

The last reporting period showed a continued increase in emissions, driven by the return to business travel post-Covid.

Total emissions in 2023/24 were at 754.47 tCO₂e. 0% of these were Scope 1 emissions, 14% Scope 2 emissions and 86% Scope 3 emissions.² More than two thirds (71%, or 531.96 tCO₂e) of total emissions came from air travel. The office with the largest carbon footprint in absolute terms was London (no change compared to the previous reporting), accounting for 54% of total emissions. Per employee, the largest footprint was in Berlin, while the smallest footprint per employee was in Paris (no change compared to the previous reporting).

Comparison with the previous reporting year (2022/2023)

Total emissions increased by 32% between 2022/23 and 2023/24 from 571.42 tCO₂e to 754.47 tCO₂e. The main reason for the overall rise in emissions for this period is a growth in air travel (+72% compared to 2022/23).

Scope 2 emissions have been reduced by over 10% but Scope 3 emissions increased due to business travel.

The number of staff rose slightly, from 431 to 440, so the emissions per staff matched the rise in overall emissions from 1.33 tCO₂e in 2022/23 to 1.71 tCO₂e per person in 2023/24 (+29%).

¹ <https://info.eco-act.com/hubfs/0%20-%20Downloads/Homeworking%20emissions%20whitepaper/Homeworking%20Emissions%20Whitepaper%202020.pdf>

² Working from home emissions are classified as Scope 3 emissions, as Frontier has no control or financial responsibility.

Emissions reductions targets

In order to continue our progress towards achieving Net Zero, Frontier Economics has set its own emissions reduction targets that are aligned with the Science Based Targets initiative (SBTi).

Science Based Targets Initiative (SBTi)

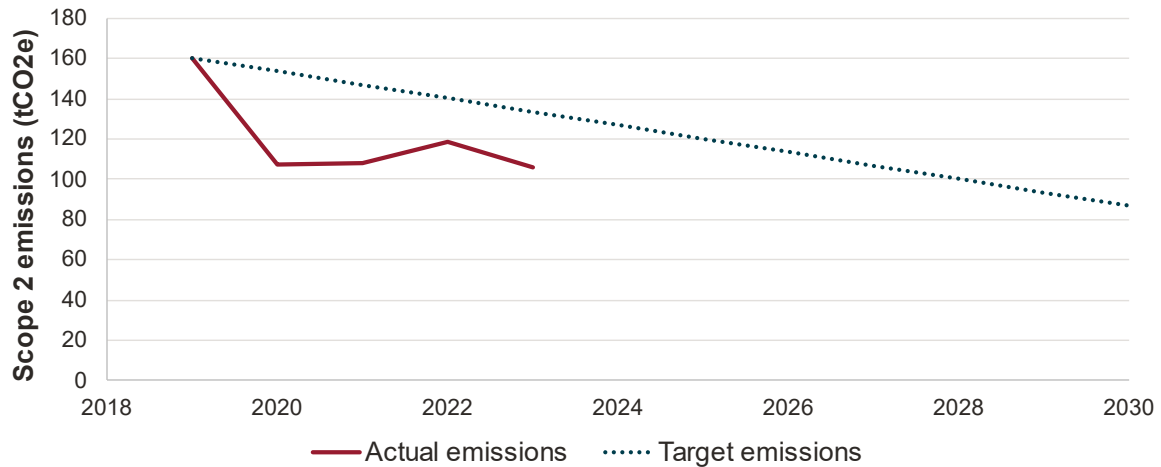
The Science Based Targets initiative is a collaborative effort between CDP (formerly the Carbon Disclosure Project), the United Nations Global Compact, World Resources Institute (WRI), and the World Wide Fund for Nature (WWF). SBTi provides a robust framework to assist companies in setting ambitious, scientifically informed emissions reduction targets that contribute to limiting global warming to well below 2°C above pre-industrial levels. For scope 1 and 2 targets set with a base year of 2020 or earlier, SBTi's absolute reduction approach prescribes a 4.2% minimum linear annual rate of reduction.³

Base year selection

We have chosen 2019 as our base year against which to measure emissions reductions. We have committed to reducing our Scope 1 and Scope 2 carbon emissions over the next 6 reporting years to **86.61 tCO₂e** by **2030**. This is a reduction of **46%** relative to the base year. On a per full-time equivalent employee (FTE) basis this equates to 0.1 tCO₂e per employee by 2030, which is a reduction of 77% on 2019 per FTE emissions.

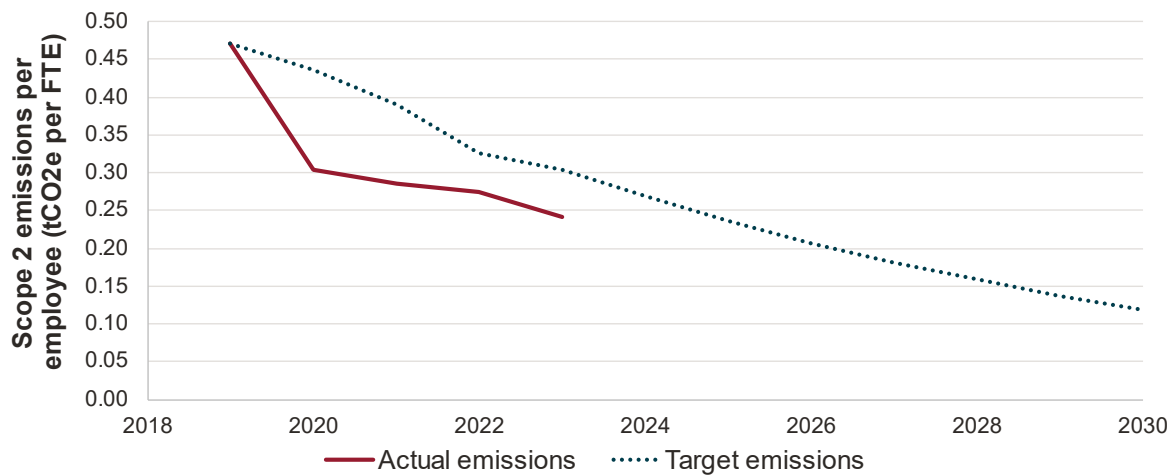
³ <https://sciencebasedtargets.org/resources/files/SBTi-Corporate-Manual.pdf>

Figure 1 Frontier Economics Scope 2 emissions against target (46% reduction)



Source: Frontier Economics

Figure 2 Frontier Economics emissions per FTE against target



Source: Frontier Economics

Note: The figure is consistent with a 46% reduction in absolute emissions. Emissions per FTE will fall by more than 46% as we the number of employees is growing. We take the actual number of employees when available (i.e. until 2023/24) and for the following years, we assume a yearly increase of 7.5% in FTEs.

The emissions displayed in the charts are gross emissions, rather than net emissions. This is because Frontier has been carbon neutral since 2010 by offsetting all its emissions, including those from travel, by investing in carbon-reduction projects through our carbon auditor, CO2Balance, and certified to international standards.

Carbon reduction projects

Completed Carbon Reduction Initiatives (Since 2019 Baseline)

The following environmental management measures have been implemented to reduce our environmental impact. While not all impacts can be fully quantified due to embedded carbon complexities, these initiatives represent meaningful progress:

Energy Efficiency

- **Green Energy:** All our office energy is sourced from certified renewable (green) energy providers, eliminating reliance on fossil fuel-based ("brown") electricity.
- **Smart Lighting & HVAC:** Motion- and zone-controlled LED lighting and HVAC systems; managed office access on low-occupancy days (e.g. Fridays).
- **IT Infrastructure:** Transitioned to cloud-based servers; adopted energy-efficient laptops and other office equipment; implemented low-energy printers and a 'follow-me' printing system.

Travel & Commuting

- **Video Conferencing:** Firm-wide systems deployed helping to reduce travel.
- **Sustainable Travel Policy:** Updated to encourage rail over air travel and reduce frequency of business trips.
- **Cycle to Bike Scheme:** Open to all employees; supported by cycle parking, shower, and changing facilities.

Circular Economy Initiatives

- **Zero Waste to Landfill:** Implemented composting, reuse, and recycling waste streams across our offices where feasible.
- **Battery Recycling:** Available in all locations to safely manage hazardous waste.
- **Furniture & Materials Reuse:** We aim to keep furniture and materials in use for as long as possible through reuse, repair, and refurbishment. During our recent London office move, we reused, donated, or responsibly recycled existing furniture.
- **Sustainable Procurement:** Where new purchases were necessary, we selected sustainable products and furnishings, prioritising suppliers aligned with our environmental values.

Smart, Sustainable Workspaces

We prioritise locating our offices in buildings that meet high sustainability and energy efficiency standards. Our recent London office move to Worship Square reflects this commitment - a **net-zero carbon building** designed for operational efficiency, featuring:

- BREEAM Outstanding and 5.5* NABERS targets
- All-electric systems, rooftop solar PV, and air source heat pumps

- Circular economy features such as an in-house wormery and edible rooftop gardens
- Transparent energy data to support ESG reporting and continuous improvement

We aim to match or exceed these standards in future office moves, ensuring consistency in our approach across all locations.

Future Carbon Reduction Initiatives

Frontier Economics plans to implement the following carbon reduction measures:

Travel Emissions Management

- **Scope 3 Emissions Review: Assess business travel emissions** to better understand the share of attributed to travel for internal vs. client-related business trips.
- **Travel Management Consultancy Review:** Evaluate ability for supporting our travel requirement whilst hitting reduction targets.

Carbon Reporting & Tooling

- **ESG Dashboards:** Improve data collection and evaluate reporting through enhanced tooling and dashboards.

Technology Emissions

- **Scope 3 Expansion:** Whilst Frontier has not made significant technology acquisitions that would constitute decisions around sustainability, we will evaluate the feasibility of including emissions from external data centres and cloud/AI services.

Sustainable Procurement

- **Eco-Friendly Supplies:** Revise procurement policy to prioritise recycled/recyclable and net-zero certified products and suppliers.
- **Sustainable Catering & Greener Food Choices:** Partner with sustainable caterers to increase plant-based options and reduce food-related emissions.
- **Hard-to-Recycle Item Recycling:** Frontier will actively explore options to responsibly recycle challenging materials like e-waste and hard plastics within its offices and make this available to employees, including their personal items.

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 standard⁴ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.⁵

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.⁶

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:

A handwritten signature in blue ink, appearing to read "J Bellis", with a stylized flourish at the end.

James Bellis

Managing Director

Date: June 2025

⁴ <https://ghgprotocol.org/corporate-standard>

⁵ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁶ <https://ghgprotocol.org/standards/scope-3-standard>