

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your organization.

Guidehouse is a leading global provider of consulting services to the public and commercial markets with broad capabilities in management, technology, and risk consulting. We help clients address their toughest challenges with a focus on markets and clients facing transformational change, technology-driven innovation and significant regulatory pressure. Across a range of advisory, consulting, outsourcing, and technology/analytics services, we help clients create scalable, innovative solutions that prepare them for future growth and success. Headquartered in McLean VA, the company has more than 8,000 professionals in more than 50 locations. Guidehouse is led by seasoned professionals with proven and diverse expertise in traditional and emerging technologies, markets and agenda-setting issues driving national and global economies.

At Guidehouse, we believe that a sustainability strategy not only supports the transition towards a sustainable, low carbon society -- it also has strategic importance and the potential to lead to a more valuable company.

C0.2

(C0.2) State the start and end date of the year for which you are reporting data.

	Start date	End date	Indicate if you are providing emissions data for past reporting years	Select the number of past reporting years you will be providing emissions data for
Reporting year	January 1 2019	December 31 2019	No	<Not Applicable>

C0.3

(C0.3) Select the countries/areas for which you will be supplying data.

- Canada
- China
- Germany
- India
- Netherlands
- Republic of Korea
- South Africa
- United Arab Emirates
- United Kingdom of Great Britain and Northern Ireland
- United Republic of Tanzania
- United States of America

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

- USD

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

- Operational control

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

- Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual(s)	Please explain
Chief Executive Officer (CEO)	The CEO reviews and approves strategic choices regarding climate-related issues. For example, our CEO signed the commitment letter to the Science Based Targets initiative (https://sciencebasedtargets.org/) and approved the choice to join. This commitment means we will reduce our greenhouse gas emissions in line with the Paris Agreement's ambition to keep the global average temperature rise from climate change to well-below 2 degrees Celsius.
Chief Operating Officer (COO)	The COO oversees the budget for sustainability and renewable energy and makes decisions regarding the strategy in which Guidehouse dedicates resources to sustainability.
Director on board	The Guidehouse board will be briefed at least annually Guidehouse's sustainability performance and risks, including climate change. Guidehouse operates as a standalone company under Veritas Capital's ownership.

C1.1b

(C1.1b) Provide further details on the board's oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Scope of board-level oversight	Please explain
Scheduled – some meetings	<ul style="list-style-type: none"> Reviewing and guiding major plans of action Reviewing and guiding risk management policies Reviewing and guiding annual budgets 	<Not Applicable>	The board oversees climate issues as matters arise, such as publication of our annual ESG report and other strategic matters. The board will be briefed at least annually. The CEO and COO also guide strategy and approve important decisions related to Guidehouse's commitments and resource delegation.

C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Name of the position(s) and/or committee(s)	Reporting line	Responsibility	Coverage of responsibility	Frequency of reporting to the board on climate-related issues
Chief Executive Officer (CEO)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	Annually
Chief Operating Officer (COO)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	Annually
Other, please specify (Social Responsibility (CSR) Leader)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	Annually
Other, please specify (Sustainability Champion)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	Annually
Other, please specify (Corporate Social Responsibility (CSR) Council)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	Annually
Other, please specify (Sustainability pillar within CSR Council)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	Annually

C1.2a

(C1.2a) Describe where in the organizational structure this/these position(s) and/or committees lie, what their associated responsibilities are, and how climate-related issues are monitored (do not include the names of individuals).

Guidehouse organizes its Corporate Social Responsibility (CSR) efforts through its CSR Council. The Council is headed by our CSR Leader, who is supported by a Project Management Office. These roles report up to our COO and CEO. The CSR Council comprises six pillars: Volunteering, Pro bono Consulting, Board Service, Signature Program, Giving, and Sustainability.

Guidehouse manages its impact on climate and many of its climate risk management activities through its Sustainability pillar. The Sustainability pillar's work is carried out by our internal Sustainability team, who are experts in the field of sustainability and conduct this work for clients as well. The Sustainability pillar is supported by a dedicated Sustainability champion, a partner with decades of experience in corporate responsibility and climate change. The internal Sustainability team work closely and regularly with colleagues in Facilities, HR, Finance, Procurement, and other departments to gather data, develop strategy, and implement green measures. With direct lines to executive leadership, Guidehouse's internal Sustainability team ensures Guidehouse can identify, assess, and act on climate-related risks and opportunities. For example, Guidehouse identified the opportunity to lead our clients and peers by example and committed to setting science-based emissions reduction targets through the Science Based Targets Initiative (SBTi, <https://sciencebasedtargets.org/>). Through its commitment to SBTi, Guidehouse joins other leading companies that agree to set emissions reduction targets in line with climate science.

Guidehouse's internal Sustainability team also engages employees across the company to help drive our local sustainability efforts and build green practices into the culture of Guidehouse. Guidehouse has created office-level Green Teams, who work closely with the Sustainability team, office operations, and corporate leadership to drive individual and collective changes that make a measurable impact on the environment and make Guidehouse a more sustainable company. Guidehouse's Green Teams currently include over 120 employees in almost 30 offices globally. The internal Sustainability team guides and tracks the accomplishments of the Green Teams.

Our CSR Council works in tandem with our C-suite, compliance group, and RIISE Council to support our mission to engage, inspire, and empower our professionals to solve big problems and to make a positive impact on our communities where we work and live. We strive to support each of our employees in what they are passionate about and how they like to give back. Employees are encouraged to drive positive change by dedicating their time, money, and expertise to non-profit organizations in the communities where we work and live.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	

C1.3a

(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).

Entitled to incentive	Type of incentive	Activity incentivized	Comment
All employees	Monetary reward	Other (please specify) (Green Teams / Efficiency projects)	At Guidehouse, every employee's performance is evaluated using Guidehouse's EmPATHy Performance Management system and process. Every employee is rated yearly using a standardized metric which covers 4-5 competencies: Client, Company, Technical, People, and Financial/Sales. The Company component has a "Corporate Citizenship" pillar which includes individuals' activity in voluntary initiatives that help Guidehouse, such as our Green Teams initiative which aims to reduce our carbon footprint by focusing on improving water, waste and energy use our offices. Higher performance in any competency is tied to our bonus structure, which incentivizes higher performance scores with end-of-year bonuses. Participating in such activities can lead to a higher Company score and a higher yearly bonus.
Other, please specify (Procurement/Operations)	Monetary reward	Emissions reduction project	Guidehouse's procurement and operations teams work to ensure efficiency in spending and costs and their monetary incentives are tied to this objective. Many actions which are beneficial from a climate perspective are also beneficial from a cost-saving perspective. For example, Guidehouse has all printer settings default to double sided, black-and-white ink. This measure saves Guidehouse in paper costs and lessened the amount of expensive, colored, and often high-VOC inks used by the company when printing. Incentivizing cost-cutting helps Guidehouse become more sustainable. Additionally, Guidehouse is in the process of centralizing purchasing and creating green purchasing guidelines in parallel. The centralized system can highlight green products and can achieve cost savings by negotiating for bulk purchases of environmentally preferable products.
Other, please specify (Guidehouse's IT team)	Monetary reward	Emissions reduction project	Our Information Technology team works to improve mobility and remote working for staff and their monetary incentives are tied to this objective. This has included moving to single cloud-based tools, improving and simplifying virtual collaboration and the mobile remote environment. Remote working greatly decreases the amount of necessary client visits as well as lowering our commuting footprint. All of our offices are entirely remote due to the COVID-19 pandemic in 2020, but prior to the pandemic, some offices and employees were already entirely remote, reducing our commuting, office energy use, and corporate real estate portfolio significantly.
Business unit manager	Monetary reward	Other (please specify) (Sustainability / Clean Energy Program sales and services)	Guidehouse's Energy, Sustainability, and Infrastructure (ES&I) Segment offers a full suite of services focused on supporting our clients in achieving Scope 1, 2 and 3 GHG emissions reductions. Services include sustainability, carbon pricing, energy efficiency, renewable energy, emerging technologies, and clean energy programs. Partners and Directors at Guidehouse are incentivized by financial metrics and a bonus structure that reward sales and successful project delivery. For our ES&I Segment Leader, who is focused on providing sustainability and clean energy services, the sale and successful delivery of climate related services is directly tied to their annual bonus awards. In addition, our global practitioners in this area are rewarded for developing new products and services that support the transition to a low carbon economy.

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?

Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	0	2	
Medium-term	2	5	
Long-term	5	10	

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered

Direct operations
Upstream
Downstream

Risk management process

Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment

More than once a year

Time horizon(s) covered

Short-term
Medium-term
Long-term

Description of process

The Guidehouse Chief Operating Officer is the designated Chief Risk Officer for day-to-day risk management activities, and that role is supported by a dedicated Risk Management team. Broadening the focus of risk management, and to ensure independence, an enterprise risk management committee (Risk Committee) is empaneled, chaired by a business segment leader and comprised of the corporate officers and representatives from the line segments. This committee will have increasing oversight and tracking of sustainability- and climate-related topics in future years. The Risk Management team is dedicated to monitoring, recording, and mitigating risk across the enterprise as well as consulting to mitigate risk at the engagement level. Consisting of a Director, Associate Director, and Associate, the Risk Management team has the authority to raise risks to the Chief Risk Officer, Corporate leadership, or the Risk Committee of the company. Risks are reported to the Board of Directors and the Risk Committee through the company's Enterprise Risk Register. The multiple levels of reporting and the dedicated nature of the risk team allows for more independence of the function. The Enterprise Risk Register is reviewed regularly with the Director of Risk Management, the Chief Risk Officer, and the company's Risk Committee which includes the corporate officers. Enterprise operational risks are reported to the Risk Committee and, where appropriate, are incorporated into the enterprise risk register for action and reporting. The Risk Management team reviews operational risks with other functions regularly as well as by identifying risks during service management review calls with Operational leaders. The team also meets regularly with the company's Integration Management Office to manage risks identified throughout the company's operational process improvements. This allows the team to identify opportunities across multiple operational groups as the company proceeds with operational changes to both enterprise and segment-specific services. Operational risks are also identified prior to client engagement through the use of the Risk Identification and Consultation (RIC) process and during client engagement through the In-Flight Review (IFR) process. Each engagement opportunity at Guidehouse requires the team to complete a RIC form to note potential risks across various risk categories (i.e., client, cross border, data security engagement, export control, execution, financial). Through this process, Guidehouse reviews opportunities to allow teams to mitigate risk and work with internal resources to consult on potential risks and mitigation strategies. In-Flight Reviews are identified based on RIC submissions. Guidehouse is evaluating adding additional climate- and sustainability-related questions to the RIC. Guidehouse's ERM process includes consideration of climate-related risks, including extreme weather and cost of fuels (as they factor into operational expenses). Our 2020 risk assessment asked specific questions around environmental impacts on our offices, and we will continue to add additional questions on climate risk as part of our 2021 and beyond assessments. In the past year, Guidehouse has implemented the Everbridge emergency notification tool. Its primary purpose is to reach out to employees and account for their well-being in potential or actual crisis events by sending messages via app push notifications, SMS texts, calls and emails. Guidehouse has used the Everbridge system in climate-related extreme weather events such as hurricanes and wildfires. Guidehouse has also moved to centralized systems (corporate travel card and travel agent) to centralize the booking of all travel arrangements. This initiative supports both Guidehouse's risk management and sustainability efforts by providing increased employee tracking capabilities and better data to support our greenhouse gas accounting efforts.

C2.2a

(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	Guidehouse's regulatory experts monitor legislation across the globe in the countries in which we operate.
Emerging regulation	Relevant, always included	Guidehouse's internal Sustainability team and sustainability experts within the Energy, Sustainability, and Infrastructure (ES&I) Segment monitor emerging regulations such as carbon taxes, carbon prices, reporting requirements, and more. This monitoring includes all countries in which we operate, as well as the countries in which our clients operate. Additionally, if we fail to accurately anticipate the application of the laws and regulations affecting our clients and the industries they serve, our results of operations and financial condition could be adversely impacted.
Technology	Relevant, always included	We are actively working with our clients, governments, and other entities in promoting solutions towards long-term environmental sustainability. Our energy consultants collaborate with utilities and energy companies, investors and large corporations, and governments and NGOs to help them thrive in the rapidly changing energy environment and on the journey to a decarbonized society. One of Guidehouse's primary areas of expertise is the technological and other transitional changes as the world decarbonizes. For example, new value will be created and captured across highly dynamic and disruptive Energy Cloud platforms, including Integrated DER (iDER), Transportation-to-Grid (T2G), Building-to-Grid (B2G), Internet of Energy (IoE), Transactive Energy (TE), Smart Cities, and the Neural Grid. Guidehouse advises clients on this subject and assess risks and opportunities for our own business accordingly.
Legal	Not relevant, explanation provided	As a professional services company, Guidehouse does not anticipate risk of climate-related litigation claims.
Market	Relevant, always included	Guidehouse assesses and projects future energy prices as part of many of its service offerings from its Energy, Sustainability, & Infrastructure (ES&I) Segment. Rising energy prices can affect our cost to run the business and can also drive demand for our services. For example, many of our ES&I clients are utilities seeking support designing and operating their energy efficiency programs. Guidehouse has seen an increase in demand for various sustainability services, which we have responded to with the acquisition and integration of 150 additional sustainability experts in the US and EU and by establishing our Industries and Large Corporates (ILC) team. Members of our ILC team as well as other sustainability experts sit on Guidehouse's internal Sustainability team which deals with Guidehouse's internal sustainability initiatives, reporting (including this CDP report), and yearly footprinting.
Reputation	Relevant, always included	Understanding reputational risk is a critical component of Guidehouse's business. As a management consulting company, Guidehouse's reputation is key for maintaining and growing business with current and future clients. Client questions related to sustainability are increasing year-over-year and demonstrate our need to quantify our environmental impact and drive positive change. Guidehouse actively responds to all requests for any sustainability information, including policies, targets, reports, and other requested performance indicators. Guidehouse is also aware of the benefits created by being a forward-thinking company, including increased attractiveness to prospective employees and enhanced retention rates of current staff. Guidehouse launched our Green Teams initiative in mid-2018, and, demonstrating our employees' passion for sustainability, we currently have over 120 employees signed up for this voluntary initiative in almost 30 offices globally. When Guidehouse conducted an all-employee survey about commuting for its scope 3 footprinting effort, over 2,000 employees responded. We are continuing to evaluate company policies around remote working and evaluating reduction of our office footprint as a result of employee feedback gathered in this survey. We have seen many positive responses from our employees and clients regarding our response to emerging climate-related issues.
Acute physical	Relevant, always included	Guidehouse has an internal security team led by a Facility Security Officer and a mature Crisis Management Program. Their focus is on protecting the safety and security of our employees, facilities and business operations in the event of extreme weather. Guidehouse is aware of how risks posed by acute physical events can have a moderate impact on our business and our employees' livelihood in the short-term, and works to identify and mitigate these risks.
Chronic physical	Relevant, always included	Guidehouse conducted a risk assessment of our India offices' water supply to closely examine any water scarcity risks that could arise. We actively work to research our global locations and find out how we can best mitigate risks such as long-term water security.

C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

No

C2.3b

(C2.3b) Why do you not consider your organization to be exposed to climate-related risks with the potential to have a substantive financial or strategic impact on your business?

	Primary reason	Please explain
Row 1	Evaluation in process	Guidehouse has considered climate-related risks and opportunities in the past, but not evaluated them in a formalized manner. We are in the process of conducting a climate-related scenario analysis in line with TCFD's guidelines.

C2.4

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

No

C2.4b

(C2.4b) Why do you not consider your organization to have climate-related opportunities?

	Primary reason	Please explain
Row 1	Evaluation in progress	Guidehouse has considered climate-related risks and opportunities in the past, but not evaluated them in a formalized manner. We are in the process of conducting a climate-related scenario analysis in line with TCFD's guidelines.

C3. Business Strategy

C3.1

(C3.1) Have climate-related risks and opportunities influenced your organization's strategy and/or financial planning?

Yes

C3.1a

(C3.1a) Does your organization use climate-related scenario analysis to inform its strategy?

No, but we anticipate using qualitative and/or quantitative analysis in the next two years

C3.1c

(C3.1c) Why does your organization not use climate-related scenario analysis to inform its strategy?

At Guidehouse, we believe that a sustainability strategy not only supports the transition towards a sustainable, low carbon society -- it also has strategic importance and the potential to lead to a more valuable company. That's why Guidehouse has committed to Science Based Targets (<https://sciencebasedtargets.org>), which means we will reduce our greenhouse gas emissions in line with the Paris Agreement's ambition to keep the global average temperature rise from climate change to well-below 2 degrees Celsius. We assess and reduce our energy and emissions footprint by selecting efficient office spaces, promoting the use of public transportation, and strengthening our procurement practices to include a focus on sustainability, i.e. green procurement. It is also why Guidehouse has expanded its service offerings in the Energy, Sustainability, and Infrastructure (ES&I) Segment from purely energy to energy and climate and now to energy, climate, and broader sustainability. Guidehouse is in the process of conducting a climate-related scenario analysis in line with the Task Force for Climate-related Financial Disclosures (TCFD) recommendations. We expect to complete this analysis and report on it publicly within the next year.

C3.1d

(C3.1d) Describe where and how climate-related risks and opportunities have influenced your strategy.

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	All of Guidehouse's service offerings are dependent on the operation of our global offices. Many of Guidehouse's offices are subject to acute risks, such as severe weather-related events, like flooding, wildfires and hurricanes. Business interruptions resulting from office closings can delay deliverables going to clients and cause delays in project schedules as Guidehouse staff adjust to the situation. Guidehouse also relies on air travel to serve its clients in many capacities. With a rise in severe weather events, travel is more often inconsistent, creating increased risk for Guidehouse, especially related to engagements that rely on frequent air travel. In addition, airline costs are rising and are expected to rise further as airlines try to reduce their GHG emissions with biofuels and other environmentally-friendly innovations. These increased costs create a risk for Guidehouse as well, due to our reliance on air travel to meet with clients. These weather events, however, also create opportunities for Guidehouse to evolve its service offerings. For example, Guidehouse produced a comprehensive Climate Action and Resiliency Plan for the city of San Antonio, and we have since expanded our resiliency offerings. Increasing global risks related to extreme weather events will require responses from clients, likely creating positive business opportunities for Guidehouse.
Supply chain and/or value chain	Yes	Guidehouse requires resiliency in its suppliers, as our suppliers are often critical to our ability to meet project deadlines and provide the quality of work that we pride ourselves in. For example, we rely on suppliers providing us with virtual services as well as physical ones; in 2018, Microsoft servers were down for a full business day due to the Houston flooding. While overall a moderate, negative impact, this instance interrupted our email services and effectively halted most communication to clients from Houston-based consultants. Risks like this, due to increased severity and frequency of weather events, are thoroughly evaluated by Guidehouse. Guidehouse is also developing green procurement guidelines to ensure climate-related risks and impacts are managed in our supply chain.
Investment in R&D	No	Due to the increasing interest in climate risks and related opportunities, Guidehouse updates its products and solutions accordingly. We invest in thought leadership relating to decarbonization of our society, meaning developing new solutions for reducing the climate impacts of utilities, (large) corporations and governments.
Operations	Yes	Operations of our offices, as mentioned before, is critical to our ability to serve our clients fully and on a timely manner. Unexpected delays and/or closures due to severe weather events interrupting our offices' normal operations can potentially hinder our ability to meet our usual levels of client satisfaction. We have seen flooding, wildfires, and hurricanes among other events interrupt operations of our offices, and we expect to see more in the future. Guidehouse's risk management and contingency plans have different risk profiles for different offices, due to the services they provide and the extreme weather events more likely in their area. Some examples of our higher-risk offices include our office in Tampa that serves as an IT hub and is at higher risk for hurricanes and our office in San Francisco that serves several key clients and is at higher risk for wildfires.

C3.1e

(C3.1e) Describe where and how climate-related risks and opportunities have influenced your financial planning.

	Financial planning elements that have been influenced	Description of influence
Row 1	Revenues Indirect costs	Guidehouse projects revenues regularly for all of its segments. The growth of climate, energy efficiency, and sustainability-related services is factored into our Energy, Sustainability, & Infrastructure (ES&I) Segment projections and could lead to positive revenue benefits. However, other segments could see their revenue decline due to aforementioned risks. Guidehouse's Life Sciences, Financial Services Advisory and Compliance (FSAC), and other segments are seeing increasing requests for climate-related reporting (performance and risks) from clients and potential clients. Guidehouse continues to build upon its programs, including purchasing renewable energy, identifying energy efficiency projects, purchasing green office supplies, selecting high-quality and energy-efficient office space, and funding the time of the internal Sustainability team working on the Sustainability pillar of the CSR Council. These activities will continue to be evaluated and will become more formally factored into budgets for indirect (operating) costs. Other indirect (operating) costs which are constantly changing are also factored into our quarterly budgeting process, such as changing costs of travel and differing costs of remote workers versus office employees.

C3.1f

(C3.1f) Provide any additional information on how climate-related risks and opportunities have influenced your strategy and financial planning (optional).

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Absolute target

C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

Target reference number

Abs 1

Year target was set

2020

Target coverage

Company-wide

Scope(s) (or Scope 3 category)

Scope 2 (market-based)

Base year

2019

Covered emissions in base year (metric tons CO2e)

0

Covered emissions in base year as % of total base year emissions in selected Scope(s) (or Scope 3 category)

100

Target year

2019

Targeted reduction from base year (%)

100

Covered emissions in target year (metric tons CO2e) [auto-calculated]

0

Covered emissions in reporting year (metric tons CO2e)

0

% of target achieved [auto-calculated]

<Calculated field>

Target status in reporting year

Achieved

Is this a science-based target?

Yes, we consider this a science-based target, but this target has not been approved as science-based by the Science-Based Targets initiative

Please explain (including target coverage)

Guidehouse is committed to a 100% renewable electricity goal and to purchasing renewable energy credits to offset the impact of our global electricity use. Guidehouse purchased 100% renewable electricity in 2019 and will continue to do so going forward, maintaining zero scope 2 emissions.

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?

Target(s) to increase low-carbon energy consumption or production

C4.2a

(C4.2a) Provide details of your target(s) to increase low-carbon energy consumption or production.

Target reference number

Low 1

Year target was set

2019

Target coverage

Company-wide

Target type: absolute or intensity

Absolute

Target type: energy carrier

Electricity

Target type: activity

Consumption

Target type: energy source

Renewable energy source(s) only

Metric (target numerator if reporting an intensity target)

Percentage

Target denominator (intensity targets only)

<Not Applicable>

Base year

2019

Figure or percentage in base year

100

Target year

2019

Figure or percentage in target year

100

Figure or percentage in reporting year

100

% of target achieved [auto-calculated]

<Calculated field>

Target status in reporting year

Achieved

Is this target part of an emissions target?

Yes, Abs1.

Is this target part of an overarching initiative?

No, it's not part of an overarching initiative

Please explain (including target coverage)

Guidehouse is committed to a 100% renewable electricity goal and to purchasing renewable energy credits to offset the impact of our global electricity use.

C4.3

(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Yes

C4.3a

(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	0	0
To be implemented*	0	0
Implementation commenced*	0	0
Implemented*	1	5166
Not to be implemented	0	0

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Low-carbon energy consumption	Low-carbon electricity mix
-------------------------------	----------------------------

Estimated annual CO2e savings (metric tonnes CO2e)

5166

Scope(s)

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

20000

Payback period

No payback

Estimated lifetime of the initiative

1-2 years

Comment

Every year, Guidehouse will purchase enough RECs to cover its electricity use through market-based Scope 2 accounting. Guidehouse did this for the first time to cover its 2018 energy use and bought RECs again to cover 2019 energy usage. Green-e Energy Certified New Renewables in a Multiple Mix REC were used to cover electricity use globally and company-wide.

C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
Employee engagement	Guidehouse established employee Green Teams in Q3 2018. These Green Teams are office-affiliated local teams which engage with others in their workspace to find ways to reduce energy use, waste creation, and water use. Green Teams come up with their own initiatives and creative ideas, which are often specific to their office, to reduce emissions from various sources such as electricity use and landfill waste and create a greener environment in ways that could not be achieved through a top-down program. Teams can submit business cases to acquire funding for ideas which reduce emissions but cost more than their office budget allows. Investment is driven not by corporate policy, but by grassroots efforts carried out by teams of dedicated, driven employees who are passionate about working in a sustainable environment. Teams use a forum to share their ideas with other Guidehouse offices, thereby spreading ideas around the company and helping reach a broader audience than just their local office space. Guidehouse's Green Teams currently include over 120 employees in almost 30 offices globally.
Marginal abatement cost curve	Guidehouse evaluates the costs and benefits of addressing its climate impacts and climate risks. In 2017, Guidehouse created a marginal abatement cost curve showing the abatement potential and net present value for investments in emissions reductions. Guidehouse has used this to drive investment in emission reduction activities, starting with reduction activities whose net present value is the most attractive. For example, members of the internal Sustainability team continue to work with the Corporate Real Estate department to prioritize energy efficiency and green criteria in the selection of new office spaces, including coworking spaces.

C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products or do they enable a third party to avoid GHG emissions?

Yes

C4.5a

(C4.5a) Provide details of your products and/or services that you classify as low-carbon products or that enable a third party to avoid GHG emissions.

Level of aggregation

Company-wide

Description of product/Group of products

By purchasing 100% renewable electricity for our offices, we minimize our scope 1&2 footprint. This provides our clients with low-carbon professional services and reduces emissions in their scope 3 footprints.

Are these low-carbon product(s) or do they enable avoided emissions?

Avoided emissions

Taxonomy, project or methodology used to classify product(s) as low-carbon or to calculate avoided emissions

Please select

% revenue from low carbon product(s) in the reporting year

100

% of total portfolio value

<Not Applicable>

Asset classes/ product types

<Not Applicable>

Comment

Level of aggregation

Group of products

Description of product/Group of products

Our Energy, Sustainability, & Infrastructure (ES&I) Segment's professionals provide full lifecycle solutions that help clients transform their businesses in a rapidly changing energy environment, manage complexity, accelerate operational performance, meet compliance requirements and transform their organizations and systems. Clients of this segment include utility and energy companies, government and nongovernmental organizations, large corporations, product manufacturers, and investors. The segment has grown through a combination of investments in hiring, solution development and acquisitions. These investments have expanded our operations in key markets and geographies and over time have broadened our service offerings to more effectively help our clients respond to and capitalize on the global transformation occurring within the energy sector. We have also grown our benchmarking, data, and research services which now enable us to offer a broad array of market research capabilities. Additionally, our November 2016 acquisition of Ecofys Investments B.V. (Ecofys), an international consulting company specializing in renewable energy and sustainability, now operating under the Guidehouse name, has provided us with a European platform to augment our capabilities in energy policy, climate strategies, energy systems and markets, urban energy, and sustainability services.

Are these low-carbon product(s) or do they enable avoided emissions?

Avoided emissions

Taxonomy, project or methodology used to classify product(s) as low-carbon or to calculate avoided emissions

Please select

% revenue from low carbon product(s) in the reporting year

% of total portfolio value

<Not Applicable>

Asset classes/ product types

<Not Applicable>

Comment

C5. Emissions methodology

C5.1

(C5.1) Provide your base year and base year emissions (Scopes 1 and 2).

Scope 1

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

1192

Comment

Scope 2 (location-based)

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

5089

Comment

Scope 2 (market-based)

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

0

Comment

C5.2

(C5.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

C6. Emissions data

C6.1

(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)

1192

Start date

<Not Applicable>

End date

<Not Applicable>

Comment

C6.2

(C6.2) Describe your organization's approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based

We are reporting a Scope 2, location-based figure

Scope 2, market-based

We are reporting a Scope 2, market-based figure

Comment

C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

Scope 2, location-based

5089

Scope 2, market-based (if applicable)

0

Start date

<Not Applicable>

End date

<Not Applicable>

Comment

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1 and Scope 2 emissions that are within your selected reporting boundary which are not included in your disclosure?

No

C6.5

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status

Relevant, calculated

Metric tonnes CO2e

20962

Emissions calculation methodology

Emissions from purchased goods and services are a significant contributor to Guidehouse's footprint. The largest emissions within this category are accommodation services, building upkeep services, and consultancy services. Due to the merger that Guidehouse went through in 2019, this data was not yet available for the newly-combined organization—therefore, legacy Navigant's 2018 footprint was scaled-up using the change in FTE from 2018 to 2019. UK DEFRA emission factors were used from Table 13 – Indirect emissions from the supply chain (2014) and from the Full Factor Set for hotel stay. DEFRA's Table 13 emission factors include CO₂, CH₄, and N₂O, using the IPCC Fourth Assessment Report. Each spend line item (minus those calculated elsewhere, such as utilities and flights) was assigned a DEFRA emission factor based on its general category and was multiplied through to find emissions associated with the good or service. Finally, we corrected the value for "Computer programming, consultancy and related services" by using our own Scope 1 and 2 emissions (market-based) divided by our revenue to find a better emission factor for the consultancy services that we buy. Amount of total hotel-nights was found and multiplied by DEFRA's "Hotel Stay" EF, using IPCC Fourth Assessment GWP values. This is in line with GHG Protocol Scope 3 guidance.

Percentage of emissions calculated using data obtained from suppliers or value chain partners

Please explain

Capital goods

Evaluation status

Not relevant, explanation provided

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

According to the criteria from the GHG Protocol to identify relevant Scope 3 activities, we consider that this category is not relevant. Guidehouse is a professional services company which provides services without manufacturing or producing any goods. This category can be considered de minimis for our operations.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

Evaluation status

Relevant, calculated

Metric tonnes CO2e

1909

Emissions calculation methodology

Scope 3 emissions from fuel and energy-related activities were calculated by finding the well-to-tank emissions associated with all of Guidehouse's Scope 1 and 2 fuel and electricity usage. UK DEFRA (2017 and 2018) emission factors were used to find the total well-to-tank emission from electricity by summing the emission factors for transmission and distribution as well as generational losses. All factors were available by country. Fuel emission factors for natural gas and diesel were also taken from UK DEFRA (2018) and applied to Navigant's fuel use. All factors were already in terms of CO2e, based on the IPCC Fourth Assessment GWP values. This is in line with GHG Protocol Scope 3 guidance.

Percentage of emissions calculated using data obtained from suppliers or value chain partners

Please explain

Upstream transportation and distribution

Evaluation status

Not relevant, explanation provided

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

According to the criteria from the GHG Protocol to identify relevant Scope 3 activities, we consider that this category is not relevant. This category contributes a very small percentage of our scope 3 footprint, as Guidehouse's service is not associated with paying for goods to be transported and can therefore be considered de minimis.

Waste generated in operations

Evaluation status

Not relevant, explanation provided

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

According to the criteria from the GHG Protocol to identify relevant Scope 3 activities, we consider that this category is not relevant. Although waste is generated at our offices, we have recycling and composting in place in many offices and our day-to-day operations create minimal waste, since we are a professional services company. We therefore consider this de minimis.

Business travel

Evaluation status

Relevant, calculated

Metric tonnes CO2e

14735

Emissions calculation methodology

Business travel is one of the largest single categories of Guidehouse's Scope 3 emissions. Business travel emissions were calculated using data obtained from Guidehouse's travel agencies. Due to the merger that Guidehouse went through in 2019, the organization operated using several travel agencies, and some travel arrangements were made outside of the agencies (in 2020, all travel will be booked using one travel agency). Therefore, for some of the company, legacy data was used from the previous year, and for the rest of the company, actual 2019 mileage data was used. Our travel agencies supplied us with specific numbers of flight segments. For some of the flights, these were broken into categories by seat type (e.g., "Long Distance – Economy" or "Medium Distance – Other"), though for others we assigned the category based on flight distance (UK DEFRA specifies >3700 km as long-haul) and company seat-selection policy. Guidehouse then used UK DEFRA (2018) emission factors to convert each category's total mileage to an emissions value. These emission factors considered radiative forcing and included CO2, CH4, and N2O, using IPCC Fourth Assessment GWP values. These emission values were then scaled up to account for employees who booked travel outside travel agencies. This is in line with GHG Protocol Scope 3 guidance.

Percentage of emissions calculated using data obtained from suppliers or value chain partners

Please explain

Employee commuting

Evaluation status

Relevant, calculated

Metric tonnes CO2e

15047

Emissions calculation methodology

Employee commuting was calculated using data obtained by a survey conducted in early 2020. This survey was sent to all Guidehouse employees and had a response rate of over 10% globally. The survey found how often employees commute weekly, how far they travel, and what mode they used to get to various work locations. Respondents were asked to provide this information for 2019 and 2020 (both before and after the pandemic changed many employee's working locations). From this data, average commuting emission intensity per FTE in various regions and by office were found, using transportation-specific UK DEFRA emission factors and IPCC Fourth Assessment GWP values. This data was extrapolated to all offices and employees worldwide based on region and office reply rate, providing us with our total commuting emissions. This is in line with GHG Protocol Scope 3 guidance.

Percentage of emissions calculated using data obtained from suppliers or value chain partners

Please explain

Upstream leased assets

Evaluation status

Not relevant, explanation provided

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

According to the criteria from the GHG Protocol to identify relevant Scope 3 activities, we consider that this category is not relevant. Guidehouse has operational control over all of its leased facilities and assets, which include all of our offices, so they have been included in our Scope 1 and 2 footprint. Guidehouse has no more significant leased assets, so this category can be considered de minimis.

Downstream transportation and distribution

Evaluation status

Not relevant, explanation provided

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

According to the criteria from the GHG Protocol to identify relevant Scope 3 activities, we consider that this category is not relevant. Guidehouse is a professional services company and therefore does not transport or distribute products, so this category can be considered de minimis.

Processing of sold products

Evaluation status

Not relevant, explanation provided

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

According to the criteria from the GHG Protocol to identify relevant Scope 3 activities, we consider that this category is not relevant. Guidehouse is a professional services company and therefore does not process sold products, so this category can be considered de minimis.

Use of sold products

Evaluation status

Not relevant, explanation provided

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

According to the criteria from the GHG Protocol to identify relevant Scope 3 activities, we consider that this category is not relevant. Guidehouse is a professional services company and therefore does not sell products, so this category can be considered de minimis.

End of life treatment of sold products

Evaluation status

Not relevant, explanation provided

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

According to the criteria from the GHG Protocol to identify relevant Scope 3 activities, we consider that this category is not relevant. Guidehouse is a professional services company and therefore does sell products, so this category can be considered de minimis.

Downstream leased assets

Evaluation status

Not relevant, explanation provided

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

According to the criteria from the GHG Protocol to identify relevant Scope 3 activities, we consider that this category is not relevant. Guidehouse does not lease any holdings which it owns to other parties, so this category can be considered de minimis.

Franchises

Evaluation status

Not relevant, explanation provided

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

According to the criteria from the GHG Protocol to identify relevant Scope 3 activities, we consider that this category is not relevant. Guidehouse is a professional services company and therefore does not have a franchise structure, so this category can be considered de minimis.

Investments

Evaluation status

Not relevant, explanation provided

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

According to the criteria from the GHG Protocol to identify relevant Scope 3 activities, we consider that this category is not relevant. Guidehouse does not have significant emissions associated with investments, so this category can be considered de minimis.

Other (upstream)

Evaluation status

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Other (downstream)

Evaluation status

Metric tonnes CO2e

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

No

C6.10

(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Intensity figure

0.1373

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

1192

Metric denominator

full time equivalent (FTE) employee

Metric denominator: Unit total

8679

Scope 2 figure used

Market-based

% change from previous year

45

Direction of change

Decreased

Reason for change

In 2019, Guidehouse merged with Navigant Consulting, Inc. and grew significantly in employee count. The figure from 2018 (0.2490 MT CO2e/FTE) represents just legacy Navigant's intensity, excluding legacy Guidehouse's emissions and FTEs. The Guidehouse 2018 intensity should be included per the GHG Protocol, however the data was not available. The merger led Guidehouse to consolidate some of its office spaces. By closing some of the more energy-intensive offices and further consolidating multiple operations into one, as well as increasing the use of coworking spaces, Guidehouse kept our Scope 1&2 footprint relatively constant compared to legacy Navigant's 2018 footprint. With the increase of FTEs, this similar footprint led to a significant reduction in intensity per FTE.

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Yes

C7.1a

(C7.1a) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used greenhouse warming potential (GWP).

Greenhouse gas	Scope 1 emissions (metric tons of CO2e)	GWP Reference
CO2	1190	IPCC Fourth Assessment Report (AR4 - 100 year)
CH4	1	IPCC Fourth Assessment Report (AR4 - 100 year)
N2O	1	IPCC Fourth Assessment Report (AR4 - 100 year)

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/region.

Country/Region	Scope 1 emissions (metric tons CO2e)
Belgium	0.4
Canada	13.3
China	0.2
Germany	34.2
India	87
Netherlands	29.2
South Africa	4.2
Republic of Korea	0.4
United Republic of Tanzania	3.4
United Arab Emirates	0.3
United Kingdom of Great Britain and Northern Ireland	30.2
United States of America	989

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By business division

C7.3a

(C7.3a) Break down your total gross global Scope 1 emissions by business division.

Business division	Scope 1 emissions (metric ton CO2e)
North America	1002
Europe	94
Asia Pacific	0.6
Middle East	0.3
India	87
Africa	7.5

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/region.

Country/Region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)	Purchased and consumed electricity, heat, steam or cooling (MWh)	Purchased and consumed low-carbon electricity, heat, steam or cooling accounted for in Scope 2 market-based approach (MWh)
Belgium	0.5	0	3.2	3.2
Canada	2.4	0	60.9	60.9
China	1	0	1.6	1.6
Germany	28.6	0	68.2	68.2
India	1519	0	2100	2100
Netherlands	61.6	0	140.5	140.5
South Africa	32.2	0	35.6	35.6
Republic of Korea	1.5	0	6.8	6.8
United Republic of Tanzania	19.2	0	63.4	63.4
United Arab Emirates	4	0	6.1	6.1
United Kingdom of Great Britain and Northern Ireland	34.3	0	138.7	138.7
United States of America	3385	0	7948	7948

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

By business division

C7.6a

(C7.6a) Break down your total gross global Scope 2 emissions by business division.

Business division	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
North America	3388	0
Europe	125	0
Asia Pacific	2.5	0
Middle East	4	0
India	1519	0
Africa	51.4	0

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Decreased

C7.9a

(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

	Change in emissions (metric tons CO2e)	Direction of change	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	0	No change	0	
Other emissions reduction activities	0	No change	0	
Divestment	0	No change	0	
Acquisitions	0	No change	0	
Mergers	88	Decreased	6.8	This value was found by using the formula (Change in Scope 1&2 emissions) / (Previous year Scope 1&2 emissions) x 100. In 2019, Guidehouse merged with Navigant Consulting, Inc. and grew significantly in employee count. The figure from 2018 (1,280 metric tonnes CO2e) represents just legacy Navigant, excluding legacy Guidehouse's emissions. The Guidehouse 2018 intensity should be included per the GHG Protocol, however the data was not available. The merger led Guidehouse to consolidate some of its office spaces. By closing some of the more energy-intensive offices and further consolidating multiple operations into one, as well as increasing the use of coworking spaces, Guidehouse kept our Scope 1&2 footprint relatively constant compared to legacy Navigant's 2018 footprint.
Change in output	0	No change	0	
Change in methodology	0	No change	0	
Change in boundary	0	No change	0	
Change in physical operating conditions	0	No change	0	
Unidentified	0	No change	0	
Other	0	No change	0	

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?

More than 0% but less than or equal to 5%

C8.2

(C8.2) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	No
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	No
Generation of electricity, heat, steam, or cooling	No

C8.2a

(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	HHV (higher heating value)	0	6283	6283
Consumption of purchased or acquired electricity	<Not Applicable>	10574	0	10574
Consumption of purchased or acquired heat	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired steam	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired cooling	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of self-generated non-fuel renewable energy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Total energy consumption	<Not Applicable>	10574	6283	16857

C8.2b

(C8.2b) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	No
Consumption of fuel for the generation of heat	Yes
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

C8.2c

(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Fuels (excluding feedstocks)

Natural Gas

Heating value

HHV (higher heating value)

Total fuel MWh consumed by the organization

5940

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self-cogeneration or self-trigeneration

<Not Applicable>

Emission factor

7.39

Unit

kg CO2e per gallon

Emissions factor source

US EPA Emission Factors for Greenhouse Gas Inventories, 2018

Comment

Fuels (excluding feedstocks)

Diesel

Heating value

HHV (higher heating value)

Total fuel MWh consumed by the organization

344

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self-cogeneration or self-trigeneration

<Not Applicable>

Emission factor

10.24

Unit

kg CO2e per gallon

Emissions factor source

US EPA Emission Factors for Greenhouse Gas Inventories, 2018

Comment

C8.2e

(C8.2e) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero emission factor in the market-based Scope 2 figure reported in C6.3.

Sourcing method

Unbundled energy attribute certificates, Renewable Energy Certificates (RECs)

Low-carbon technology type

Wind

Country/region of consumption of low-carbon electricity, heat, steam or cooling

United States of America

MWh consumed accounted for at a zero emission factor

7948

Comment**Sourcing method**

Unbundled energy attribute certificates, Renewable Energy Certificates (RECs)

Low-carbon technology type

Low-carbon energy mix

Country/region of consumption of low-carbon electricity, heat, steam or cooling

Canada

MWh consumed accounted for at a zero emission factor

60.9

Comment

Sourcing method

Unbundled energy attribute certificates, Renewable Energy Certificates (RECs)

Low-carbon technology type

Low-carbon energy mix

Country/region of consumption of low-carbon electricity, heat, steam or cooling

South Africa

MWh consumed accounted for at a zero emission factor

35.6

Comment

Sourcing method

Unbundled energy attribute certificates, Renewable Energy Certificates (RECs)

Low-carbon technology type

Low-carbon energy mix

Country/region of consumption of low-carbon electricity, heat, steam or cooling

United Republic of Tanzania

MWh consumed accounted for at a zero emission factor

63.4

Comment

Sourcing method

Unbundled energy attribute certificates, International REC Standard (I-RECs)

Low-carbon technology type

Low-carbon energy mix

Country/region of consumption of low-carbon electricity, heat, steam or cooling

India

MWh consumed accounted for at a zero emission factor

2100

Comment

Sourcing method

Unbundled energy attribute certificates, International REC Standard (I-RECs)

Low-carbon technology type

Low-carbon energy mix

Country/region of consumption of low-carbon electricity, heat, steam or cooling

United Arab Emirates

MWh consumed accounted for at a zero emission factor

6.1

Comment

Sourcing method

Unbundled energy attribute certificates, International REC Standard (I-RECs)

Low-carbon technology type

Low-carbon energy mix

Country/region of consumption of low-carbon electricity, heat, steam or cooling

China

MWh consumed accounted for at a zero emission factor

1.6

Comment

Sourcing method

Unbundled energy attribute certificates, International REC Standard (I-RECs)

Low-carbon technology type

Low-carbon energy mix

Country/region of consumption of low-carbon electricity, heat, steam or cooling

Republic of Korea

MWh consumed accounted for at a zero emission factor

6.8

Comment

Sourcing method

Unbundled energy attribute certificates, Guarantees of Origin

Low-carbon technology type

Low-carbon energy mix

Country/region of consumption of low-carbon electricity, heat, steam or cooling

United Kingdom of Great Britain and Northern Ireland

MWh consumed accounted for at a zero emission factor

138.7

Comment

Sourcing method

Unbundled energy attribute certificates, Guarantees of Origin

Low-carbon technology type

Low-carbon energy mix

Country/region of consumption of low-carbon electricity, heat, steam or cooling

Germany

MWh consumed accounted for at a zero emission factor

68.2

Comment

Sourcing method

Unbundled energy attribute certificates, Guarantees of Origin

Low-carbon technology type

Low-carbon energy mix

Country/region of consumption of low-carbon electricity, heat, steam or cooling

Netherlands

MWh consumed accounted for at a zero emission factor

140.5

Comment

Sourcing method

Unbundled energy attribute certificates, Guarantees of Origin

Low-carbon technology type

Low-carbon energy mix

Country/region of consumption of low-carbon electricity, heat, steam or cooling

Belgium

MWh consumed accounted for at a zero emission factor

3.2

Comment

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	No third-party verification or assurance
Scope 2 (location-based or market-based)	No third-party verification or assurance
Scope 3	No third-party verification or assurance

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

No, but we are actively considering verifying within the next two years

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

No, and we do not anticipate being regulated in the next three years

C11.2

(C11.2) Has your organization originated or purchased any project-based carbon credits within the reporting period?

No

C11.3

(C11.3) Does your organization use an internal price on carbon?

No, and we do not currently anticipate doing so in the next two years

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

- Yes, our suppliers
- Yes, our customers

C12.1a

(C12.1a) Provide details of your climate-related supplier engagement strategy.

Type of engagement
Compliance & onboarding

Details of engagement
Climate change is integrated into supplier evaluation processes

% of suppliers by number

% total procurement spend (direct and indirect)

% of supplier-related Scope 3 emissions as reported in C6.5

Rationale for the coverage of your engagement

This engagement strategy reflects selection of office, food and beverage suppliers based on environmental impact. This covers all offices as well as corporate events. Guidehouse has developed internal mechanisms to document progress and a baseline as well as help individual offices with these categories. The full supplier-selection strategy is planned to roll out in 2020.

Impact of engagement, including measures of success

This engagement began this year and is thus in early stages of implementation. Although the corporate guidance is still in the process of being finalized, individual offices have begun to make changes to their purchased supplies. Some offices have switched to more sustainable mugs, to compostable coffee cups, and to better dishware. When the corporate guidance is finished, it is expected that offices will have a formalized pathway for best practice purchasing and supplier selection. Our employee-lead, company-wide green teams have helped certain offices switch to more sustainable products already.

Comment

Type of engagement
Engagement & incentivization (changing supplier behavior)

Details of engagement
Other, please specify (Collaboration with supplier to select sustainable materials)

% of suppliers by number

% total procurement spend (direct and indirect)

1

% of supplier-related Scope 3 emissions as reported in C6.5

1

Rationale for the coverage of your engagement

Guidehouse has worked with our print vendor to ensure that all collateral, stationary, pocket folders and proposal covers printed for Guidehouse are on Forest Stewardship Council-certified paper. FSC-certification standards ensure that all products come from responsibly managed sources by managing certifications at every step along the supply chain. Our print vendor also uses soy-based inks (low-VOC) for products on the conventional offset press.

Impact of engagement, including measures of success

The paper supplied to Guidehouse is used for many of our deliverables, which are the main product of our company. Getting FSC-certified materials greatly lessens the impact of our product.

Comment

C12.1b

(C12.1b) Give details of your climate-related engagement strategy with your customers.

Type of engagement
Collaboration & innovation

Details of engagement
Other, please specify (Providing sustainability services to our clients)

% of customers by number

% of customer - related Scope 3 emissions as reported in C6.5

0

Portfolio coverage (total or outstanding)

<Not Applicable>

Please explain the rationale for selecting this group of customers and scope of engagement

We are actively working with our clients, governments, and other entities in promoting solutions towards long-term environmental sustainability. Our energy consultants collaborate with utilities and energy companies, investors and large corporations, and governments and NGOs to help them thrive in the rapidly changing energy environment and on the journey to a decarbonized society.

Impact of engagement, including measures of success

Our Energy, Sustainability, & Infrastructure segment's professionals provide full lifecycle solutions that help clients transform their businesses in a rapidly changing energy environment, manage complexity, accelerate operational performance, meet compliance requirements and transform their organizations and systems. Clients of this segment include utility and energy companies, government and nongovernmental organizations, large corporations, product manufacturers, and investors. The segment has grown through a combination of investments in hiring, solution development and acquisitions. These investments have expanded our operations in key markets and geographies and over time have broadened our service offerings to more effectively help our clients respond to and capitalize on the global transformation occurring within the energy sector. We have also grown our benchmarking, data, and research services which now enable us to offer a broad array of market research capabilities. Additionally, our November 2016 acquisition of Ecofys Investments B.V. (Ecofys), an international consulting company specializing in renewable energy and sustainability, now operating under the Guidehouse name, has provided us with a European platform to augment our capabilities in energy policy, climate strategies, energy systems and markets, urban energy, and sustainability services.

C12.3

(C12.3) Do you engage in activities that could either directly or indirectly influence public policy on climate-related issues through any of the following?

Direct engagement with policy makers
Trade associations

C12.3a

(C12.3a) On what issues have you been engaging directly with policy makers?

Focus of legislation	Corporate position	Details of engagement	Proposed legislative solution
Mandatory carbon reporting	Support with minor exceptions	We have supported policy makers in the design and evaluation of clean energy, energy efficiency, cooling and climate change strategy and legislation as well as regulations (both strategy and implementation).	
Carbon tax	Support with minor exceptions	We have supported policy makers in the design and evaluation of clean energy, energy efficiency, cooling and climate change strategy and legislation as well as regulations (both strategy and implementation).	
Energy efficiency	Support with minor exceptions	We have supported policy makers in the design and evaluation of clean energy, energy efficiency, cooling and climate change strategy and legislation as well as regulations (both strategy and implementation).	
Clean energy generation	Support with minor exceptions	We have supported policy makers in the design and evaluation of clean energy, energy efficiency, cooling and climate change strategy and legislation as well as regulations (both strategy and implementation).	
Adaptation or resilience	Support with minor exceptions	We have supported policy makers in the design and evaluation of clean energy, energy efficiency, cooling and climate change strategy and legislation as well as regulations (both strategy and implementation).	
Climate finance	Support with minor exceptions	We have supported policy makers in the design and evaluation of clean energy, energy efficiency, cooling and climate change strategy and legislation as well as regulations (both strategy and implementation).	
Other, please specify (Energy sector reform)	Support with minor exceptions	We have supported policy makers in the design and evaluation of clean energy, energy efficiency, cooling and climate change strategy and legislation as well as regulations (both strategy and implementation).	
Other, please specify (Decarbonization strategy and pathways)	Support with minor exceptions	We have supported policy makers in the design and evaluation of clean energy, energy efficiency, cooling and climate change strategy and legislation as well as regulations (both strategy and implementation).	
Other, please specify (Energy Transition in relation to the F-Gas regulations and the Montreal Protocol and Energy Efficiency in Buildings)	Support with minor exceptions	We have supported policy makers in the design and evaluation of clean energy, energy efficiency, cooling and climate change strategy and legislation as well as regulations (both strategy and implementation).	

C12.3b

(C12.3b) Are you on the board of any trade associations or do you provide funding beyond membership?

Yes

C12.3c

(C12.3c) Enter the details of those trade associations that are likely to take a position on climate change legislation.

Trade association

Center for Resource Solutions

Is your position on climate change consistent with theirs?

Consistent

Please explain the trade association's position

Center for Resource Solutions (CRS) creates policy and market solutions to advance sustainable energy. CRS is a national nonprofit with global impact. It develops expert responses to climate change issues with the speed and effectiveness necessary to provide real-time solutions. Its leadership through collaboration and environmental innovation builds policies and consumer-protection mechanisms in renewable energy, greenhouse gas reductions, and energy efficiency that foster healthy and sustained growth in national and international markets.

How have you influenced, or are you attempting to influence their position?

Participation in Board of Directors on a voluntary basis

Trade association

Center for Sustainable Energy

Is your position on climate change consistent with theirs?

Consistent

Please explain the trade association's position

The Center for Sustainable Energy is a non-profit with one simple mission – decarbonize. CSE leads the charge to create and accelerate sustainable energy programs that open and advance markets across the nation. They have more than 20 years' experience assisting governments, regulators, utilities, businesses, consumers and, most recently, community choice aggregators. They run multimillion and even billion-dollar programs in clean transportation, renewable energy and the built environment. CSE is known for their expertise in the integration of sustainable energy technologies, policies and practices needed to create connected systems of distributed energy resources and electrified transportation. LINK: <https://energycenter.org/>

How have you influenced, or are you attempting to influence their position?

Participation in Board of Directors on a voluntary basis

Trade association

ENTSO-E

Is your position on climate change consistent with theirs?

Consistent

Please explain the trade association's position

ENTSO-E, the European Network of Transmission System Operators for Electricity, represents 43 electricity transmission system operators (TSOs) from 36 countries across Europe. ENTSO-E was established and given legal mandates by the EU's Third Legislative Package for the Internal Energy Market in 2009, which aims at further liberalizing the gas and electricity markets in the EU. ENTSO-E members share the objective of setting up the internal energy market and ensuring its optimal functioning, and of supporting the ambitious European energy and climate agenda. One of the important issues on today's agenda is the integration of a high degree of Renewables in Europe's energy system, the development of consecutive flexibility, and a much more customer centric approach than in the past.

How have you influenced, or are you attempting to influence their position?

Trade association

ENTSO-G

Is your position on climate change consistent with theirs?

Consistent

Please explain the trade association's position

The role of the European Network of Transmission System Operators for Gas (ENTSO-G) is to facilitate and enhance cooperation among national gas transmission system operators (TSOs) across Europe to ensure the development of a pan-European transmission system in line with European Union energy goals.

How have you influenced, or are you attempting to influence their position?

Trade association

Energy Networks Association

Is your position on climate change consistent with theirs?

Consistent

Please explain the trade association's position

Energy Networks Association (ENA) represents the 'wires and pipes' transmission and distribution network operators for gas and electricity in the UK and Ireland. Our members control and maintain the critical national infrastructure that delivers these vital services into our homes and businesses. ENA's overriding goals are to promote the UK and Ireland energy networks ensuring our networks are the safest, most reliable, most efficient and sustainable in the world. We influence decision-makers on issues that are important to our members. These include the development and deployment of smart technology.

How have you influenced, or are you attempting to influence their position?

C12.3f

(C12.3f) What processes do you have in place to ensure that all of your direct and indirect activities that influence policy are consistent with your overall climate change strategy?

C12.4

(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Publication

In voluntary communications

Status

Complete

Attach the document

Page/Section reference

<https://guidehouse.com/about/environmental-sustainability>

Content elements

Strategy

Emissions figures

Emission targets

Other metrics

Comment

No document attached. Please see link in "Page/Section Reference".

Publication

In voluntary sustainability report

Status

Underway – this is our first year

Attach the document

Page/Section reference

Content elements

Governance

Strategy

Risks & opportunities

Emissions figures

Emission targets

Other metrics

Comment

The report will be released later this year.

C15. Signoff

C-FI

(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

C15.1

(C15.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	Chief Executive Officer (CEO)	Chief Executive Officer (CEO)

SC. Supply chain module

SC0.0

(SC0.0) If you would like to do so, please provide a separate introduction to this module.

As a private company, Guidehouse does not publicly disclose financial results.

SC0.1

(SC0.1) What is your company's annual revenue for the stated reporting period?

	Annual Revenue
Row 1	

SC0.2

(SC0.2) Do you have an ISIN for your company that you would be willing to share with CDP?

No

SC1.1

(SC1.1) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

Requesting member

Prudential Financial, Inc.

Scope of emissions

Scope 1

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO₂e

12

Uncertainty (±%)

Major sources of emissions

Office energy usage (since we are only including scope 1 & 2). If we were to include our scope 3 emissions, our emissions are dominated by our business travel, commuting, and purchased goods and services (all of which are typically hotspots for professional services firms).

Verified

No

Allocation method

Allocation based on the market value of products purchased

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

We provide a conservative estimate of emissions attributable to Prudential based on revenue (rounded up). Our company's scope 1 & 2 emissions are minimal, due to the nature of our operations (office-based work) and our purchase of 100% renewable electricity for our offices.

SC1.2

(SC1.2) Where published information has been used in completing SC1.1, please provide a reference(s).

SC1.3

(SC1.3) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Allocation challenges	Please explain what would help you overcome these challenges
Customer base is too large and diverse to accurately track emissions to the customer level	
Doing so would require we disclose business sensitive/proprietary information	

SC1.4

(SC1.4) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Yes

SC1.4a

(SC1.4a) Describe how you plan to develop your capabilities.

SC2.1

(SC2.1) Please propose any mutually beneficial climate-related projects you could collaborate on with specific CDP Supply Chain members.

Requesting member

Prudential Financial, Inc.

Group type of project

Change to supplier operations

Type of project

Other, please specify (Low-carbon business travel)

Emissions targeted

Actions that would reduce our own supply chain emissions (our own scope 3)

Estimated timeframe for carbon reductions to be realized

0-1 year

Estimated lifetime CO2e savings

1

Estimated payback

Other, please specify (Offsets will be an expenditure)

Details of proposal

Guidehouse can provide carbon-free consulting services by purchasing gold standard offsets for any business travel associated with our work for Prudential.

Requesting member

Prudential Financial, Inc.

Group type of project

Other, please specify (Partnership)

Type of project

Other, please specify (Partnership)

Emissions targeted

Actions to reduce customers' operational emissions (customer scope 1 & 2)

Estimated timeframe for carbon reductions to be realized

0-1 year

Estimated lifetime CO2e savings

30

Estimated payback

Cost/saving neutral

Details of proposal

Guidehouse, industry experts in decarbonization, can support Prudential's GHG quantification and reduction strategies.

SC2.2

(SC2.2) Have requests or initiatives by CDP Supply Chain members prompted your organization to take organizational-level emissions reduction initiatives?

No

SC3.1

(SC3.1) Do you want to enroll in the 2020-2021 CDP Action Exchange initiative?

Yes

SC3.1a

(SC3.1a) Identify which member(s), if any, have motivated you to take part in Action Exchange this year.

Please select

SC3.1b

(SC3.1b) Select the types of emissions reduction activities that your company would like support in analyzing or in implementing in the next reporting year.

Please select

SC3.1c

(SC3.1c) As part of Action Exchange, would you like facility level analysis?

Please select

SC3.2

(SC3.2) Is your company a participating supplier in CDP's 2019-2020 Action Exchange initiative?

No

SC4.1

(SC4.1) Are you providing product level data for your organization's goods or services?

No, I am not providing data

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I am submitting to	Public or Non-Public Submission	Are you ready to submit the additional Supply Chain Questions?
I am submitting my response	Investors Customers	Public	Yes, submit Supply Chain Questions now

Please confirm below

I have read and accept the applicable Terms