



Sustainability Strategy

Contents

Objective.....	2
Year 1: Achieving Carbon Neutrality.....	2
Years 2-5: Roadmap to Net Zero	5
Long-term Vision: Achieving Net Zero by 2030	7
Policy Review.....	8



Objective

Avant Consult Ltd (Avant) and its subsidiary companies, Bodynet and Avant Repair Network, are committed to achieving carbon neutrality by December 2024 and becoming carbon zero by 2030. Our strategy focuses on transitioning to 100% renewable energy sources, enhancing daily operations for energy efficiency, and promoting eco-friendly commuting options.

We will implement sustainable procurement policies, monitor and report carbon emissions monthly, offset annual emissions, and pursue carbon literacy certification. Through collaboration with our partners and suppliers and promoting accredited sustainability schemes like ISO 14068-1 and SBTi, we aim to reduce emissions across the industry.

Our long-term vision includes maintaining renewable energy use, achieving zero waste, integrating sustainability into all business decisions, and continuously improving our practices to meet evolving standards and stakeholder expectations.

Year 1: Achieving Carbon Neutrality

Timeframe: January 2024 - December 2024

Key Actions:

1. Switch to 100% Renewable Energy:

- **Action Plan:** Transition our energy supply to 100% renewable sources by partnering with certified green energy providers. This includes negotiating contracts with suppliers of wind, solar, and hydroelectric power to ensure a steady and reliable energy supply.
- **Benefits:** Reduces carbon footprint significantly and aligns with global sustainability goals. Enhances corporate image and satisfies stakeholder expectations for environmental responsibility.

2. Enhance Daily Operations:

- **Energy-efficient Lighting:** Replace all traditional lighting with LED lights, which consume up to 80% less energy and have a longer lifespan.
- **Energy Star-rated Appliances:** Upgrade all office appliances to Energy Star-rated models to reduce energy consumption. Implement a policy for purchasing only energy-efficient appliances in the future.
- **Smart Energy Management:** Install smart thermostats and energy management systems to optimise heating, cooling, and lighting based on occupancy and usage patterns.

Version: 2

Created: April 2023

Reviewed: April 2024



- **A paperless workplace:** Ensure we only print documents where necessary and use every means possible to use e-documents first. Removal of filing cabinets to ensure paperless office.
- **Benefits:** Lower energy bills, reduced environmental impact, and improved workplace comfort and productivity.

3. Promote Eco-friendly Commuting:

- **Carpooling and Public Transport:** Establish a carpooling programme and provide incentives for using public transport, such as subsidised passes and rewards for consistent use.
- **Cycling Initiatives:** Install bike racks and showers to encourage cycling. Offer a cycle-to-work scheme to support employees in purchasing bicycles.
- **Benefits:** Reduces greenhouse gas emissions, alleviates traffic congestion, and promotes employee health and wellbeing.

4. Sustainable Procurement Policies:

- **Eco-friendly Products:** Prioritise purchasing from suppliers who offer eco-friendly products and use sustainable practices. Implement a supplier code of conduct to ensure compliance with our sustainability standards.
- **Local Sourcing:** Favour locally sourced products to reduce transportation emissions and support local economies.
- **Benefits:** Minimises environmental impact, supports sustainable business practices, and enhances community relationships.

5. Improve Indoor Air Quality:

- **Indoor Plants:** Introduce a variety of indoor plants known for their air-purifying qualities. Allocate budget for plant maintenance and care.
- **Benefits:** Enhances air quality, reduces stress, and improves overall office aesthetics, contributing to a healthier and more productive work environment.

6. Water Conservation Measures:

- **Low-flow Fixtures:** Install low-flow faucets, toilets, and urinals to reduce water usage. Conduct regular maintenance to prevent leaks and ensure optimal performance.
- **Employee Education:** Promote water-saving practices among employees through signage and regular communications.
- **Benefits:** Reduces water consumption, lowers utility costs, and supports broader environmental conservation efforts.



7. Monitor and Report Carbon Emissions:

- **Monthly Tracking:** Implement a system to monitor and report carbon emissions on a monthly basis. Use this data to identify areas for improvement and track progress towards our goals.
- **Annual Offset:** At the end of the year, offset all emissions through certified carbon offset programmes to achieve carbon neutrality.
- **Benefits:** Ensures accountability, provides transparency for stakeholders, and helps us stay on track to meet our sustainability targets.

8. Gain Carbon Literacy Certification:

- **Goal:** Achieve carbon literacy certification to enhance our understanding of climate change and empower our team to take effective action.
- **Benefits:** Educates staff on the importance of sustainability, fosters a culture of environmental responsibility, and improves our credibility as a green business.

9. KPI Tracking – Measure our own Carbon Footprint

- **Goal:** ensure measures are in place for all business areas to measure carbon efficiency. Enables the business to measure its output against other SMEs and best practice from 2025.
- **Benefits:** raise awareness of business objectives with regard to its sustainability strategy.

10. Supply Chain and Sourcing

- **Promotion to Repair Networks:** Promote accredited sustainability and carbon neutral schemes like PAS2060, ISO 14068 and SBTi to our repair networks.
- **Partnering with Leading Suppliers:** Collaborate with leading suppliers to reduce the carbon footprint across the repair journey.
- **Benefits:** Fosters innovation, enhances efficiency, strengthens reputation, and ensures regulatory compliance.



Years 2-5: Roadmap to Net Zero

Timeframe: January 2025 - December 2028

Key Actions:

1. Switch to Solar Panels:

- **Installation:** Conduct a feasibility study for installing solar panels on all company-owned buildings. Partner with reputable solar energy companies to ensure high-quality installation and maintenance.
- **Energy Generation:** Aim to generate a significant portion of our energy needs through on-site solar power, reducing dependency on external energy providers.
- **Benefits:** Lowers long-term energy costs, provides energy security, and significantly reduces carbon emissions.

2. Commit to Net Zero via SBTi:

- **Join SBTi:** Submit a letter of commitment to the Science Based Targets initiative (SBTi) to demonstrate our dedication to setting and achieving science-based targets.
- **Verification and Announcement:** Have our targets independently verified by SBTi and publicly announce our commitment. Inform all stakeholders, including employees, customers, and investors, about our targets and progress.
- **Regular Disclosure:** Disclose progress towards our science-based targets in annual sustainability reports. Maintain transparency and accountability through regular updates.
- **Benefits:** Aligns our goals with global climate science, enhances credibility, and builds trust with stakeholders.

3. Certification in Carbon Neutrality:

- **PAS2060/ SO 14068:2023 (or equivalent):** Gain certification in carbon neutrality from a certified provider.
- **Benefits:** Further reduces environmental impact, supports sustainable business practices, and enhances corporate reputation.

4. Further Steps for Sustainability:

- **Renewable Electricity:** Continue using electricity from renewable sources to lower carbon emissions and prepare for future environmental regulations.

Version: 2

Created: April 2023

Reviewed: April 2024



- **Eco-friendly Commuting:** Encourage staff to drive less or switch to electric vehicles. Promote walking, cycling, and public transport to reduce emissions and save costs.
- **Packaging Reduction:** Minimise packaging by using natural, recyclable, and recycled materials.
- **Green Supply Chain:** Partner with suppliers who are committed to lowering their carbon emissions. Choose products that require less energy to produce, transport, and use.
- **Benefits:** Further reduces environmental impact, supports sustainable business practices, and enhances corporate reputation.
- **Purchasing Environmentally-Friendly Office Supplies:** Ensure all office supplies are sourced from environmentally-friendly materials.
- **Offering Eco-Conscious Products and Services:** Provide products and services that prioritize environmental sustainability.

Additional Initiatives:

1. Implement a Circular Economy Model:

- **Waste Minimisation:** Establish recycling and reusing programmes for materials and products. Work with suppliers to reduce packaging waste and increase the use of recycled materials.
- **Product Lifecycle Management:** Develop products and services with a focus on longevity, repairability, and recyclability.
- **Benefits:** Reduces waste, conserves resources, and supports a sustainable and resilient business model.

2. Green Building Certifications:

- **Certification Goals:** Aim to achieve certifications such as LEED or BREEAM for our buildings. This includes adhering to stringent criteria for energy efficiency, water conservation, and sustainable materials.
- **Retrofitting Existing Buildings:** Implement energy-efficient retrofits in existing buildings to meet certification standards.
- **Benefits:** Ensures high sustainability standards, improves building performance, and enhances marketability.

3. Enhance Employee Engagement:

- **Training Programs:** Launch comprehensive training programs to educate employees on sustainability practices and their role in achieving our goals.
- **Green Team:** Establish a green team to lead sustainability initiatives, gather feedback, and drive continuous improvement.



- **Benefits:** Fosters a culture of sustainability, encourages innovation, and increases employee satisfaction and retention.

4. Invest in Carbon Capture Technologies:

- **Partnerships:** Explore partnerships with companies and research institutions developing carbon capture and storage technologies.
- **Pilot Projects:** Invest in pilot projects to test and implement these technologies within our operations.
- **Benefits:** Reduces carbon emissions, supports innovation, and positions us as a leader in sustainable technology adoption.

5. Support Sustainable Projects:

- **Funding and Support:** Allocate funds to support local and global projects focused on environmental conservation and sustainability. Engage in community outreach and education efforts.
- **Collaborations:** Collaborate with NGOs, governments, and other organisations to amplify our impact.
- **Benefits:** Enhances corporate social responsibility, builds community goodwill, and contributes to global sustainability efforts.

Long-term Vision: Achieving Net Zero by 2030

Timeframe: January 2029 - December 2030

Key Actions:

1. Maintain and Expand Renewable Energy Use:

- **Continuous Expansion:** Continue expanding our use of renewable energy sources, exploring new technologies and innovations.
- **Investment in Emerging Technologies:** Invest in emerging renewable technologies to stay at the forefront of sustainability and ensure a diverse energy portfolio.
- **Benefits:** Sustains our energy independence, reduces carbon footprint, and supports the global transition to renewable energy.

2. Achieve Zero Waste:

- **Zero Waste Practices:** Implement comprehensive zero waste practices across all operations, and office management.



- **Employee Engagement:** Foster a culture of waste reduction and sustainability through ongoing education and engagement.
- **Benefits:** Minimises environmental impact, reduces costs, and supports a circular economy.

3. Sustainability Integration:

- **Business Decisions:** Integrate sustainability considerations into all business decisions and processes, ensuring that every aspect of our operations aligns with our environmental goals.
- **Corporate Culture:** Cultivate a corporate culture that prioritises environmental responsibility, innovation, and continuous improvement.
- **Benefits:** Ensures long-term sustainability, enhances corporate reputation, and drives business success.

4. Continuous Improvement:

- **Regular Reviews:** Regularly review and update our sustainability strategy to reflect new technologies, regulations, and best practices.
- **Stakeholder Engagement:** Engage stakeholders in ongoing dialogue to ensure we meet their expectations and leverage their insights for continuous improvement.
- **Benefits:** Keeps us agile and responsive to changing conditions, maintains stakeholder trust, and ensures ongoing progress towards our goals.

Policy Review

This will be reviewed annually or when there is a change in circumstances, in work practices or the introduction of new legislation.