

Carbon Reduction Plan

Our commitment to achieving net zero
January 2025

The Science Based Targets initiative (SBTi) has verified our net-zero science-based target by 2040. We define Net Zero in accordance with the most ambitious and strict criteria, science-based net zero, as defined by the SBTi.

Reporting scope and methodology

Reporting Period: The reporting period is the 2023/24 financial year, 1 May to 31 March (11-month period due to change in financial year). The baseline year is 2021/22.

Data Coverage: The footprint reported in the Carbon Reduction Plan consists of the following data points:

- Scope 1 – combustion of natural gas
- Scope 1 – combustion of vehicle fuel for company fleet
- Scope 1 – fugitive emissions from air conditioning units
- Scope 2 – purchased electricity (market-based and location-based)
- Scope 3 (Category 4) – upstream transportation and distribution
- Scope 3 (Category 5) – waste generated in operations
- Scope 3 (Category 6) – business travel, *including hotel stays*
- Scope 3 (Category 7) – employee commuting, *including homeworking*

Downstream transportation and distribution (Category 9) are not applicable to Clarke Willmott as a service-based company.

Methodology: The GHG emissions were calculated using operational control as the organisational boundary, in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.

Emissions footprint

Reporting Coverage	Scope and Category	Emissions (tCO ₂ e)		
		Baseline Year 1 May 2021 – 30 April 2022	Previous Year 1 May 2022 – 30 April 2023	Most Recent Year (11 months) 1 May 2023 – 31 March 2024
Mandatory Reporting Including Required Subset of Scope 3 Categories Only	Scope 1	170	143	42
	Scope 2 (Market-Based)	35	3	21
	Scope 2 (Location-Based)	382	308	120
	Scope 3	583	812	596
	Category 4: Upstream transportation and distribution	72	63	46
	Category 5: Waste generated in operations	3	8	2
	Category 6: Business travel	42	94	120
	Category 7: Employee commuting	466	646	428
	All Scopes Total (Market-Based) All Scopes Total (Location-Based)	788 1135	957 1263	659 738
Additional Reporting * Including All Scope 3 Categories	Scope 3	2038	1783	2329
	All Scopes Total (Market-Based)	2243	1928	2391
	All Scopes Total (Location-Based)	2590	2233	2492

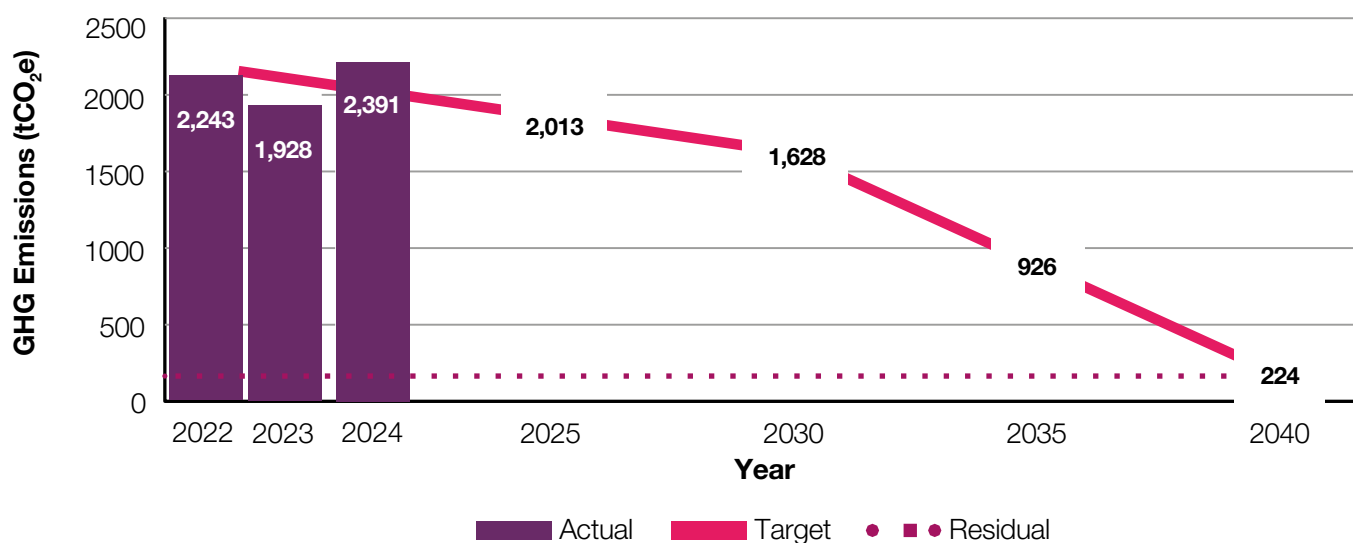
* As Clarke Willmott has measured 100% of the footprint, additional reporting includes all categories of Scope 3 beyond those required for Carbon Reduction Plan.

Emissions reduction targets

To continue our progress to achieving Net-Zero by 2040, we have set near-term science-based targets. We project our Scope 1 and 2 carbon emissions will decrease by 50% by 2030 and our Scope 3 by 25%.

Progress against these targets can be seen in the graph below:

Carbon Reduction: Projected vs Actual



Please note the above reduction target includes 100% of Clarke Willmott's emissions, and therefore covers Scope 3 categories beyond those set out in the Reporting Scope and Methodology section. Once the 90% reduction in emissions has been achieved, Clarke Willmott will remove the remaining residual emissions through permanent, nature-or technology-based solutions.

Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2021/2022 baseline.

- Our environmental management system across the UK is UKAS certified to ISO 14001.
- Our near-term and net-zero science-based targets have been validated by the SBTi.
- Our property portfolio has been reviewed to reflect occupancy demand and environmental considerations. Recent refurbishments and office relocations have allowed us to reduce our carbon emissions and make use of energy efficient solutions including PIR activated LED lighting.
- In 2023, our Bristol office relocated, reducing our floor space by 65% and improving our energy rating from D to EPC A. Additionally, we are now benefiting from the Bristol district heat network, which has replaced our use of natural gas.
- In April 2024, our Cardiff office moved to the city centre, enabling us to take full advantage of public transport links and encourage our employees to travel sustainably.
- In April 2024, we hosted our Small change: Big difference discovery session. We discussed global climate challenges and explored how we as a firm and as individuals, can support our journey to net zero by 2040. We also provided a high-level overview of how we can support our clients facing similar issues.

- 99.6% of our electricity consumption is generated from certified 100% renewable sources.
- We have reduced the number of printers by 50+ across our offices to reduce both paper and energy usage.
- We have adopted a “digital first” approach to meetings and ensure environmental considerations are embedded into decision making when travelling.
- We are working to centralise and digitise our print, post and reprographics facilities as well as moving our data to the cloud.
- We have established a Green Steering Group, comprising our Head of ESG (Environmental, Social and Governance) and members of our Senior Management Team, who define our environmental strategy, ensure coverage at a senior level, and integrate environmental considerations into business decisions.
- Our Green Team, made up of passionate individuals across the firm, drives our firm wide commitment through education, communication, and implementation at a local level.
- In May 2024, over 100 employees participated in Couch to Carbon Zero’s 10-day Sprint. They received fun, engaging emails and short videos on topics including energy, money, food, and clothes, providing them with the knowledge and tools to reduce their environmental impact.
- We have partnered with Couch to Carbon Zero to host Lunch and Learn webinars on sustainable travel and tips for a more eco-friendly Christmas.

Planned carbon reduction initiatives

As we approach 2030, we plan to implement additional measures to reduce emissions. We are considering several initiatives, and here are some examples of areas under discussion.

- Raise awareness among our people about the impact of their decisions on our Net Zero journey by holding firm wide engagement and education sessions on carbon literacy.
- Continue our engagement strategy to help our people learn more and reduce their own environmental impact.
- Collaborate with suppliers to understand their emissions and encourage them to set carbon reduction targets aligned with the SBTi Corporate Net Zero standard.
- Work with landlords to switch to certified 100% renewable electricity and reduce gas consumption by making sustainable choices for new buildings.
- Reduce business travel by air, rail and road through effective measurement and a sustainable travel policy.
- Integrate climate considerations into firmwide decision making.
- Embed climate risks into our risk and governance framework.

99.6%

of our **electricity supply** is from certified **100% renewable sources.**



Declaration and sign off

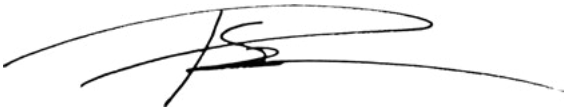
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the Greenhouse Gas Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR (Streamlined Energy Carbon Reporting) requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Reduction Plan has been reviewed by the senior partners and signed off by the CEO.

Signed on behalf of Clarke Willmott:



Peter Swinburn, CEO

January 2025

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/standards/scope-3-standard>