

azzur's Climate Action Plan

2025-2028



History

As a micro-business/business without workers (B Corp classification) in the consulting industry it would be easy, and lazy, to assume that we can't make a difference in the seismic global challenge to reduce carbon emissions and restore our planet to health. Yet we fundamentally believe everyone can and must make a difference through our individual daily practices and collective endeavour.

Well before we decided to try and achieve B Corp certification we had made some significant inroads to reduce our carbon footprint whilst also balancing this with the needs of our business.

We drafted the first version of our Environmental Management Policy in 2010 as part of ISO:9001 accreditation. That policy committed us to the following practices (a number of which were in place already).

Legal requirements

- Comply with all existing and relevant environmental legislation

Travel (See also azzur Sustainable Travel Policy)

- Plan our business commitments, in agreement with clients, to minimise journeys
- Use public transport wherever practicable
- Adhere to the other measures/approaches in our Sustainable Travel Policy

Energy

- Seek to use low energy light bulbs wherever practicable
- Switch off lights and appliances when not in use

Consumables (cont.)

- Seek to use recycled paper/card for all printed materials
- Use double-sided printing where practicable
- Seek to use biodegradable materials wherever possible
- Seek to recycle printer cartridges and other consumables
- Purchase organic and FairTrade food and beverages wherever possible
- Seek to reduce consumption of resources (energy and water) within the workplace
- Recycle waste where appropriate facilities exist
- Dispose of e-waste through recognised/approved schemes

We also focused our **travel policy** on sustainability. Specific practices include:

- Using public transport rather than private car travel for work/meetings (unless no other viable option exists).
- Scheduling meetings/work to minimise number and duration of journeys
- Using technology – Teams/Zoom – for meetings as far as possible.

History (*cont.*)

In 2017 we moved from an office-based business to a virtual/WFH model removing the need for employee commuting (other than where client work requires it) and removing emissions from heating, lighting and power needed for the office space. Our home offices are significantly smaller and require fewer emissions-emitting resources than the office space we rented up to mid-2017.

Where we are now – current context

We continue to apply the practices set out in our Environmental Management and Sustainable Travel Policies with a focused intention to seek opportunities to reduce our carbon footprint/emissions. An additional practice we have been able to adopt is that of food waste recycling. All paper/board is now recycled including paper that is dealt with via the confidential shredding service we use.

At the start of 2024 we began formally recording our Scopes 1, 2 and 3 GHG emissions using the UK Government's conversion factors (as set out by DEFRA and DESNZ). And we adopted the practice of offsetting for our air travel.

Our plan for 2025

1.5°C global ambition commitment - our Environmental Management and Sustainable Travel Policies have been updated to incorporate our commitment in supporting the global ambition to limit global warming to 1.5°C.

We will continue to act in accordance with the practices set out in our policies and continue to be mindful of those practices with regular review of the reality in our 6-weekly management meetings.

We have set what we consider to be SMART targets for further reduction of our emissions in 2025 as set out on the following page.

Our plan for 2025 (cont.)

Scope	Activity	Total emissions kg CO ₂ - 2024	Reduction target for 2025
3	Water supply	2.0	5%
3	Waste water/water treatment	2.75	5%
1	Gas	901.35	5%
2	Electricity use	151.09	5%
3	Electricity transmission and distribution	13.35	5%
3	Materials: paper use	33.87	5%
3	Waste disposal: paper	0.000208	5%

Note: travel, hotels, etc. not included here as these are subject to client requirements to deliver our work. We will continue our practice of using public transport (unless no viable option exists) and offsetting our air travel.

Our plan for 2025 (*cont.*)

Allocation of human, technical and material resources for implementation

As a micro business/business without workers the two directors are its only employees and take responsibility for adding their usage data on water, energy (gas and electric), travel, and materials consumables to our GHG recording database. The database will be updated as UK Government (DEFRA and DESNZ) factors are updated to ensure we are working with the latest figures.

Plan sign off

This plan has been signed off by the organisation's directors and progress will be monitored by them at those monthly management meetings which coincide with receipt of household bills for utilities.

Engaging and working with stakeholders

Our stakeholders are our Associates, our clients, and a few suppliers of office consumables and equipment. We will engage with each of these groups in the following ways:

Associates

Our Associates are our key suppliers. They are sole traders who work from home offices and work with us on specific pieces of client work and business development. We will be sharing this plan with them and asking them to ensure they are following the sustainable practices set out in our Environmental Management and Sustainable Travel Policies. In particular we will be asking them to confirm the use of recycled paper and printer cartridges and that they have a recycling practice in place. We will also ask them to confirm the use of public transport for travel on our business and encourage use of this mode for all business travel where practical.

Other suppliers

These comprise our accountants and suppliers of office stationery and equipment. In all cases we will review the relevant environmental policies of our suppliers to ensure we are working only with those who are operating sustainably.

Our plan for 2025 (cont.)

Clients

We will be writing to our clients to let them know about this plan and directing them to our website for them to view a copy. Ahead of this the plan will be made available on our website. We write to clients with a copy of our B Corps Impact report each year which will, in future editions, share progress against this climate action plan.

As part of our due diligence when we take on new clients we review the policies and reports they make available around business ethics, environmental sustainability and practice, etc. In our most recent audit, conducted in July 2025, we can confirm that all current clients are committed to good practice and making a positive difference in the areas of climate action and environmental sustainability.

We will continue to apply this approach in attracting clients who share our values and commitment to a better world.

Actions:

Action	Timing
Plan to be made available on azzur website	Early August 2025
Write to all current clients re: plan and availability to view on our website	Mid-September 2025
Review results of client audit and sign off at Management Meeting	August 2025
Advise Associates of Plan availability	Beginning September 2025
Associate confirmation of recycling practices and use of public transport for travel on azzur business to be received	End September 2025
Review of climate action standards of other suppliers to be completed and results recorded	Beginning September 2025
Changes to suppliers where possible will be reviewed and agreed at a Management Meeting	October 2025