

Full Colour Carbon Reduction Policy

Srabani Sen

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Policy Owner: CEO and Founder, Full Colour Ltd

Date of production: 21 September 2025

Next Review: 21 September 2025

1. Purpose and Commitment

Full Colour Leadership Ltd recognises the importance of reducing greenhouse gas (GHG) emissions and supporting the transition to a low-carbon economy. As a consultancy, training and coaching provider, with colleagues mainly home based/remote working, our environmental impact is relatively small, but we are committed to taking proportionate, practical steps to reduce our footprint and contribute to the UK's target of achieving **net zero emissions by 2050**.

2. Scope of Emissions

We have reviewed our operations and identified the following sources of emissions:

- **Scope 1 (Direct emissions):** None significant – we do not own or operate company vehicles or premises.
- **Scope 2 (Energy use):** Limited – electricity used by the CEO and Founder's and associates' home offices.
- **Scope 3 (Indirect emissions):** Our primary impact:
 - Business travel to client sites.
 - Use of digital services (e.g. online platforms, data storage).
 - Purchased goods and services (e.g. venues, catering, office supplies).

3. Reduction Measures

To reduce emissions, Full Colour commits to the following actions:

- **Remote-first delivery:** Prioritise online delivery of consultancy, training, and coaching whenever suitable.
- **Travel:**
 - Choose low-carbon options (train over car/flight) wherever feasible.
 - Encourage associates to share transport or use public transport.
- **Home office practices:**

- Use energy-efficient equipment.
- **Digital efficiency:**
 - Minimise unnecessary storage of digital files.
 - Use efficient cloud services and reduce email/data duplication where possible.
- **Sustainable procurement:**
 - Do our utmost to select venues, caterers, and suppliers who demonstrate environmental responsibility.

4. Monitoring and Review

- Where not using public transport, associates are asked to record travel miles and mode of transport for each project.
- Progress and actions will be reviewed annually, alongside our Data Protection and Health & Safety reviews.
- Adjustments will be made as appropriate to continually improve performance.

5. Longer-Term Ambition

- Reduce overall emissions year-on-year through increased digital delivery and sustainable travel.
- Share our commitment with clients, partners, and associates to encourage wider impact.

Approved by:

Srabani Sen

CEO and Founder, Full Colour Ltd

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