

Commitment to achieving Net Zero

Tuff UK is committed to achieving Net Zero emissions by 2050 and halving our emissions by 2030.

Baseline Emissions Footprint

Baseline emissions are the greenhouse gas emissions recorded prior to the introduction of any strategies to reduce them. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2025	
Additional Details relating to the Baseline Emissions calculations.	
This 2025 baseline represents our first formal carbon footprint report in accordance with PPN 06/21 requirements. As a remote-first consultancy with no fixed physical locations or company-owned vehicles, our Scope 1 and Scope 2 emissions are currently zero. This baseline establishes a new reference point for our Scope 3 emissions, specifically focusing on business travel, employee commuting (teleworking energy), and waste. Prior to this year, Scope 3 data was not formally aggregated; therefore, this baseline serves as the starting point for all future absolute reduction targets and year-on-year comparisons.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0.00
Scope 2	0.00
Scope 3	4.56 (categories 4, 5, 6, 7 & 9)
Total Emissions	4.56

Current Emissions Reporting

Reporting Year: 2025	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0.00
Scope 2	0.00
Scope 3	4.56 (categories 4, 5, 6, 7 & 9)
Total Emissions	4.56

Emissions reduction targets

To continue our progress toward Net Zero, we have adopted the following carbon-reduction targets. We project that carbon emissions will decrease over the next five years to 1.66 tCO₂e by 2030. This is a 50% reduction.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2025 baseline. As 2025 is our initial reporting period, this baseline of 4.56 tCO₂e serves as the reference point against which all future carbon reductions will be measured. While the percentage reduction against this new baseline is currently 0%, the foundational measures detailed below are already embedded in our business model to ensure we achieve our 2030 targets.

The following environmental management measures have been in effect since our 2025 baseline:

- **Remote-First Operational Model:** We have structurally avoided Scope 1 and Scope 2 emissions by operating as a fully distributed consultancy. This removes the requirement for fossil-fuelled office heating (gas) and company-owned vehicles, maintaining our direct operational footprint at zero.
- **Digital-First Project Delivery:** We have implemented virtual collaboration as our primary method for service delivery. By defaulting to digital meetings for routine project management, we have established a baseline that is significantly lower in carbon intensity than traditional, travel-heavy consultancy models. Much of our training takes place online, and this is the default for coaching.
- **Paperless Digital Office:** We operate a 100% digital business environment. By eliminating paper procurement, physical printing, and the associated shipping/waste, we have minimised the carbon impact of our day-to-day administration.

In the future, we plan to implement further measures such as:

- **Sustainable Travel Hierarchy:** We are introducing a 'Sustainable Travel Philosophy' that prioritises local resources for all assignments first and rail travel as the default for all domestic UK and near-European journeys. This includes a commitment to be intentional about our travel, with international flights reserved only for essential, high-impact project phases.
- **EV Advocacy & Support:** We actively support the transition to Electric Vehicles (EVs). We encourage our consultants to utilise EVs for any essential road travel and provide guidance on the carbon-saving benefits of electrification compared to internal combustion engines.
- **Green Energy Promotion:** We will encourage our consultants to transition to 100% renewable domestic electricity tariffs for their home-working environments.
- **Low-Carbon Procurement:** We will prioritise 'Green SaaS' providers by selecting cloud-based software and storage solutions from vendors with verified 24/7 carbon-free energy commitments. All current contracts will be up for renewal within the 5-year scope.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and the 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 reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions has 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 our UK-based Director.

Signed on behalf of Tuff UK:



Trevor Hudson, Director

Date: 23/11/2025

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>