WHARTON GLOBAL

WHARTON GLOBAL CARBON REDUCTION AND ENVIRONMENTAL POLICY

Date: August 2026

1. Purpose and Scope

Wharton Global Limited is committed to reducing the environmental impact of its activities and operating in a responsible and sustainable manner.

As a professional services organisation, our direct environmental footprint is relatively limited. Nevertheless, we recognise that our choices regarding travel, energy use, procurement, technology and the delivery of client services can contribute to carbon emissions.

This policy sets out our environmental commitments and how we will seek to understand, manage and reduce those emissions while continuing to deliver high-quality professional services to our clients.

This policy applies to Wharton Global's business operations and, where relevant, to employees, associates and subcontractors working on our behalf.

It covers areas including:

- Business travel and accommodation.
- Office and meeting-space use.
- Remote and hybrid working.
- Energy and resource consumption.
- Purchasing and procurement.
- IT equipment and digital services.
- Waste reduction.
- Selection and management of suppliers and subcontractors.

This policy represents Wharton Global's general environmental commitments. Where a client or procurement process requires a Carbon Reduction Plan under PPN 06/21 or equivalent requirements, this will be addressed separately as set out in Section 12.

2. Our Environmental Ambition

Wharton Global's ambition is to achieve Net Zero carbon emissions across our operations, including Scope 1 and Scope 2 emissions and the Scope 3 categories most relevant to our business, by no later than 2050.

We will keep this ambition under review as our understanding of our environmental footprint and the practical measures available to us develops.

We will work towards this ambition through the commitments and objectives set out in this policy and will review progress annually.

3. Our Commitment

Wharton Global will seek to reduce carbon emissions wherever this can reasonably be achieved without compromising professional standards, client requirements, accessibility, information security or the quality of our work.

We will focus particularly on areas where we have the greatest practical influence.

4. Travel

Business travel is one of the most significant potential sources of emissions for a consultancy business.

We will:

- Use video conferencing and remote delivery where this provides an effective alternative to travel.
- Consider the environmental impact of travel when planning client meetings, assessment activity and events.
- Use public transport, particularly rail, where practical and appropriate.
- Combine meetings and activities where possible to reduce unnecessary journeys.
- Avoid unnecessary air travel.
- Select meeting locations with accessibility and travel efficiency in mind.

Face-to-face work will continue where it is required by the client, appropriate to the assignment or materially improves the effectiveness of the service.

5. Digital and Remote Delivery

Wharton Global makes extensive use of digital technology to enable efficient delivery of its services.

Where appropriate, we will:

- Conduct meetings, interviews, assessments, coaching and other consultancy activities remotely.
- Use secure electronic documents rather than printed materials.
- Reduce unnecessary printing and physical document storage.
- Use established digital systems for collaboration, communication and administration.

Environmental considerations will always be balanced with data protection, confidentiality, cyber security and professional requirements.

6. Offices and Resources

We will encourage responsible use of resources within our offices and other working environments.

This includes:

- Reducing unnecessary energy consumption.
- Switching off equipment when it is not required.
- Minimising unnecessary printing.
- Using electronic documents as the default wherever practical.
- Reducing single-use materials.
- Reusing and recycling equipment and materials where appropriate.
- Purchasing energy-efficient equipment when replacing IT and other business equipment.

Where Wharton Global uses serviced offices, meeting rooms or third-party venues, we will consider the environmental credentials of providers where practical.

7. Procurement and Suppliers

Environmental considerations will form part of purchasing and supplier decisions where relevant and proportionate.

We will seek to:

- Purchase only what is reasonably required.
- Consider product lifespan and energy efficiency when purchasing equipment.
- Use local suppliers where this provides an appropriate and commercially reasonable option.
- Reduce unnecessary packaging and deliveries.
- Consider the environmental practices of significant suppliers and subcontractors.
- Encourage suppliers working on our behalf to operate responsibly.

Environmental criteria will be considered alongside quality, professional competence, security, accessibility, value for money and the needs of our clients.

8. Waste

Wharton Global will seek to prevent waste before considering disposal.

Our approach is to:

1. Reduce unnecessary consumption.
2. Reuse equipment and materials where appropriate.
3. Recycle wherever suitable facilities are available.
4. Dispose of confidential, electronic and other specialist waste responsibly.

Confidential information will always be disposed of in accordance with our information security and data protection requirements.

9. Measuring and Improving Our Impact

We recognise that effective carbon reduction requires ongoing review rather than a one-off commitment.

Wharton Global will establish a baseline understanding of its principal sources of carbon emissions and use this information to identify practical opportunities for reduction.

Where sufficiently reliable data is available, we will review and report our emissions on an annual basis alongside this policy.

Areas considered may include:

- Business mileage.
- Rail and air travel.
- Hotel accommodation.
- Office energy consumption where data is available.
- Purchased equipment.
- Business waste.
- Significant purchased services.

We will prioritise meaningful reductions in emissions rather than relying solely on carbon offsetting.

10. Carbon Reduction Objectives

Our continuing objectives are to:

- Reduce unnecessary business travel.
- Increase the proportion of work that can appropriately be delivered remotely.
- Reduce paper and other resource consumption.
- Improve the efficiency of purchasing and equipment use.
- Consider environmental performance when selecting significant suppliers.
- Establish a reliable baseline and improve our ability to measure our carbon footprint.
- Set specific, time-bound reduction targets once baseline data is available.
- Identify further opportunities for reducing emissions as the organisation develops.

Specific targets will be established and reviewed as sufficiently reliable emissions data becomes available and will be published as an update to this policy.

11. Working with Associates and Subcontractors

Wharton Global works with specialist associates and subcontractors where this is appropriate to a client assignment.

We will communicate relevant environmental expectations to those delivering services on our behalf and encourage working practices that minimise unnecessary travel and resource consumption.

Our approach will remain proportionate to the nature, scale and duration of the assignment.

12. Client and Contractual Requirements

This policy represents Wharton Global's general environmental commitments and is not, of itself, a Carbon Reduction Plan for the purposes of PPN 06/21 or equivalent public sector procurement requirements.

Where a client or tender requires a Carbon Reduction Plan in a specific format, covering Scope 1 and Scope 2 emissions, relevant Scope 3 categories, a stated baseline year, emissions reporting, completed and planned carbon reduction measures, and a named board-level signatory, Wharton Global will produce and publish that document separately in the required format, consistent with the commitments set out in this policy.

Directors are responsible for confirming, for each relevant bid or contract, whether a standalone Carbon Reduction Plan is required in addition to this policy.

13. Responsibility for the Policy

The Directors of Wharton Global have overall responsibility for this policy.

Day-to-day ownership of this policy sits with Natasha Addis, Co-founder and Commercial Director, who is responsible for monitoring progress against the objectives in Section 10 and coordinating the annual review.

Everyone working for or on behalf of Wharton Global is expected to support the objectives of this policy and consider environmental impact when making relevant business decisions.

Responsibility for sustainability is incorporated into normal operational and procurement decision-making rather than treated as a separate activity.

14. Continuous Improvement

We recognise that environmental expectations, technologies and best practice will continue to develop.

Wharton Global will therefore review its approach periodically and make proportionate improvements as new information, technologies and opportunities become available.

15. Policy Review

This policy will be reviewed at least annually, and earlier where there is a significant change to our operations, relevant client requirements or environmental commitments.

16. Approval

Document Owner	Natasha Addis, Commercial Director
Approved by	Neville Wharton, Managing Partner