



# Climate Action Plan

Responsible action. Measurable impact.

Effective date: June 2026

Review cycle: Biannual

Approved by: Director of Harrison Brands Ltd

**HARRISON**  
**BRANDS**

# Climate Action Plan

## High Level Summary

We recognise that climate change is a global challenge that requires immediate and sustained action.

Harrison Brands Ltd is committed to reducing its environmental impact and contributing to the global effort to limit warming to 1.5°C. This plan sets out how we will take action, measure progress, and remain accountable.

# 1. Policy purpose

This policy sets out Harrison Brands Ltd's commitment to justice, equity, diversity, and inclusion (JEDI) in the way we work together.

Harrison Brands believes that people do their best work when they are treated fairly, listened to, and respected for who they are. This policy exists to ensure that inclusion is part of everyday practice, not a separate initiative.

This policy is public facing to ensure transparency and accountability.

## 2. Scope

This policy applies to all Harrison Brands operations, including:

- Internal operations and decision-making
- Client work and service delivery
- Supplier and partner relationships

All employees are expected to support and contribute to the delivery of this Climate Action Plan.

### 3. Public commitment

This commitment is publicly available via our website and our annual Truth Report.

Harrison Brands publicly commits to supporting the global ambition to limit global warming to 1.5°C above pre-industrial levels, in line with climate science.

We commit to:

- Reducing greenhouse gas emissions across Scopes 1, 2, and 3
- Prioritising absolute emissions reductions over offsetting
- Communicating transparently about our progress and challenges

Our long-term environmental goal is:

Zero emissions across Scopes 1, 2, and 3. Not offset to zero, but reduced to zero wherever possible.

## 4. Targets and Objectives (SMART Targets)

We set measurable climate targets annually and track progress through our Truth Report.

### 4.1 Short-Term (Annual Targets)

- Measure and report Scope 1, 2, and 3 emissions annually
- Maintain zero emissions across Scopes 1 and 2
- Improve Scope 3 emissions data accuracy year-on-year
- Publish the Truth Report each January

All targets are:

- Specific (clearly defined scopes and actions)
- Measurable (tracked using recognised tools)
- Achievable (aligned with company resources)
- Relevant (focused on material impacts)
- Time-bound (reviewed annually)

## 4.2 Medium-Term (1–3 Years)

- Establish a complete Scope 3 emissions baseline
- Identify key emissions sources and implement reduction strategies
- Strengthen collaboration with low-carbon suppliers and partners

## 4.3 Long-Term Goals

- Achieve net-zero emissions without reliance on carbon offsetting
- Eliminate emissions across operations wherever possible

## 5. Implementation and Resources

Harrison Brands allocates appropriate resources to deliver this plan:

### 5.1 Human Resources

- All employees are engaged in climate action
- 100% of employees have completed Carbon Literacy Training
- Oversight provided by the Advisory Board

## 5.2 Technical Resources

- Use of SME Climate Hub tools to measure emissions
- Ongoing development of internal tracking and reporting systems

## 5.3 Operational Integration

- Embedding sustainability into client work (e.g. low-carbon websites, responsible marketing)
- Reducing environmental impact across internal operations
- Continuous improvement of processes

## 6. Stakeholder Engagement

We aim to influence positive change through our work, supporting clients to reduce their impact and communicate responsibly.

**We recognise that effective climate action requires collaboration.**

**We engage stakeholders by:**

- Working with purpose-driven clients aligned with our values
- Collaborating with charities and non-profits through pro bono work
- Supporting initiatives that drive systemic change
- Hosting and contributing to sustainability-focused events
- Publishing content and insights on sustainability, transparency, and innovation

## 7. Monitoring, Reporting and Transparency

Progress is tracked and reported through our annual Truth Report, which:

- Measures emissions across Scopes 1, 2, and 3
- Reviews performance against previous targets
- Sets new goals for the year ahead
- Is reviewed by the Advisory Board

We are committed to:

- Publishing the Truth Report annually
- Reporting honestly, including where targets are not met
- Ensuring all claims are evidence-based and avoiding greenwashing

## 8. Governance and Accountability

This Climate Action Plan is:

- Approved by the Advisory Board (highest governing body)
- Reviewed annually
- Integrated into governance discussions, with climate performance as a standing agenda item

The Advisory Board provides oversight and guidance on implementation and progress.

## 9. Review and Continuous Improvement

We recognise that climate action is an ongoing process.

We commit to:

- Improving emissions data quality and completeness
- Increasing ambition over time
- Updating our strategy in line with best practice and B Corp standards

This plan will be formally updated at least every 36 months, or sooner if required.

## 10. Accessibility

This Climate Action Plan is publicly accessible via:

- Our website
- Our annual Truth Report

## Truth matters

Harrison Brands believes that everyone should be able to understand and engage with policies.

We communicate our approach in clear, honest, and transparent language, consistent with our commitment to Truth Based Marketing.

**Harrison Brands** recognises that its influence extends beyond its own operations and seeks to contribute positively to wider systems through advocacy, collaboration, and responsible client work.

Through collaboration and authenticity, we uncover the real stories behind brands, crafting narratives that inspire action and create meaningful impact.

We aim to be a force for good, using our expertise to drive honest change and help build a better future for all.

[harrisonbrands.com](https://harrisonbrands.com)

Artificial intelligence was used to support the drafting of this policy. All content has been subject to substantial human input, critical analysis, and editorial judgement. All data, positions, and statements contained within this policy are truthful to the best of our knowledge and have been reviewed and approved by the Director of Harrison Brands Ltd.



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