Net-Zero Target Pathway (2025–2050)

Net-Zero Trajectory Table – Scope 1 + 2 (Baseline 2024)

Key Emission Reduction Actions – Cache Consulting

Step	Year(s)	Action
1	2024	**Baseline GHG inventory completed**; confirmed that heating (natural gas in office + remote workers) represents ~85% of emissions.
2	2026	**Launch Remote Heating Efficiency Program**: distribute and install smart thermostats for all remote workers; hold training sessions on optimal heat scheduling; launch seasonal energy-saving tips campaign.
3	2026	**Target 20% remote worker heating conversion**: provide financial incentives for switching to electric heat pumps or subscribing to renewable natural gas; promote discounted green electricity plans.
4	2027	**Expand to 40% remote conversions**: bulk-purchase and coordinate group installation of electric heating systems; negotiate manufacturer rebates; extend program to part-time remote staff.
5	2028	**Improve home energy performance**: conduct detailed energy audits for 50% of remote workers; issue grants or reimbursements covering insulation, air sealing, and window upgrades.
6	2029	**Reach 50% low-carbon heating adoption (remote)**; begin **office HVAC efficiency upgrades** including programmable thermostats, advanced controls, and hydronic balancing.
7	2030	Achieve **60% remote conversion**; **formally negotiate with landlord** for full office heating electrification (heat pumps or renewable district energy).
8	2031	**70% remote conversion**; **pilot electric heating system** in part of office space to evaluate performance and landlord feasibility.
9	2032	Continue **office low-carbon heat installation**; **reach 75% remote conversion** and introduce incentives for 100% green electricity subscriptions in all remote households.
10	2033	**80% remote conversion**; **finalize first phase of office heating electrification** for at least 50% of floor space.
11	2034	**90% remote conversion**; complete **insulation and HVAC envelope improvements** in office to reduce heating demand by 15–20%.
12	2035	**Full phase-out of most remote natural gas heating** (≥95% conversion); office >50% low-carbon heating; plan final steps to 100% electrification.

13	2040	**100% office heating electrified and powered by renewables**; nearly all remote workers on low-carbon heating powered by renewable electricity.
14	2045	Only **small residual emissions from grid electricity** remain; confirm no gas heating in office or remote work.
15	2050	**Offset any remaining residual emissions** (≤0.27 tCO_2e) using **Gold Standard carbon removal credits** from Less Emissions Inc.

Framework Adopted

Cache Consulting aligns its GHG inventory and decarbonization plan with the **Science Based Targets initiative (SBTi) Net-Zero Standard** because it:

Is grounded in latest climate science and the 1.5 °C Paris goal.
Provides a clear roadmap to ≥95% absolute reduction before offsets.
Matches Government of Canada preferences for science-based targets and credible voluntary offsetting.
Separates emission reductions from offsets, ensuring transparency and credibility.

Baseline Year

Year: January 1st 2024 to December 31st 2024
Scope 1: 0 tCO_2e (no direct fuel combustion sources)
Scope 2: 5.4091 tCO_2e (purchased electricity + purchased heat for office and remote workers)

Emission Reduction Pathway

Following SBTi guidance, Cache Consulting will:

Prioritize natural gas heating reductions (largest source) before 2035.
Achieve **50% reduction by 2035**, **90% by 2045**, and **≥95% by 2050**.
Use verified offsets only for residual emissions after ≥95% reduction.

Reduction Actions (2025–2050)

Heating – Remote Workers: 2025–2029 incentives for switching to electric heat pumps/renewable gas, thermostat and insulation upgrades; >90% low-carbon heating adoption by 2035.

Heating – Office: Starting 2025, raise awareness with landlord on renewable energy transition importance; begin discussions to encourage conversion to electric or district renewable heat systems. Depending on landlord progress, explore alternative office facilities running on 100% renewable energy. Implement insulation and heating control improvements as feasible.

Electricity: Transition office and remote electricity to 100% renewable supply by 2040.
Efficiency: Continuous HVAC, insulation, and lighting optimisation to reduce demand.

Offsetting Actions (Only for Residuals at Net-Zero Milestone)

Timing: After ≥95% reduction (≤0.27 tCO_2e by 2050).
Standard: Gold Standard–certified credits.
Supplier: Less Emissions Inc., a Canadian federally recognized high-quality offset provider.
Preference: Long-term carbon removal projects (e.g., afforestation, biochar) with permanent storage.
Verification: Retirement certificates held for audit and public reporting.

Why Reductions First

Ensures real-world decarbonization before relying on market offsets.
Avoids “locked-in” fossil fuel emissions.
Reduces dependence on volatile offset markets and improves credibility.

Compliance & Reporting

Annual GHG inventory updates per GHG Protocol (Scope 1 & 2).
Public disclosure of progress at 2035, 2045, and 2050 milestones.
Offset portfolio published with retirement certificate evidence.