

Carbon Reduction Plan

Our commitment to achieving net zero
October 2026

Our commitment to reach net zero by 2040 has been verified by the Science Based Targets initiative (SBTi). 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 our financial year 1 April 2025 to 31 March 2026. 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
- 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, *not including hotel stays*
- Category 7 – employee commuting, *not 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.

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	2024/2025 1 April 2024 – 31 March 2025	2025/2026 1 April 2025 – 31 March 2026
Mandatory Reporting Including Required Subset of Scope 3 Categories Only	Scope 1	170	143	43	8
	Scope 2 (Market-Based)	35	3	37	13
	Scope 2 (Location-Based)	382	308	141	112
	Scope 3	583	812	470	499
	Category 4: Upstream transportation and distribution	72	63	49	34
	Category 5: Waste generated in operations	3	8	0.4	0.6
	Category 6: Business travel	42	94	120	114
	Category 7: Employee commuting	466	646	301	350
	All Scopes Total (Market-Based)	788	957	550	520
	All Scopes Total (Location-Based)	1135	1263	654	619
Additional Reporting* Including All Scope 3 Categories	Scope 3 (Additional categories)	2038	1783	1927	1355
	All Scopes Total (Market-Based)	2243	1928	2478	1874
	All Scopes Total (Location-Based)	2590	2233	2582	1973

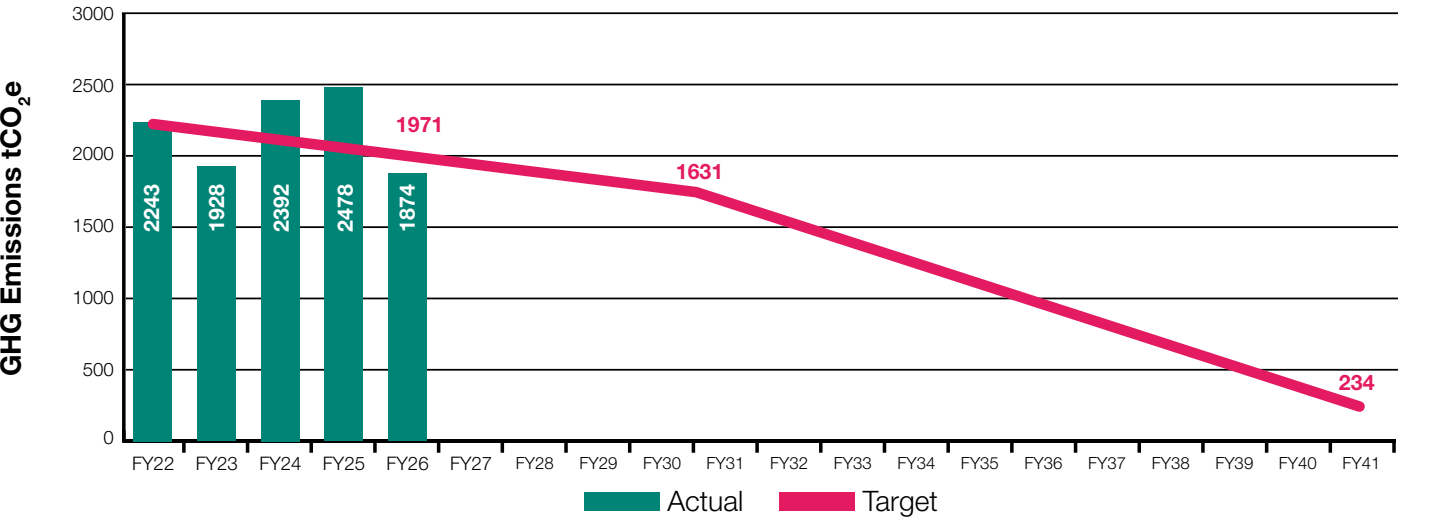
*As Clarke Willmott has measured 100% of its organisational carbon footprint, this report includes all Scope 3 categories, extending beyond the minimum requirements of the Carbon Reduction Plan. In addition to the mandatory categories, we also report on the optional Scope 3 categories of homeworking and hotel stays. Please note, with the exception of waste data, all figures have been rounded to the nearest whole number.

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 is ISO 14001 certified by the British Assessment Bureau (part of the Amtivo Group).
- We have reviewed our property portfolio and delivered office refurbishments and relocations that reduced carbon emissions and improved energy efficiency, including the installation of 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 97% of electricity consumption comes from low carbon sources – 95% 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 centralised and digitised our print, post and reprographics facilities and are in the process of moving our data to the cloud.
- Our Green Steering Group, comprising our Head of ESG (Environmental, Social and Governance) and members of our Senior Leadership Team, 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.
- Through our Small Change: Big Difference campaign and partnership with Couch to Carbon Zero, we equipped colleagues with the knowledge and practical tools to support our net zero ambitions through sustainability-focused learning and engagement activities.
- 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 achieved Bronze Carbon Literate Organisation status, recognising our commitment to tackling climate change and reducing our carbon footprint. We have delivered Carbon Literacy training to 49 colleagues and one of our social housing clients.
- In June 2026, 267 people took part in the Clarke Willmott Climategames Challenge. This initiative linked employee wellbeing with environmental action, encouraging participants to log their daily exercise and physical activity. Through their collective efforts, the challenge will support the planting of 1,000 trees across the UK, delivering lasting benefits for biodiversity and carbon sequestration.



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.

- Continue to 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.
- Engage with suppliers to improve emissions data quality, reduce value chain impacts, and encourage the setting of science-based carbon reduction targets aligned with the SBTi Corporate Net-Zero Standard, supporting the reduction of our Scope 3 emissions.
- Continue to work with landlords to switch to certified 100% renewable electricity and reduce gas consumption by making sustainable choices for new buildings.
- Exploring ways to make business travel more sustainable through effective measurement and a robust travel policy, including an electric vehicle (EV) salary sacrifice scheme to support low-carbon travel for both commuting and business purposes.
- Continue to integrate climate considerations into firmwide decision making and our risk and governance framework.
- Develop roadmap for the transition to ISO 14001:2026, SBTi Version 2 and net zero.

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

October 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>