

## Towards Net Zero

Recognising that climate change poses a threat to the economy, nature, and society at large, Hyphen commits to take action immediately in order to:

- **Halve our greenhouse gas emissions before 2030.**
- **Achieve Net Zero emissions before 2050.**
- **Disclose our progress on a yearly basis.**

In doing so, we are proud to be recognised by the United Nations Race to Zero campaign, and join governments, businesses, cities, regions, and universities around the world that share the same mission.

### Framework

We have defined a strategy according to the SME Climate Hub framework which adapts decarbonisation standards to the reality of Hyphen as a small to medium enterprise.

This strategy is outlined as following:

- To quantify our operational GHG emissions in a yearly basis, using Normative.
- Reduce absolute scope 1 and 2 GHG emissions 50% by 2030 from 2021 as a base year, and to be Net Zero by 2050.
- Set an action plan to reduce scope 3 business travel emissions gradually from the base year (2021) and to complete this reduction with high-quality certified GHG removal initiatives. This will help achieve a global reduction of 50% by 2030 and Net Zero by 2050.
- Implement plans of reducing supply chain scope 3 emissions. This will be achieved by setting environmental management plans in our offices, including procurement procedures.
- Revisit this strategy every two years and commit to be Net Zero earlier if feasible.

### Strategy

All present and future Hyphen offices will be involved in this strategy towards a Net Zero company.

We will translate our yearly global target to specific GHG management plans for each office, making specific plans for each country.

In the short term, we will aim to reduce our scope 1&2 emissions by reducing energy consumption by 5% annually from 2021 data.

In the medium term, we will endeavour to remove any combustion system in our offices producing scope 1 emissions before 2030.

Where possible we will increase the proportion of renewable energy consumed in our offices towards 100% renewable sources by 2030.

We will actively pursue initiatives in our offices to access renewable energy systems, such as PV panels to feed our operations but also to incorporate renewable energy into the electricity grid.

We will establish a business travel carbon budget by project, aligning with our global yearly targets, which will be monitored for progress.

We will review our travel policies to prioritise transport by train instead of plane, and use Sustainable Aviation Fuel (SAF) flights when travelling by train is not feasible.

We will promote video calls for all meetings to reduce travelling.

We will advocate decarbonisation through our client base and supply chain.

We will establish a carbon compensation fund to cover all remaining emissions to comply with our yearly targets. This will be used to invest in recognised carbon removal initiatives.

### Governance

This statement is made on behalf of The Hyphen Group Board. It is reviewed, revised as required and approved annually.



**Eddie Miles**  
CEO

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