



Climate Action Plan for the Company of Human Resource Professionals

1. Introduction

The Company of HR Professionals is committed to supporting the City of London's goal of achieving net-zero carbon emissions by 2040. As a City Company without a physical hall, our environmental impact primarily arises from indirect (Scope 3) emissions, including travel to events, event-related activities, and digital operations.

This plan outlines our approach to reducing our carbon footprint, promoting sustainable practices within our operations, and contributing to the City's overall climate goals.

The plan is based on modelled assumptions about our carbon impact. During the first year of this plan, we will test these assumptions and gather more detailed data to establish a validated base line for assessing and managing the Company's carbon footprint.

2. Carbon Footprint Assessment

Travel Emissions: We estimate that our four major in-person events annually (three livery dinners and one social event) result in approximately 1.65 tonnes of CO₂ emissions per year. This estimate is based on an average of 20% of attendees travelling specifically for the event, and each traveling an average distance of 50 miles, and others travelling shorter distances by public transport from their work in London.

Event-related Emissions: Catering and materials for these events contribute approximately 0.5 tonnes of CO₂ emissions per event, totalling 2.0 tonnes per year.

Digital Operations: Our digital activities, including virtual events and data storage, are estimated to contribute 0.3 tonnes of CO₂ emissions annually.

Total Estimated Annual Emissions: 3.95 tonnes of CO₂ per year.

3. Sustainable Event Planning

Venue Selection: We commit to selecting venues with strong environmental credentials and accessible locations to minimize travel emissions.

Catering: We will give attention to local, seasonal, and sustainably sourced catering for all events, and ensure that plant-based options are well positioned.

Materials: We will continue to reduce our use of printed materials, where appropriate opting instead for digital formats for invitations, agendas, and event resources.

Waste Management: We will ensure appropriate recycling and composting practices are in place at in-person events to minimize waste and support sustainable event practices.

4. Digital Sustainability

Energy Efficiency: We will optimize the energy consumption of the digital platforms we use for online meetings and events. This includes selecting energy-efficient platforms and encouraging members to use energy-saving settings on their devices.

Virtual Meetings: We will continue to use virtual meetings and events to minimize avoidable travel-related emissions, as well as to make some of our events more accessible to a wider audience.

5. Member Engagement and Education

Policy Communication: We will communicate our climate action policy to all members and encourage their participation in sustainability initiatives.

Resource Sharing: We will provide links to the Livery Climate Action Group website and other relevant resources on our website to facilitate access to sustainability information.

Best Practices: We will encourage members to adopt sustainable thinking and practices in their professional roles and share successful strategies within the company.

6. Monitoring and Reporting

Progress Tracking: We will set specific targets for managing our carbon emissions, particularly related to travel and event logistics, and track our progress annually.

Annual Report to the Court: We will produce an annual sustainability report to provide transparency about our actions, successes, and areas for improvement. This report will be shared with our members and made available on our website.

Feedback Mechanisms: We will establish channels for members to provide feedback on our sustainability initiatives and suggest improvements.

7. Continuous Improvement

Review and Update: This plan will be reviewed regularly to ensure that it reflects the latest best practices and aligns with any updates from the City of London or the Livery Climate Action Group.

Collaboration: We will continue to collaborate with other livery companies and organizations in the City of London to share knowledge, resources, and strategies to enhance our collective sustainability efforts.