

Carbon Reduction Plan

As a micro/SME business, we do not meet the requirements to provide a report on energy use, greenhouse gas emissions, and related energy efficiency measures in annual reports as per SECR qualifying criteria of:

- Annual turnover of £36 million or more.
- Balance sheet total over £18 million.
- More than 250 employees.

By implementing however, the below simple yet effective measures, as a company, we aim to significantly reduce our carbon footprint, contributing positively to environmental sustainability.

1. Energy Efficiency:

Equipment Optimization: Use energy-efficient devices (e.g., laptops, LED bulbs) and ensure they're powered off when not in use.

Natural Lighting: Utilize natural light during daytime hours to minimize electricity consumption.

Smart Thermostat: Control heating and cooling efficiently, setting temperatures to conserve energy.

2. Remote Operations:

Virtual Training: Promote fully online or virtual training sessions to reduce the need for travel. When travelling, train rather than car will be used when possible, and when planning onsite training, all efforts will be made to hold sessions geographically close together on consecutive days. Or when more than one session with an organisation is arranged, C&C Empathy Training Ltd will aim to deliver sessions on consecutive days to reduced unnecessary travel.

Remote Work and meeting: Encourage remote work for employees and hold meeting with clients virtually to decrease commuting and associated carbon emissions.

3. Paperless Approach:

Digital Materials: Provide training materials digitally to minimize paper usage.

Electronic Signatures: Use e-signature tools to reduce paper in contracts and agreements.

4. Sustainable Purchasing:

Green Suppliers: Any printing that is required is done on Ecolabel and FSC certified paper, for eco-friendly suppliers for training materials and double sided printing is done where possible.

Recycled Products: we opt for recycled or environmentally friendly office supplies where possible.

5. Recycling and Waste Reduction:

Waste Management: Implement proper recycling practices for paper, plastics, and other recyclable materials.

Reducing Packaging: Source products with minimal packaging to minimize waste generation.

6. Employee Awareness:

Education and Training: Educate employees on the importance of sustainability and provide tips for reducing carbon footprint at home and work.

8. Regular Assessments and Improvements:

Monitoring and Evaluation: Regularly assess energy consumption, carbon footprint, and progress in reducing emissions.

Continuous Improvement: Implement new strategies and improvements based on assessments to further reduce carbon footprint.

9. Carbon Offsetting:

Offset Programs: As a company C&C Empathy Training is further looking at ways to invest in a carbon offset programs to balance out any unavoidable emissions, supporting projects that reduce greenhouse gases. Director Carolyn Cleveland has contributed to the 'National Trust plant 20 million trees by 2030' campaign and as a business this will be further invested in.

As a company we are aiming to have a phased approach to reduce emissions, aiming for zero emissions over a few years. At present we aim for 2035 with making continual ambitious but realistic changes over this period.

A handwritten signature in black ink that reads 'Carolyn Cleveland'.

Carolyn Cleveland

Director of C&C Empathy Training Ltd