

CARBON REDUCTION PLAN

Supplier name: Rider Levett Bucknall UK Limited

Publication date: May 2023

Commitment to achieving Net Zero: RIDER LEVETT BUCKNALL UK Limited has publicly signed up to the Climate Pledge and joined the UN Race to Zero. However, RLB is committed to achieving global net zero emissions by 2030, 10 years ahead of the 2040 Climate Pledge target. We have set a near-term UK target for Net Zero Carbon by 2025, including Scopes 1, 2 and selected Scope 3 emissions.

RLB UK commits to:

- Regular reporting
- Carbon elimination
- Credible carbon offsets

Our baseline and latest available annual emissions report are set out below in response to the requirement for major Government suppliers to publish a Carbon Reduction Plan.

In 2020 we moved our baseline year from 2010/11 to 2019/20.

BASELINE EMISSIONS FOOTPRINT

Baseline Year 2019/20 (1 May 2019 – 30 April 2020)

EMISSIONS	TOTAL (tCO ₂)	Comments
Scope 1	69.52	Sources include office heating and company vehicle emissions.
Scope 2	27.54	Sources include lighting and small power.
Scope 3	1117.11	Sources include: Business travel (air, road and rail and associated well to tank and distribution losses associated with Scope 1 and 2. Excluded is staff commuting which has not historically been calculated.
Total Emissions	1,214.17	
Total emissions after offset	758.17	Purchased 456 tCO ₂ e Gold Standard Carbon Offsets.

Additional Details relating to the Baseline Emissions calculations

This Baseline includes:

- Scope 1 (gas, fuel use in company-owned vehicles)
- Scope 2 emissions (electricity and district heating)
- Scope 3 emissions (employee business travel from road, air and rail; consequential emissions associated with our direct and indirect use of energy and our wider business travel including the well-to-tank and transmission and distribution losses associated with these, radiative forcing for air travel, and emissions resulting from our waste management.)

This goes beyond the requirements of SECR reporting and the Carbon Reduction Plan guidelines but is included as these form part of our net zero carbon commitments across Scopes 1, 2 and selected Scope 3 categories to 2025, and to global net zero across by 2030.

Our baseline does not include employee commuting, homeworking, hotel stays, taxis and tubes nor wider emissions in our value chain.

Moving forward it is likely we will recalculate our baseline year in 2024 in line with developing a new global baseline by 2024 and achieving global net zero by 2030. This will take into account our continued growth, and will incorporate emissions not previously reported, including those associated with homeworking, staff commuting and our supply chain.

CURRENT EMISSIONS REPORTING

Reporting Year: 2021/22 (1 May 2021 – 30 April 2022)

EMISSIONS	TOTAL (tCO ₂)	Comments
Scope 1	72.38	The majority of emissions come from gas consumption as RLB UK has very few company-owned vehicles). Four of our offices were not on gas during this accounting period.
Scope 2	11.78	Five of our offices were on REGO-certified electricity tariffs during this accounting period.
Scope 3	765.46	Sources include: Business travel (air, road and rail and associated well-to-tank and transmissions and distribution losses); hotel stays, homeworking, waste-related emissions, and well-to-tank and transmissions and distribution losses associated with Scope 1 and 2. Excluded is staff commuting and our supply chain emissions, which have not historically been calculated.
Total Emissions	849.62	
Total Emissions after offset	608.69	Purchased 240.93 tCO ₂ e Gold Standard Carbon Offsets.

EMISSIONS REDUCTION TARGETS

RLB has continued to experience significant growth following the period when our new baseline was established. Average annual employee numbers have risen from 637 in 2019/20 to 784 in 2021/22. Our carbon intensity has therefore reduced over this period from 1.11 tCO₂e/employee/year in 2019/20 to 1.08 tCO₂e/employee/year in 2021/22.

In order to continue our progress to achieving net zero carbon, we have adopted the following carbon reduction targets:

- Over the next few years we expect a continued growth in our business and anticipate employee numbers will rise to over 1100 by 2025 and our annual carbon intensity will reduce to <1 tCO₂e/employee/per year.
- We will work with our landlords to encourage the move to REGO-certified electricity tariffs, and we will review office moves in line with our net zero target.
- Our unavoidable emissions arising from business-critical activities will continue to be offset via the purchase of Gold Standard or VCS carbon offsets. In 2021/22 our unavoidable carbon emissions included travel by air, rail and taxis, hotel stays and homeworking, which contributed 240.93 tCO₂e of our carbon footprint. More details regarding our offset purchase may be found in the following link: [Corporate Responsibility Report 2022 - RLB | Europe](#).

SUMMARY OF OUR TARGETS

TARGET	Date and Percentage (where applicable)
Net Zero Carbon Emissions across Scopes 1, 2 and selected 3 categories	Absolute reduction of 20% by 2025 against the baseline year
Global baseline to be calculated	By 2024
Global Net Zero emissions across Scopes 1, 2 and 3	Achieve net zero globally by 2030. Percentage reduction figure to be calculated pursuant to calculating a global baseline in 2024

CARBON REDUCTION PROJECTS

Completed Carbon Reduction Initiatives

The following carbon reduction initiatives have been completed or implemented since our new 2019/20 baseline and have supported the 30% reduction against the 2019/20 baseline.

Key measures included:

- Installation of LED lighting with PIR controls.
- Use of modern VRF heating, ventilation and cooling systems.
- Tight operational control of equipment including small power uses.
- Signed up to the Climate Pledge committing RLB to Net Zero Carbon Emissions across all scopes by 2040 - this has been superseded by our 2030 Global Net Zero target.
- Cementing our travel hierarchy to reduce travel and encourage use of telecommuting. Since 2020 we have adopted a hybrid working model, supported bike-to-work schemes (including e-bikes) and offer annual rail passes via salary sacrifice.
- In 2021, we introduced a salary sacrifice scheme for electric vehicles.
- Purchase of Renewable Energy Guarantee of Origin backed green electricity with zero

- emissions where we are responsible for electricity procurement.
- Purchase of Gold Standard Carbon offsets equivalent to our annual unavoidable business activities since 2016.

In the future we will implement further measures such as:

- Further energy efficiency projects in our offices to aligned to our ESOS Phase 3 audit recommendations.
- Focus on achieving SKA Gold in all new office selection/fit out.
- Reviewing our office moves policy to move away from gas and towards fully electric offices.
- Prioritising landlords on renewable energy tariffs.
- Calculating our wider Scope 3 emissions, including staff commuting and our supply chain emissions.

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 GHG Reporting Protocol Corporate Standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR 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) Standard – with the exception for this report of Scope 3 emissions associated with staff commuting and our supply chain. These emissions will be updated in our next year's report.

This Carbon Reduction Plan has been reviewed and signed off by the Board of Directors.

A handwritten signature in black ink, appearing to be 'Mark Weaver', written over a horizontal line.

Signed on behalf of the Rider Levett UK Ltd Board Mark Weaver
Director
May 2023