

Carbon Reduction Plan

Our commitment to achieving net zero
May 2026

The Science Based Targets initiative (SBTi) has verified our science-based net-zero 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 2024/25 financial year, 1 April to 31 March. 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
- combustion of vehicle fuel for company fleet
- fugitive emissions from air conditioning units

• Scope 2

- purchased electricity (market-based and location-based)

• Scope 3

- Category 4 – upstream transportation and distribution
- Category 5 – waste generated in operations
- Category 6 – business travel, *including hotel stays*
- 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 1 Corporate Accounting and Reporting Standard.

Baseline emissions footprint

Reporting Coverage	Scope and Category	Emissions (tCO ₂ e)			
		Baseline Year 1 May 2021 – 30 April 2022	2022/2023 1 May 2022 – 30 April 2023	2023/2024 (11 months) 1 May 2023 – 31 March 2024	2024/2025 1 April 2024 – 31 March 2025
Mandatory Reporting Including Required Subset of Scope 3 Categories Only	Scope 1	170	143	42	45
	Scope 2 (Market-Based)	35	3	21	23
	Scope 2 (Location-Based)	382	308	120	114
	Scope 3	583	812	498	464.4
	Category 4: Upstream transportation and distribution	72	63	46	49
	Category 5: Waste generated in operations	3	8	2	0.4
	Category 6: Business travel	42	94	110	120
	Category 7: Employee commuting	466	646	340	295
	All Scopes Total (Market-Based)	788	957	561	532.4
	All Scopes Total (Location-Based)	1135	1263	660	623.4
Additional Reporting * Including All Scope 3 Categories	Scope 3	2038	1783	1831	1827.8
	All Scopes Total (Market-Based)	2243	1928	2391	2360
	All Scopes Total (Location-Based)	2590	2233	2554	2501

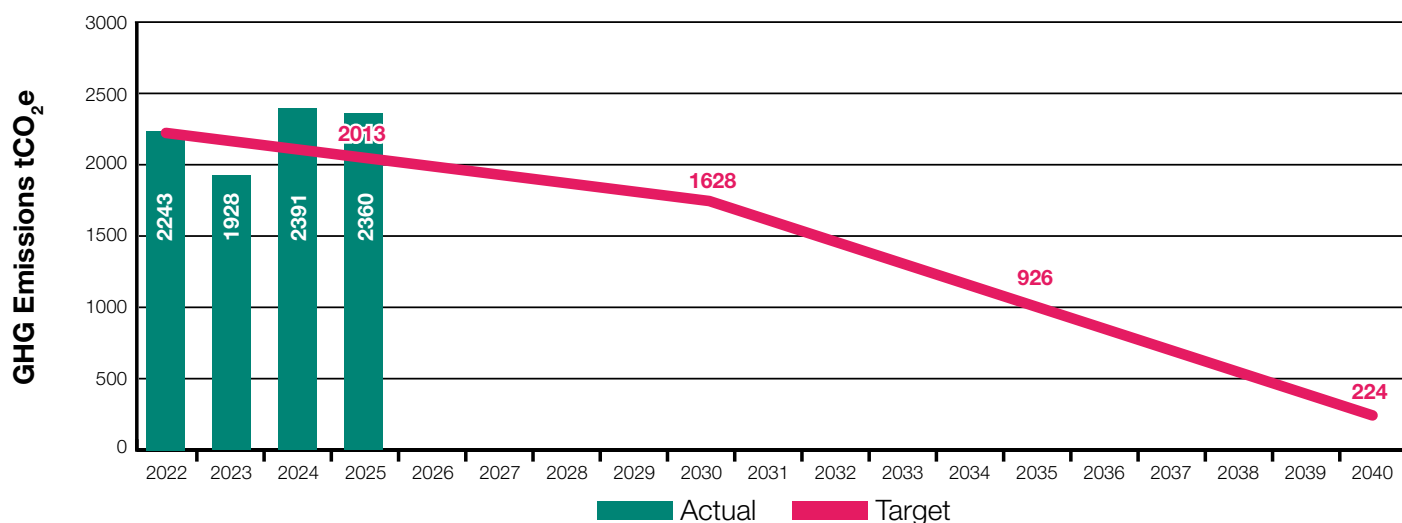
* As Clarke Willmott has measured 100% of the footprint, additional reporting includes all categories of Scope 3 beyond those required for Carbon Reduction Plan.

Emissions reduction targets

To continue our progress to achieving net-zero by 2040, we have set near-term science-based targets. We project a 50% reduction in our Scope 1 and 2 carbon emissions by 2030, alongside a 25% decrease in Scope 3 emissions.

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 at least a 90% reduction in emissions has been achieved, Clarke Willmott will remove the remaining residual emissions through permanent, nature-or technology-based solutions.

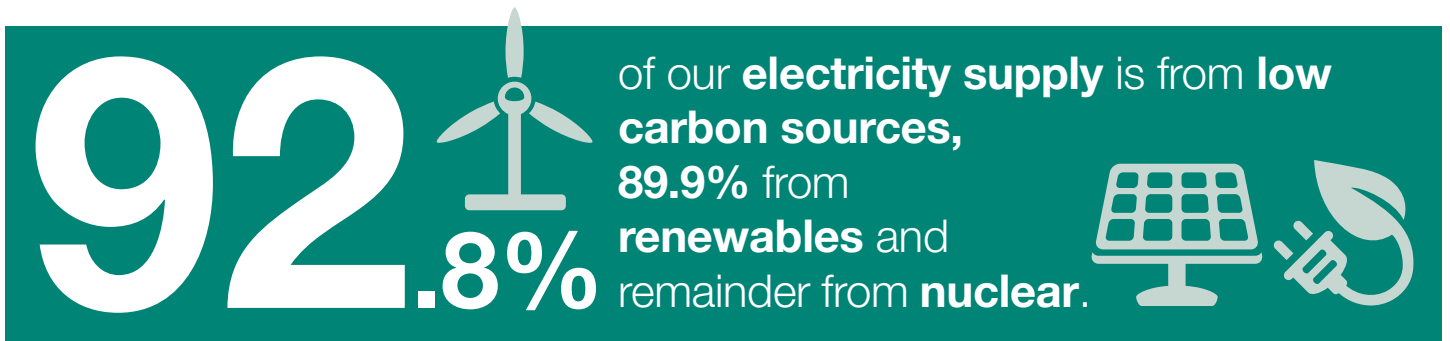
Carbon reduction projects

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 British Assessment Bureau certified to ISO 14001.
- 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 benefitting from the Bristol district heat network.
- 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.
- Across our estate 92.8% of electricity consumption comes from low carbon sources - 89.9% from renewables and the remainder from nuclear.
- 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 have centralized and digitized our print, post and reprographics facilities and are in the process of 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 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.
- In May 2024, over one hundred employees participated in Couch to Carbon Zero's 10-day Sprint, receiving engaging emails and videos on topics including energy, money, food, and clothing, to help reduce their environmental impact. We continued our partnership with Couch to Carbon Zero with a series of lunch and learns covering subjects such as sustainable travel, AI and digital sustainability and saving money whilst supporting the planet.
- We are members of the Sustainable Recruitment Alliance, a coalition of employers, universities, students, and recruitment partners united by one mission: to transform the early talent sector for a sustainable future.
- In July 2025, we were accredited as a Bronze Carbon Literate Organisation, recognising our commitment to addressing climate change and reducing our organisation's carbon footprint. As part of this, we developed and delivered carbon literacy training to twelve employees, with plans to expand the programme from October 2025.



Planned carbon reduction initiatives

As we approach 2030, we plan to implement additional measures to reduce emissions. We are exploring several initiatives; here are some examples under discussion.

- Raise awareness of how individual choices affect our net zero journey through firm wide carbon literacy sessions, while continuing to support personal learning and action to reduce 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.

- We continue to work with our suppliers to reduce our Scope 3 emissions and environmental impact.
- Exploring ways to make business travel more sustainable through effective measurement and a robust travel policy, including an electric vehicle (EV) scheme to support low-carbon travel for both commuting and business purposes.
- Integrate climate considerations into firmwide decision making and our risk and governance framework.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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

May 2026

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>