

Carbon Reduction Plan

Hankin Limited t/a AI for Women

Publication date: 1st September 2025

Commitment to Achieving Net Zero

Hankin Limited t/a AI for Women is committed to achieving Net Zero emissions by 2030.

Baseline Emissions Footprint

Baseline Year: 2025 (September 2024 – August 2025)

Our 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 Emissions:

EMISSIONS	TOTAL (tCO2e)
Scope 1	0.00
Scope 2	0.00
Scope 3 (Included Sources)	0.64
Total Emissions	0.64

Note on Scope 1 & 2: The company has no company-owned vehicles or combustion facilities. The registered office is a private residence where energy is not separately metered for corporate use.

Current Emissions Reporting

Reporting Year: 2025

EMISSIONS	TOTAL (tCO2e)
Scope 1	0.00
Scope 2	0.00
Scope 3 (Included Sources)	0.64
Total Emissions	0.64

Scope 3 Breakdown

1. Upstream Transportation & Distribution: 0.00

As a digital services provider, we do not purchase physical goods requiring freight transport.

2. Waste Generated in Operations: 0.01

Minimal operational waste due to paperless/digital-first office policy.

3. Business Travel: 0.032

Low travel impact due to "Digital First" delivery. Includes occasional regional rail/tram journeys and approximately 50 miles of driving per annum.

4. Employee Commuting: 0.604

We calculate emissions from Teleworking (2 staff working from home) to ensure a transparent reflection of our remote-first model, using standard conversion factors for home energy usage.

5. Downstream Transportation & Distribution: 0.00

We deliver services digitally; there is no physical transport of goods to customers.

Emissions Reduction Targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets:

- We project that carbon emissions will decrease over the next five years to **0.50 tCO₂e** by **2030**.
- This is a reduction of **22%** from the baseline.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the baseline:

- **Digital-First Delivery:** We have structured our business model to deliver 100% of our skills bootcamps online, eliminating the need for attendee and trainer travel.
- **Remote Working Policy:** By operating a fully remote team, we have eliminated daily physical commuting emissions.
- **Paperless Operations:** We utilise cloud-based documentation, removing waste generation associated with printing.

Future Carbon Reduction Initiatives

In the future we hope to implement further measures such as:

- **Green Cloud Supply Chain:** We will prioritise cloud and AI providers (e.g., Microsoft Azure, Google Cloud) who have committed to 100% carbon-free energy by 2030 to mitigate the impact of our digital footprint.
- **AI Efficiency:** We will optimise our use of AI models to ensure computational efficiency, reducing the energy intensity of our digital services.
- **Sustainable Travel Policy:** Maintaining a strict "public transport first" policy for any unavoidable physical travel.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards 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 and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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.

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:

Name:Andrew Hankin.....

Date:01/09/2025.....