

LEK



L.E.K. Consulting LLP

Carbon Reduction Plan

June 2022

Commitment to achieving net zero

L.E.K. Consulting LLP (“L.E.K.” / “the Partnership”) is committed to achieving net zero by 2030.

In January 2008, the L.E.K. Group (“the Group”, of which L.E.K. Consulting LLP is a part) became the first international management consulting firm to achieve carbon-neutral status across its global operations. The Group’s environmental policy is to measure, reduce and offset carbon emissions.

Emissions recording

In determining energy use, the Partnership’s GHG emissions in the UK for the year ended 30 April 2021 was completed as defined by the GHG Protocol Corporate Standard and the GHG Protocol Scope 2 Guidance. With gross scope 3 emissions for all emissions sources as set out as the minimum boundary of each scope 3 category per the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

All carbon emissions classified under Scopes 1 and 2 have been included, as well as Scope 3 emissions. In addition, we have included the carbon offsets the Partnership has purchased to achieve carbon neutral status.

The Partnership’s operations are based in an office building in central London. Management has worked with the building’s landlord to source fully renewable electricity for these operations, which has been achieved since 2019.

Most GHG emissions by the Partnership are due to business travel. Travel guidelines issued to staff generally encourage the use of public transport where practical and with due regard for personal safety. Compliance with the UK Government travel restrictions due to the Covid-19 pandemic during the 2020-2021 period greatly reduced overall emissions from levels experienced in previous years.

GHG emissions for the year ending 30 April 2022 are in the process of being validated. This Carbon Reduction Plan will be updated accordingly to reflect these once this process has been completed.

Baseline year 2019 / 2020

Emissions	Total tCO ₂ e
Scope 1	-
Scope 2	-
Scope 3	1,749
- of which Business Travel	1,610
- of which other business activities	139
Total emissions	1,749
Carbon offsets	1,749 ¹
Net emissions	-

Current year 2020 / 21

Emissions	Total tCO ₂ e
Scope 1	-
Scope 2	-
Scope 3	105
- of which Business Travel	20
- of which other business activities	85
Total emissions	105
Carbon offsets	105 ²
Net emissions	-

¹ Actual carbon offsets were conducted at a global level and totalled 22,000 tonnes in 2019 and 19,000 tonnes in 2020. In both instances, this offsetting was more than the global firm's total carbon emissions. The figures here illustrate the allocation to the UK

² See footnote 1

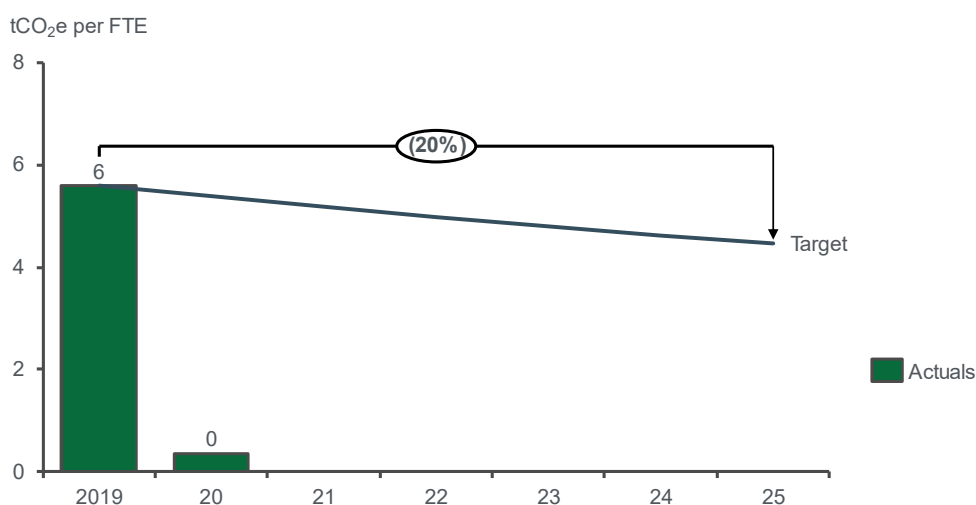
Emissions reduction target

L.E.K. is committed to achieving net zero by 2030. To achieve this, our current target is to reduce Scope 3 emissions per FTE due to business travel by 20% by 2025.

We have committed to the Science-Based Targets initiative (SBTi) and are currently pursuing validation for these targets in line with the goals of the Paris Agreement. As we continue through this process, our targets may be updated to better reflect its outcomes.

Progress against these targets are illustrated in the graph below.

Reduce Scope 3 emissions due to business travel per FTE by 30% to 2025
(Financial year 2019-2025)



Carbon reduction plans

L.E.K. has set a global target of net-zero emissions by 2030. The Partnership is currently in the process of developing its global ‘Sustainability Strategy’ in support of this ambition. The implementation of this strategy will take place over the calendar year 2022 and into 2023. We will update this Carbon Reduction Plan in line with this when published.

Current initiatives being pursued by L.E.K. in pursuit of our carbon emissions reduction and net zero targets are:

- > **Reducing emissions from business travel and employee commuting** – We encourage the use of remote working collaboration technologies and have surveyed our staff’s commuting and working-from-home patterns to identify areas where business travel can be reduced. We will be updating our travel policy and providing information to employees to facilitate and encourage greener travel choices.
- > **Promoting green ways of working** – L.E.K.’s GoingGreener initiative identified five theme areas for decarbonising our business: Paper/Printing, Plastics, Waste Management, Energy and Travel. We have GoingGreener Champions in each of our

Carbon Reduction Plan

offices, including the UK, who are steering these initiatives locally and providing annual updates to the global organization.

- > **Staff engagement in de-carbonization initiatives** – L.E.K. encourages its staff to contribute ideas to ways L.E.K. can support the transition to a low-carbon economy. In 2022 we launched our Green Innovation Fund which funds the best ideas put forward from our offices to reduce L.E.K.'s carbon emissions, promote energy efficiency, encourage biodiversity and reduce waste.

Declaration and sign-off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and 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 standard³ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁴.

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) Standard⁵.

This Carbon Reduction Plan has been reviewed and signed off by the our European Regional Managing Council.

Signed on behalf of the supplier



Ben Faircloth

Head of Europe

Date: 6 June 2022

³<https://ghgprotocol.org/corporate-standard>

⁴<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁵<https://ghgprotocol.org/standards/scope-3-standard>