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# **CARBON REDUCTION PLAN**

**Mercy Corps Europe is committed to achieving  
Net Zero emissions by 2050.**



# Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases (GHG) that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Mercy Corps Europe became signatory of the NGO Climate Compact in 2020, setting targets in 2021 for the reduction of Scope 1, 2 and 3 GHG emissions within our direct span of control.

<b>Baseline Year: 1<sup>st</sup> July 2019 – 30<sup>th</sup> June 2020</b>	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
Our reporting adheres to the Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard. In monitoring and reporting our emissions, we consider all of Scope 1 and 2 while only accounting for Category 1 - Purchased good and Services, Category 2 - Capital goods and Category 6 - Business travel under Scope 3.	
<b>Baseline year emissions:</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
Scope 1	
Scope 2	38.96
Scope 3 (Included Sources)	Business Travel: 522.41
<b>Total Emissions</b>	<b>561.37</b>

## Current Emissions Reporting

<b>Reporting Year: 1<sup>st</sup> July 2024 – 30<sup>th</sup> June 2025</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
Scope 1	Natural Gas (Edinburgh) 24.63
Scope 2	Both Sites have renewable energy. Total Electricity Consumed <b>141,797kWh</b> . <ul style="list-style-type: none"> <li>Edinburgh (137,346kWh)</li> </ul>

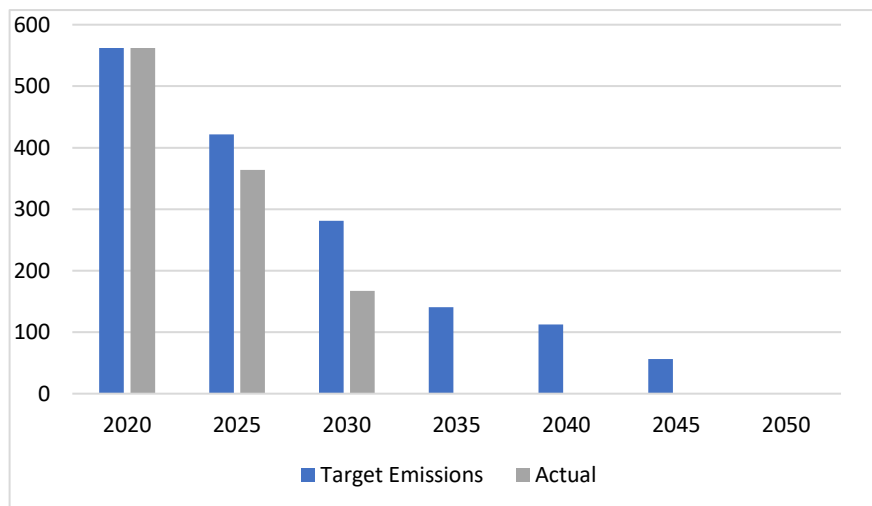
	<ul style="list-style-type: none"> <li>London (4451 kWh)</li> </ul>
<b>Scope 3</b> (Included Sources)	<p>Category 1 – Purchased Goods and Services (Considered)</p> <p>Category 2 – Capital Goods (Considered)</p> <p>Category 4 – Upstream transportation and distribution (Not relevant to our operations)</p> <p>Category 5 – Waste generated in operations (Not Currently Considered. Ongoing work on how to capture future emissions from waste generated.)</p> <p>Category 6 – Business Travel (Considered – <b>340tCO<sub>2</sub>e</b>)</p> <p>Category 7 – Employee Commuting (Not Currently Considered. Ongoing work on how to capture future emissions from employee community.)</p> <p>Category 8 – Downstream transportation and distribution (Not relevant to our operations)</p>
<b>Total Emissions</b>	<b>364.63tCO<sub>2</sub>e</b>

## Emissions reduction targets

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

Mercy Corps commits to achieving net zero by 2050. In addition to this, Mercy Corps commits to an absolute reduction in Scope 1 and Scope 2 emissions of 25% by 2025, and of 50% by 2030. Mercy Corps Europe commits to reducing Scope 3 GHG emissions by 25% and 50% per full employee over the same timeframe.

Progress against these targets can be seen in the graph below:



## Completed Carbon Reduction Initiatives:

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The carbon emission reduction achieved by these schemes equate to 198tCO<sub>2</sub>e, a 35% reduction against the 2019 baseline and the measures will be in effect when performing the contract

Mercy Corps Europe signed an Environmental Policy in July 2018, some of the highlights of which are captured below:

**Energy efficiency measures:** The lights in our offices operate on motion sensors and rechargeable batteries are used wherever possible. Our offices in London and Edinburgh are also on 100% renewable energy tariffs.

**Waste management:** Full recycling is offered in our offices and Mercy Corps donates out of use laptops to Refuweegee, a Glasgow based refugee charity, rather than sending to be decommissioned and sent to landfill.

**Business travel:** As an organisation, Mercy Corps promotes the use of rail travel as a more environmentally friendly form of travel. For internal domestic journeys, team members are expected to travel by train unless there is specific dispensation, in writing from the budget holder.

**International travel directive:** In FY2025, all colleagues have been encouraged to travel internationally only when absolutely necessary. If travel is mandated, employees are encouraged to use the Troop tool which assists in locating the most central meeting location for all participants to reduce the number and distance of flights.

**Staff commuting:** Staff benefits include cycle to work scheme and Mercy Corps is also a recipient of the Cycle Friendly Employer certificate.

**London Office Downsizing:** In April 2025 we downsized our London office from a 682 sq. ft (19 desk) office to a 211 sq. ft (6 desk) office.

### In the future we hope to implement further measures such as:

- **Homeworking and Commuting survey:** To better understand the carbon emissions linked to employee homeworking and commuting, we'll be launching a staff-wide survey. This initiative aims to uncover opportunities to reduce emissions, raise awareness of environmental impacts, encourage positive behavioral change, and foster a culture of shared responsibility.

We recognize that expanding the scope of our reporting may lead to an increase in measured emissions. However, this step is essential to ensure we are accurately capturing the full extent of our environmental impact and taking a holistic approach to reducing emissions in line with our stated commitments.

- **Water reduction:** To better understand our water usage, we will be working with our water provider/facility manager to understand our consumption amounts and patterns before evaluating ways to reduce water consumption in our offices.
- **Carbon Off-set exploration:** We understand that through broadening our reporting scope we will increase our emissions, therefore, we will be exploring the option of and our position on using carbon offsets to achieve our set commitments.

Our annual sustainability report can be found [here](#)

## 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 standard<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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) Standard<sup>3</sup>.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

### Signed on behalf of the Supplier:



Date: 10<sup>th</sup> March 2026

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<sup>1</sup><https://ghgprotocol.org/corporate-standard>

<sup>2</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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

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### About Mercy Corps

Mercy Corps is a leading global organization powered by the belief that a better world is possible. In disaster, in hardship, in more than 40 countries around the world, we partner to put bold solutions into action — helping people triumph over adversity and build stronger communities from within. Now, and for the future.



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