



Driving change
in the logistics
and supply
chain industry

HATMILL CASE STUDY 2024



flotilla

Driving change in the logistics and supply chain industry



Industry trailblazer Hatmill is the UK's leading supply chain and logistics consultancy, with a reputation for innovating and leading by example.

Hatmill, an employee-owned business with a unique self-managing culture and no formal hierarchy or job titles, was named as The UK's Best Workplace™ 2023 (small business category) by Great Place to Work® and voted 2nd in The UK's Best Place to Work, 2024 (medium-sized business category).

The business firmly believes in the potential for improvement in all supply chains and is dedicated to making an impact through consultancy, striving to improve clients' forecasting, warehouses and transport.

Due to growing client demand for end-to-end supply chain and logistics support and with its proven record of helping large blue chip and mid-sized businesses optimise their supply chains, Hatmill has recently expanded into the United States and the Netherlands.

Continuing its journey towards net zero



Recognising the urgent need to address its environmental impact, Hatmill has committed to becoming net zero by 2039.

Its partnership with Flotilla will drive tangible results and enable Hatmill to reduce its carbon footprint through the implementation of sustainable initiatives and outcomes. This extends beyond minimising its own environmental impact as Hatmill also wants to set an industry example and raise the bar for sustainability in the logistics and supply chain industry, in collaboration with Flotilla.



Carbon Reduction Plan and PPN 06/21 Certification

Company Name: Hatmill

Publication Date: July 2024

Commitment to achieving net zero:

Hatmill is committed to achieving net zero emissions by 2039.



Net Zero by
2039



PPN 06/21
Compliant
2024



SCIENCE
BASED
TARGETS

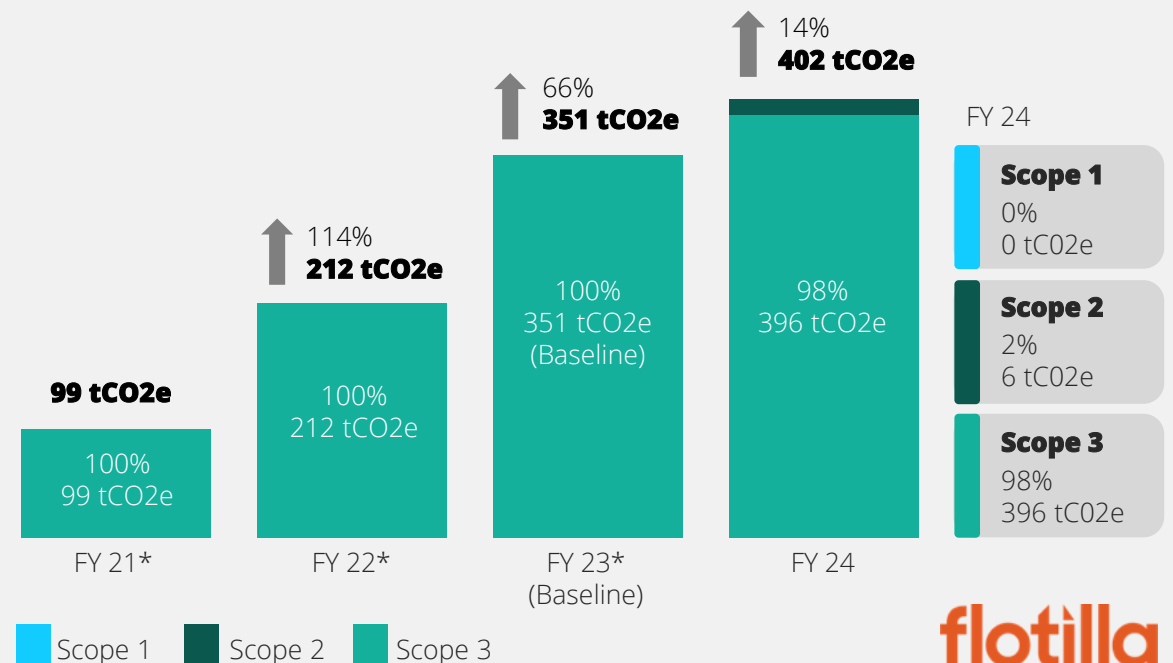
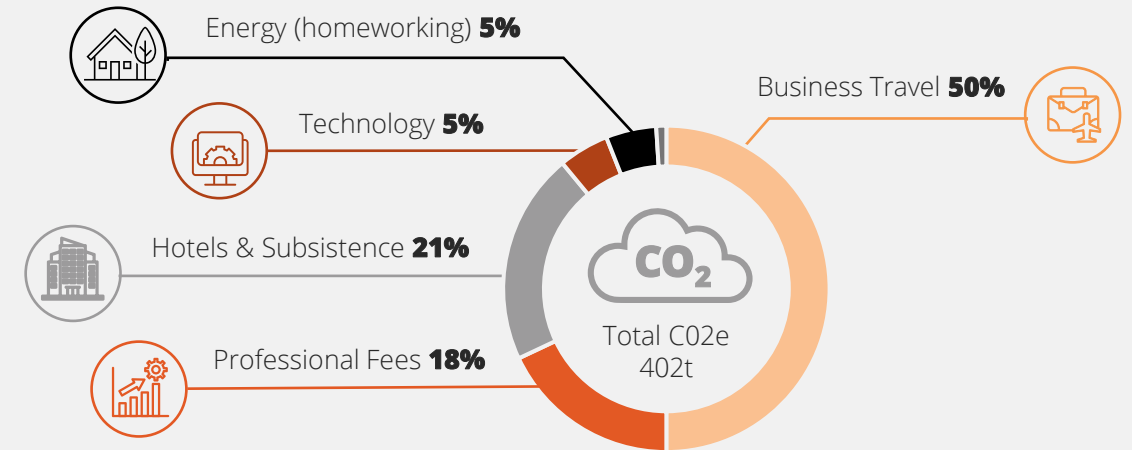
Net Zero
Plan
SBTi
verified

Calculating emissions

Flotilla's initial carbon footprint assessment is a critical first step towards developing a sustainability plan. Flotilla is supporting Hatmill in quantifying its emissions and setting clear, achievable goals. Ensuring that Hatmill has the necessary resources and funding to realise these ambitions is also a crucial part of the partnership.

As the company doesn't have offices - its 80-strong team either work from client sites or from home - it has no direct scope 1 emissions relating to the heating or powering buildings. In 2024 we measured a small amount of scope 2 emissions as a result of employees working from home. In addition, its company-owned cars are all electric, further reducing its impact on the environment. The majority of Hatmill's carbon emissions are from business travel and overnight accommodation.

The team is now focusing on minimising business travel emissions, which constitute for a large proportion of its scope 3 footprint.



* Restated due to change in methodology

What is Hatmill doing to reach its net zero target?



Hatmill relies on business travel to serve its clients' needs. As part of its commitment to sustainability, Hatmill is enhancing data capture methods, including travel-related data, to gain deeper insights into its carbon footprint. This empowers the team to implement targeted actions aimed at reducing their environmental impact while continuing to deliver exceptional service to their clients.



Hatmill is implementing sustainable travel practices and adopting measures such as promoting the use of public transport, encouraging teleconferencing instead of physical meetings when feasible and raising awareness among the team about the environmental impact of their travel choices.



The team has recognised the importance of sustainable procurement practices and is actively engaging with its suppliers to integrate more sustainable measures into Hatmill's operations, fostering a supply chain that prioritises environmental responsibility by reducing value chain emissions.



Hatmill is increasing the number of electric vehicles through an employee electric car scheme, which incentivises staff to choose electric vehicles. The scheme provides support and resources for employees to make informed decisions about electric vehicle selection and usage.



Despite its expansion into Europe and America, Hatmill maintains its commitment to operating without physical offices, effectively reducing its carbon footprint by minimising the need for commuting and energy consumption associated with traditional office spaces.



In pursuit of recognising its efforts towards net zero, Hatmill has gained approval of its net zero targets through the Science Based Targets initiative. This demonstrates its commitment to aligning its emissions reduction goals with the latest climate science and global efforts to combat climate change.

Planned carbon reduction initiatives



To reduce its Scope 3 Category 1 – Purchased Goods and Services emissions, they plan to:

- Incorporate sustainability into procurement processes and policies
- Create a sustainability-focused supplier code of conduct

To reduce Scope 3 Category 6 – Business travel, they have /plan to:

- Reissued an updated Sustainable Travel Policy that includes 'Stay or Go', for conducting meetings online (where feasible)
- Increase the use of public transport and electric cars for journeys which need to be undertaken
- Encourage car-sharing for business travel where possible
- Tracked fuel type of business mileage in employee-owned vehicles to better inform the calculations
- Shifted from air to rail for domestic travel, to cut greenhouse gas emissions

To reduce Scope 3 Category 7 – Employee commuting emissions, they plan to:

- Educate employees on energy reduction while working from home
- Create sustainable home working guidance
- Create an employee-led green team

The logo for flotilla, featuring the word "flotilla" in a bold, orange, lowercase, sans-serif font. The logo is positioned within a large, light grey circular graphic that partially overlaps the bottom right corner of the slide.

flotilla

Planned carbon reduction initiatives

To encompass and encourage reductions across all its operations they have / will:

- Educate the board on sustainability, their responsibilities and impact
- Ensure the board has oversight of sustainability
- Provide employees with job-specific sustainability training
- Hold its bi-annual away days at venues that implement strong sustainability measures or maintain high environmental standards
- Create a climate and biodiversity contribution strategy, integral to wider decarbonisation efforts
- As their presence expands in the UK and into new countries, they persist in operating without physical office spaces
- Reviewed its pension funds for sustainability, aligning investments with Hatmill's environmental goals



*“ At Hatmill, we
are committed to
driving change in
the logistics and
supply chain
industry ”*

A collaborative approach

Aaron Thomas, Hatmill, highlighted the reasons for choosing Flotilla as a partner:

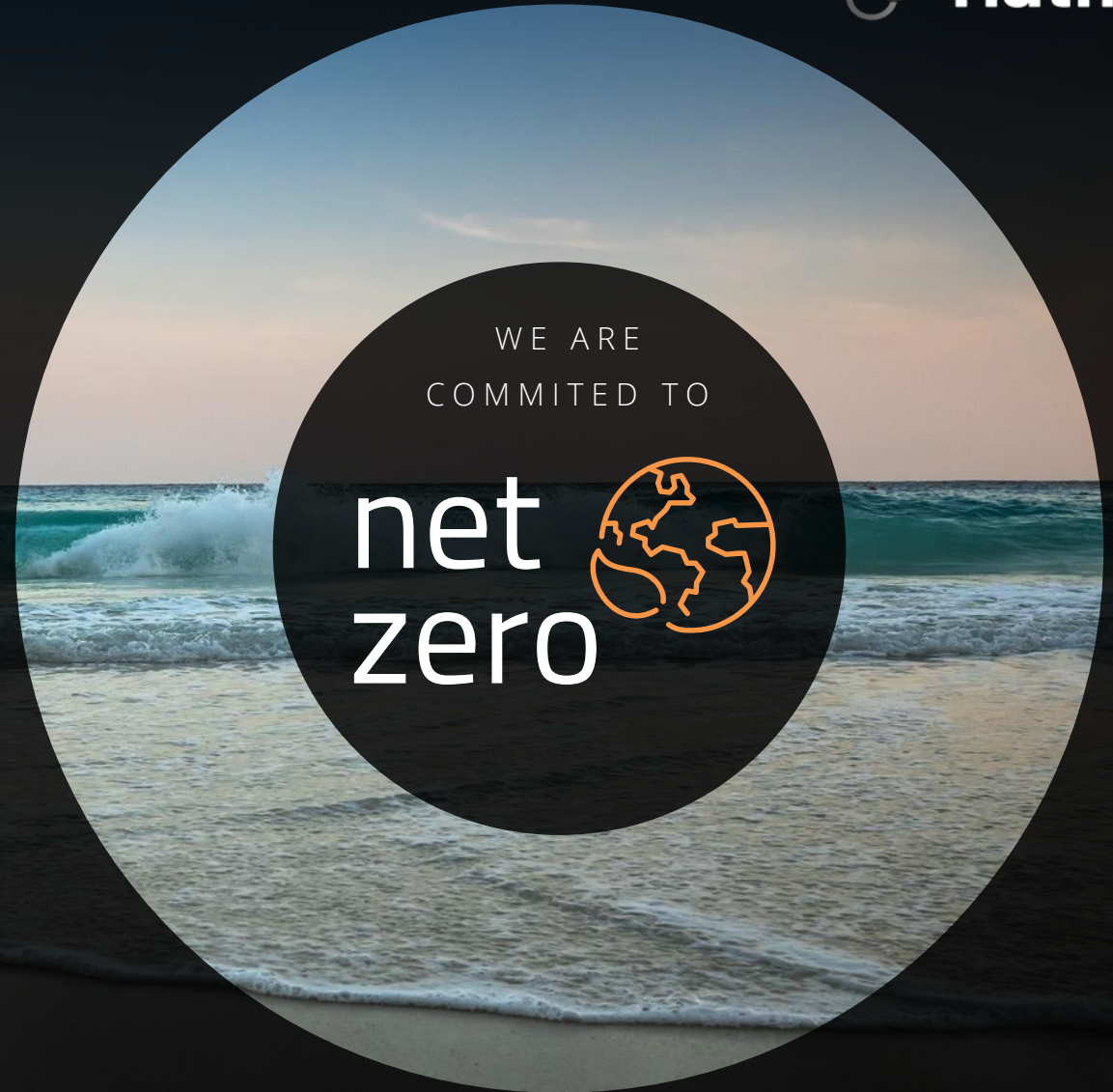
“Flotilla is an agile, engaging and responsive business. We connected with Flotilla because it offers versatility, rather than a ‘one-size-fits-all’ approach, allowing flexibility for our growing needs. The Flotilla team has a genuine desire to help us work hard to scrutinise our carbon footprint and achieve our net zero ambitions. This partnership will provide us with the science-based insights that will empower us to drive change whilst also bringing Flotilla into the world of logistics.”

Working with Flotilla as a carbon accounting specialist with cutting-edge technology adds credibility and gives us the confidence to lead the industry towards a greener future.”

Aaron Thomas, Consultant, at Hatmill

On the horizon

Hatmill has implemented a comprehensive carbon reduction plan and, in collaboration with Flotilla, has launched a range of sustainability services for clients. The services we provide Hatmill's clients provide the tools, strategies and guidance they need to embark on their own journey to become net zero. By combining their expertise and commitment to environmental sustainability, Hatmill and Flotilla aim to lead the way in reducing carbon emissions and inspiring other businesses in the logistics and supply chain industry to follow suit.





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