

CARBON REDUCTION PLAN

Supplier name: Rider Levett Bucknall UK Limited

Publication date: March 2025

Commitment to achieving Net Zero: RIDER LEVETT BUCKNALL UK Limited has publicly signed up to the Climate Pledge. However, RLB is committed to achieving global net zero emissions (excluding Scope 3 supply chain) 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 Scope 3 Waste, which we are on track to achieving.

RLB UK commits to:

- Regular reporting
- Carbon elimination
- Credible carbon offsets
- Supporting nature-based solutions via voluntary additional tree planting where possible

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 line with Policy Procurement Notice 06/21.

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

In 2024, we started working with Planet Mark to calculate and verify our carbon emissions, allowing for more robust data collation and processing. Consequently, and as planned, we are moving our baseline to 2023/24 in the UK, which is in line with us calculating our global baseline emissions for 2023 and working towards our global 2030 net zero target.

BASELINE EMISSIONS FOOTPRINT

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

EMISSIONS	TOTAL (tCO2)	COMMENTS
Scope 1	62.32	Sources include office heating and company vehicle emissions.
Scope 2	34.73	Sources include lighting and small power, and district heating.
Scope 3 (total)	1117.12	<p><i>Sources include:</i> Business travel (air, road, rail, and associated well-to-tank and transmissions and distribution losses); waste-related emissions; and well-to-tank and transmissions and distribution losses associated with Scope 1 and 2.</p> <p><i>Excluded:</i> 4. Upstream transportation and distribution – we did not measure products purchased nor the related transportation</p>

		and distribution of any products purchased. 7. Employee commuting – this was not calculated in our baseline year. 9. Downstream transportation and distribution – RLB does not manufacture any product to distribute.
<i>Subcategories</i>		
5. Waste generated in operations.	1.61	
6. Business travel (air, road and rail)	1,119.76	This excludes emissions from hotel stays.
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; emissions resulting from our waste disposal; 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, and radiative forcing for air travel.)

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 and taxis nor wider emissions in our value chain as we have gradually scoped these in over time.

We are planning to incorporate our Scope 3 emissions from purchased goods and services and employee commuting from 2024/25 onwards, with a view to achieving net zero emissions, including supply chain emissions, by 2040, as per our commitment to The Climate Pledge.

CURRENT EMISSIONS REPORTING

Reporting Year: 2023/24 (1 May 2023 – 30 April 2024)

EMISSIONS	TOTAL (tCO ₂)	COMMENTS
Scope 1	30.10	The majority of emissions come from gas consumption as RLB UK has one company-owned vehicle).

Scope 2	19.70	Sources include lighting and small power, district heating, onsite heat and steam (excluded in baseline figures) and fleet plug-in hybrid electric vehicles (PHEV, excluded in baseline figures).
Scope 3 (total)	1,047.99	<p><i>Sources include:</i> Business travel (air, road, rail, hotel stays), transmissions and distribution losses, Fleet PHEV, waste-related emissions, water consumption (newly included with Planet Mark) and paper purchasing (newly included with Planet Mark).</p> <p><i>Excluded:</i> 4. Upstream transportation and distribution – we have not yet measured products purchased nor the related transportation and distribution of any products purchased. 7. Employee commuting – we plan to calculate emissions arising from commuting in the 2025/26 carbon accounting year. Homeworking is excluded by Planet Mark due to the imprecision of the data and lack of supporting evidence. 9. Downstream transportation and distribution – RLB does not manufacture any products to distribute.</p> <p>Well-to-tank emissions are now excluded in these calculations, as Planet Mark includes them only in extended Scope 3 calculations, which RLB will include in 2025/26.</p>
<i>Subcategories</i>		
5. Waste generated in operations.	0.71	Planet Mark use waste data from our landlords, which is apportioned to RLB spaces per % floorspace, thus is an estimation only.
6. Business travel (air, road, rail and hotel stays)	1,035.14	It excludes WTT for air, road and rail, and Fleet PHEV.
Total Emissions	1,097.79	
Total Emissions after offset	590.79	Purchased 507 tCO _{2e} 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 991 in 2023/24. Our carbon intensity (pre-offsets) has therefore reduced over this period from 1.91 tCO_{2e}/employee/year in 2019/20 to 1.1 tCO_{2e}/employee/year in 2023/24.

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 aligned to the Oxford Principles. In 2023/24 our unavoidable carbon emissions included our emissions from Scopes 1, 2, and Scope 3 Business Travel (excluding road domestic flights, Business Class flights taken out of policy; and including hotel stays). More details regarding our offset purchase will be found in our forthcoming ESG Report 2024.

SUMMARY OF OUR TARGETS

TARGET	Date and Percentage (where applicable)
Net Zero Carbon Emissions across Scopes 1, 2 and 3 (Waste) categories	Absolute reduction of 20% by 2025 against the baseline year. This was achieved in 2022/23 and further reductions of 47.8% against the baseline realised in 2023/24.
Global baseline to be calculated	2023 baseline to be calculated by 2024. This is on track.
Global Net Zero emissions across Scopes 1, 2 and 3	Achieve net zero globally (excluding supply chain emissions from Purchased Goods and Services) 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 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. We have since committed to global net zero (excluding supply chain) by 2030.
- 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, focusing on carbon reduction from vehicle use.
- Focus on achieving SKA Gold in all new office selection/fit out.
- Adhering to 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 Employee Commuting and our supply chain emissions from Purchased Goods and Services.

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 Employee Commuting and our supply chain emissions from Purchased Goods and Services. 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 read 'Mark Weaver', with a horizontal line underneath.

Signed on behalf of the Rider Levett Bucknall UK Ltd Board Mark Weaver
Director
March 2025

Further information can be obtained by contacting: Viv Todhunter, Partner – Compliance and Business Improvement.
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