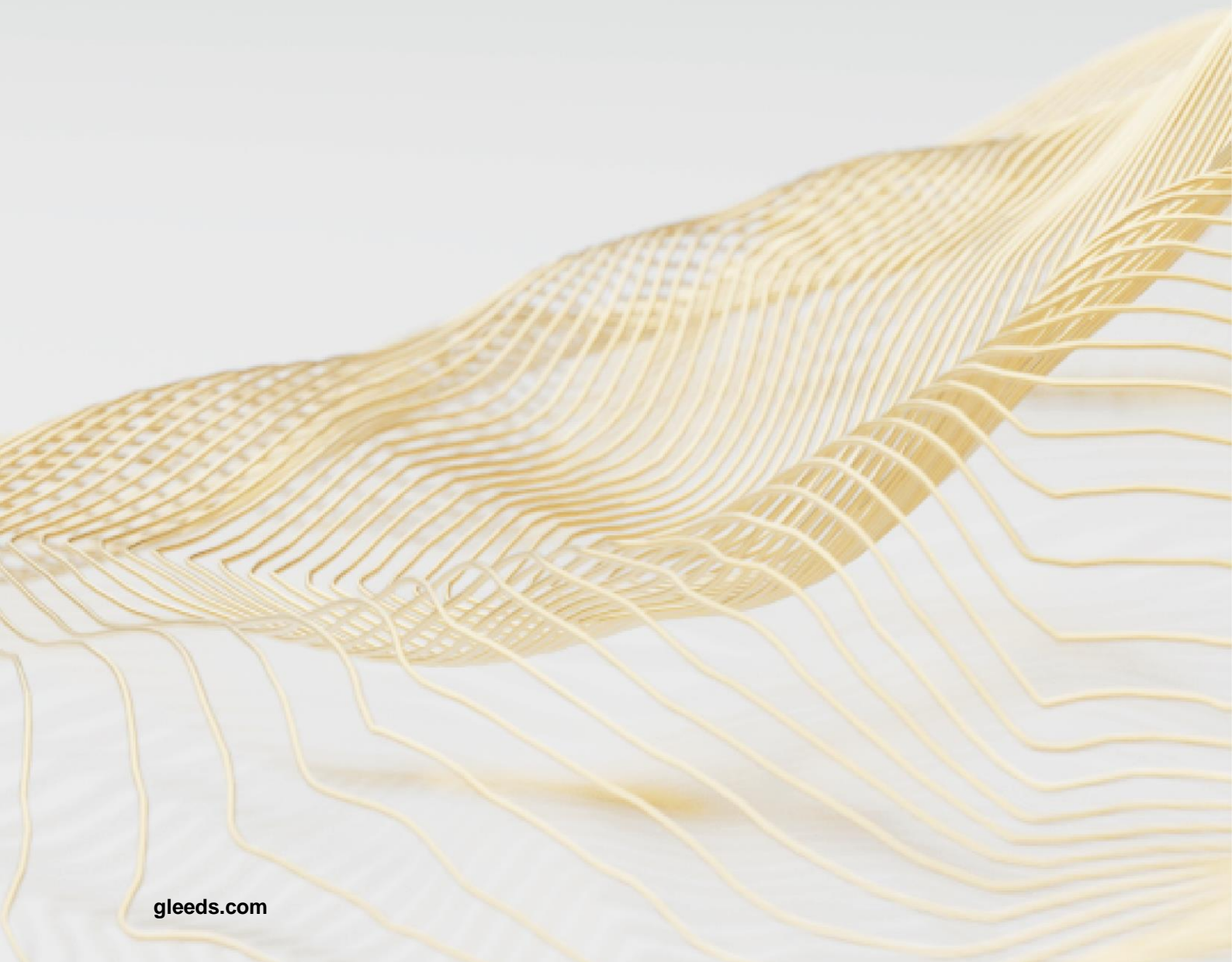


gleeds

Gleeds Global Footprint



Gleeds Global Footprint

Commitment to achieving Net Zero

Gleeds is committed to being net zero by 2040 across our scope 1, 2 and 3 emissions.

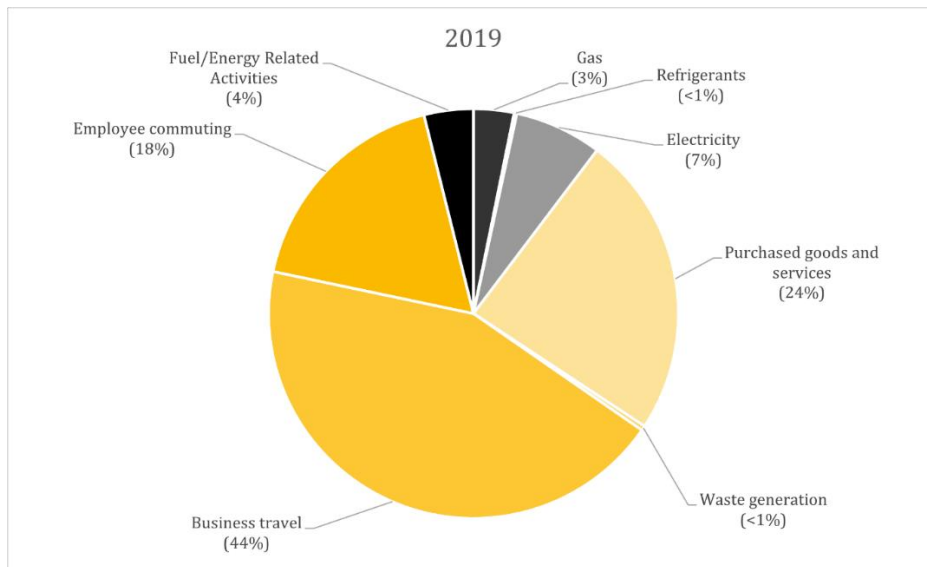
Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions.

Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2019 (01 Jan 2019 – 31 Dec 2019)	
Additional Details relating to the Baseline Emissions calculations.	
This is the first year that Gleeds reported its carbon emissions externally. Given that 2020 was not a standard year in terms of emissions (due to the impact of COVID-19), 2019 is the most recent year to be used as a baseline.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	541
Scope 2	1,097 (Location-based)
Scope 3 (Included Sources)	14,243 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds provides consultancy services in the construction and property industry
Total Emissions	15,882

A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions.

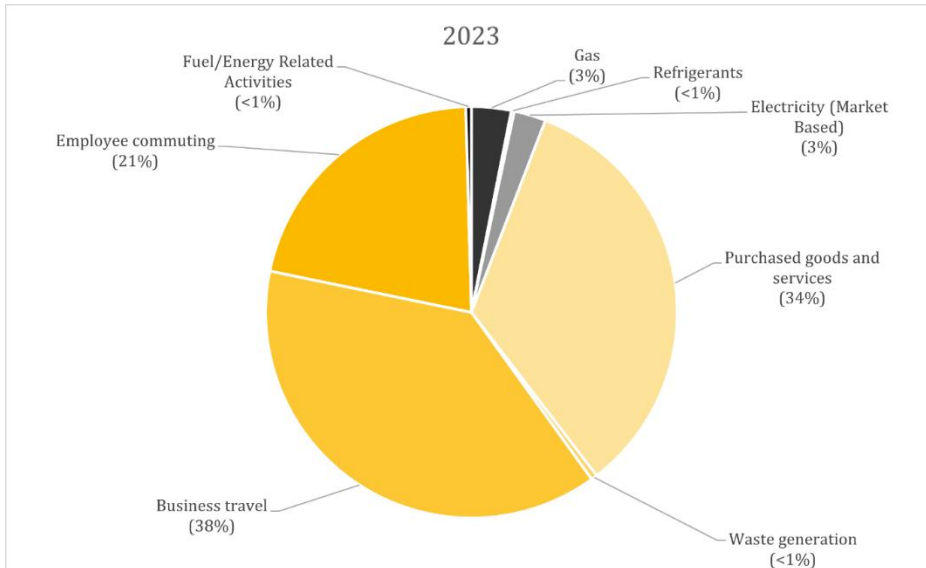


Current Emissions Reporting

Reporting Year: 2023 (01 Jan 2023 – 31 Dec 2023)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	550.68
Scope 2	413.65 (Market-based) * 601.55 (Location-based)
Scope 3 (Included Sources)	15,487.32 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds provides consultancy services in the construction and property industry
Total Emissions	16,451.65 (Market-based) 16,639.55 (Location-based)

*Our market-based emissions include where we have purchased renewable electricity; the remaining emissions are from a blended approach where we have incomplete data.

A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions.



Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon

reduction targets for our Scope 1, 2 and 3 emissions.

We are targeting a 37.8% reduction of our overall emissions by 2028 from our 2019 baseline. We are aiming to reduce our emissions to:

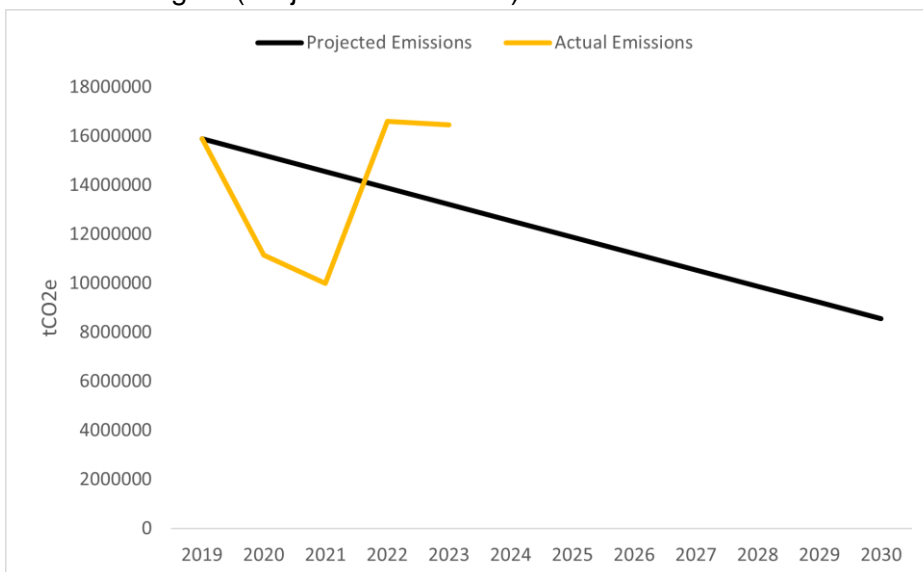
336.55 tCO₂e Scope 1

0 tCO₂e Scope 2 (Market-based)

664.83 tCO₂e Scope 2 (Location-based)

8859.34 tCO₂e Scope 3

The graph below shows our progress (Actual Emissions) against the reductions needed to reach our targets (Projected Emissions):



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline.

The Science Based Targets initiative (SBTi) has validated Gleeds' near and long-term carbon reduction targets. They have also validated Gleeds' target of reaching net-zero by 2040.

ISO 14001 has been implemented across our UK operations.

Planned Carbon Reduction Initiatives

We are in the process of implementing further measures such as:

Procuring all electricity provided to Gleeds offices from high quality renewable tariffs (UK offices by 2024, non-UK offices by 2027). We are currently at 84% of our UK offices.

Establishing and implementing business travel policies and guidance, encouraging lower carbon transport modes.

Switching all light bulbs to LEDs and implementing sensors (where possible) to reduce the amount of time that the lights are on.

Engaging with landlords of relevant sites to discuss medium-term plans for the phase-out of fossil fuel heating systems.

Integrating requests for environmental impact data into the procurement process for new suppliers.

Undertaking annual surveys requesting information on specific transport modes and distance travelled, to assess our employee commuting more accurately.

Carbon Reduction Plan

Supplier name: Gleeds UK

Publication date: 25/07/2024

Commitment to achieving Net Zero

Gleeds UK is committed to being net zero by 2040 across our scope 1, 2 and 3 emissions.

Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions.

Baseline emissions are the reference point against which emissions reduction can be measured.

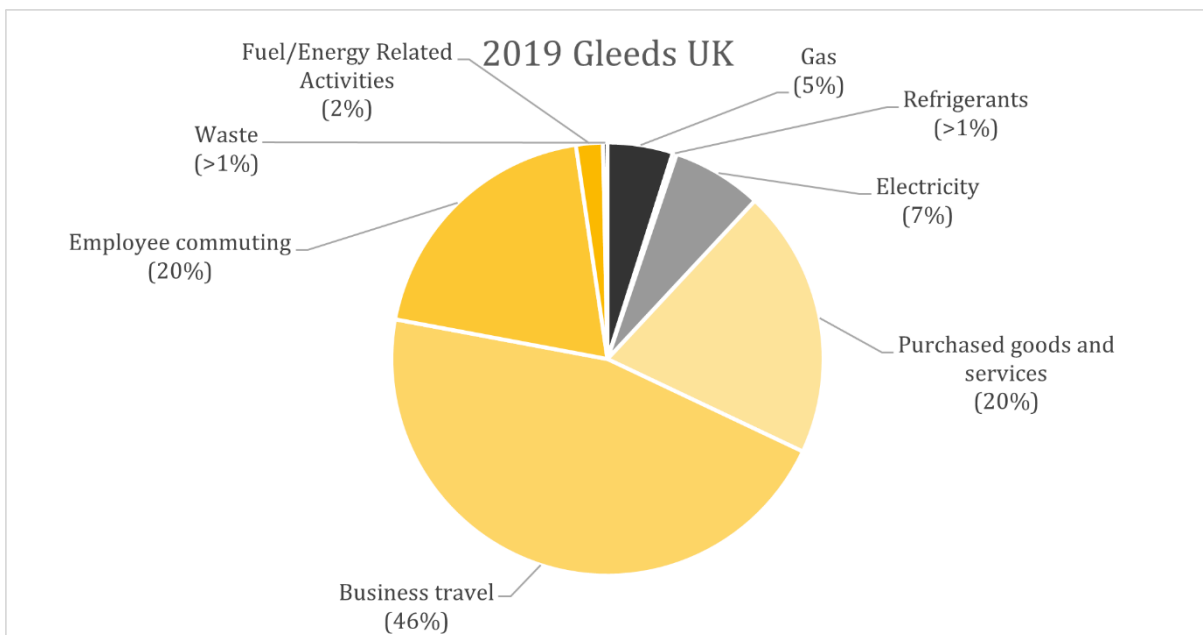
Baseline Year: 2019 (01 Jan 2019 – 31 Dec 2019)
Additional Details relating to the Baseline Emissions calculations.

This is the first year that Gleeds reported its carbon emissions externally. Given that 2020 was not a standard year in terms of emissions (due to the impact of COVID-19), 2019 is the most recent year to be used as a baseline.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	377.54
Scope 2	489.82 (Location-based)
Scope 3 (Included Sources)	6390.39 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds UK provides consultancy services in the construction and property industry
Total Emissions	7257.75

A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions.



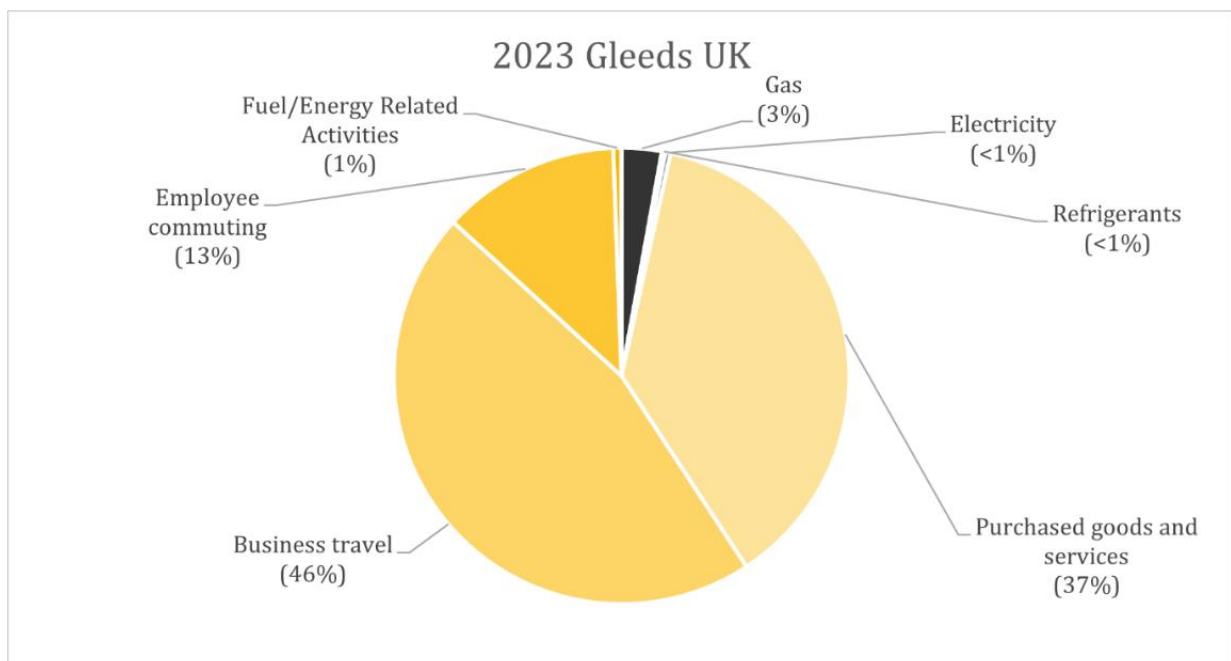
Current Emissions Reporting

Reporting Year: 2023 (01 Jan 2023 – 31 Dec 2023)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	287.55
Scope 2	27.82 (Market-based) * 215.72 (Location-based) **
Scope 3 (Included Sources)	9002.91 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds UK provides consultancy services in the construction and property industry
Total Emissions	9326.99 (Market-based) 9506.18 (Location-based)

* Our market-based emissions include where we have purchased renewable electricity; the remaining emissions are from a blended approach where we have incomplete data.

**Location-based emissions have been calculated using the Conversion Factors 2023 published by DEFRA on 28 June 2023.

A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions.



Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets for our Scope 1, 2 and 3 emissions.

We are targeting a 37.8% reduction of our overall emissions by 2028 from our 2019 baseline. We are aiming to reduce our emissions to:

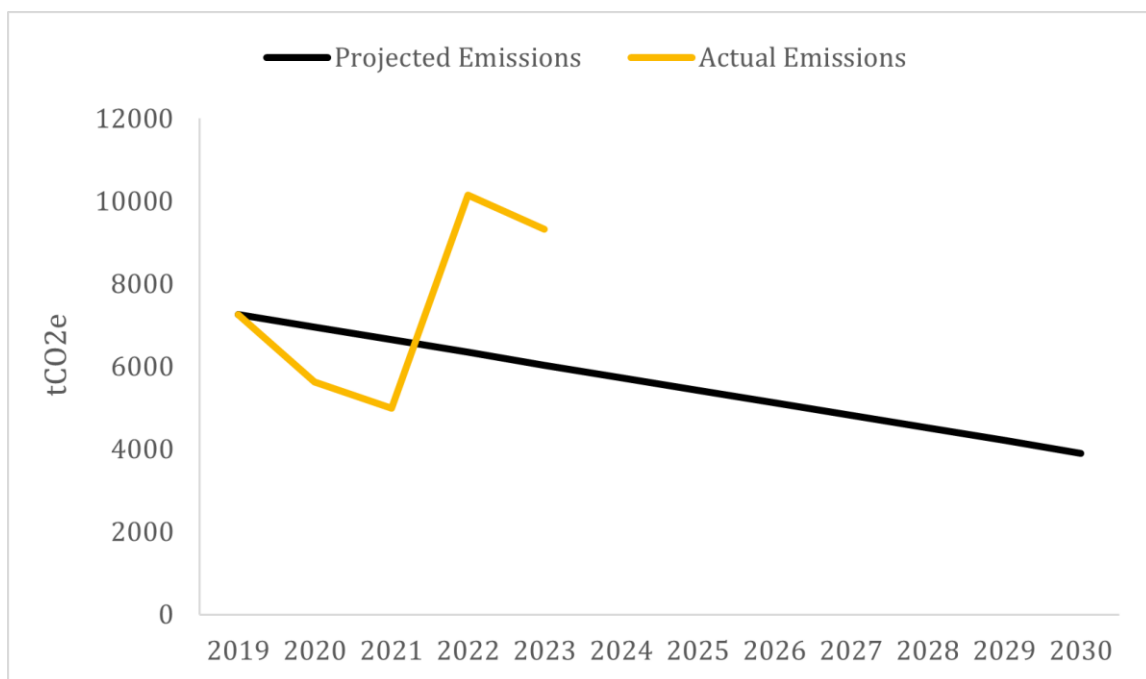
234.83 tCO₂e Scope 1

0 tCO₂e Scope 2 (Market-based)

304.24 tCO₂e Scope 2 (Location-based)

3974.22 tCO₂e Scope 3

The graph below shows our progress (Actual Emissions) against the reductions needed to reach our targets (Projected Emissions):



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline.

The Science Based Targets initiative (SBTi) has validated Gleeds' near and long-term carbon reduction targets. They have also validated Gleeds' target of reaching net-zero by 2040.

ISO 14001 has been implemented across our UK operations.

Planned Carbon Reduction Initiatives

We are in the process of implementing further measures such as:

Procuring all electricity provided to Gleeds offices from high quality renewable tariffs (UK offices by 2024, non-UK offices by 2027). We are currently at 84% of our UK offices.

Establishing and implementing business travel policies and guidance, encouraging lower carbon transport modes.

Switching all light bulbs to LEDs and implementing sensors (where possible) to reduce the amount of time that the lights are on.

Engaging with landlords of relevant sites to discuss medium-term plans for the phase-out of fossil fuel heating systems.

Integrating requests for environmental impact data into the procurement process for new suppliers.

Undertaking annual surveys requesting information on specific transport modes and distance travelled, to assess our employee commuting more accurately.

Carbon Reduction Plan

Supplier name: Gleeds Advisory Limited

Publication date: 25/07/2024

Commitment to achieving Net Zero

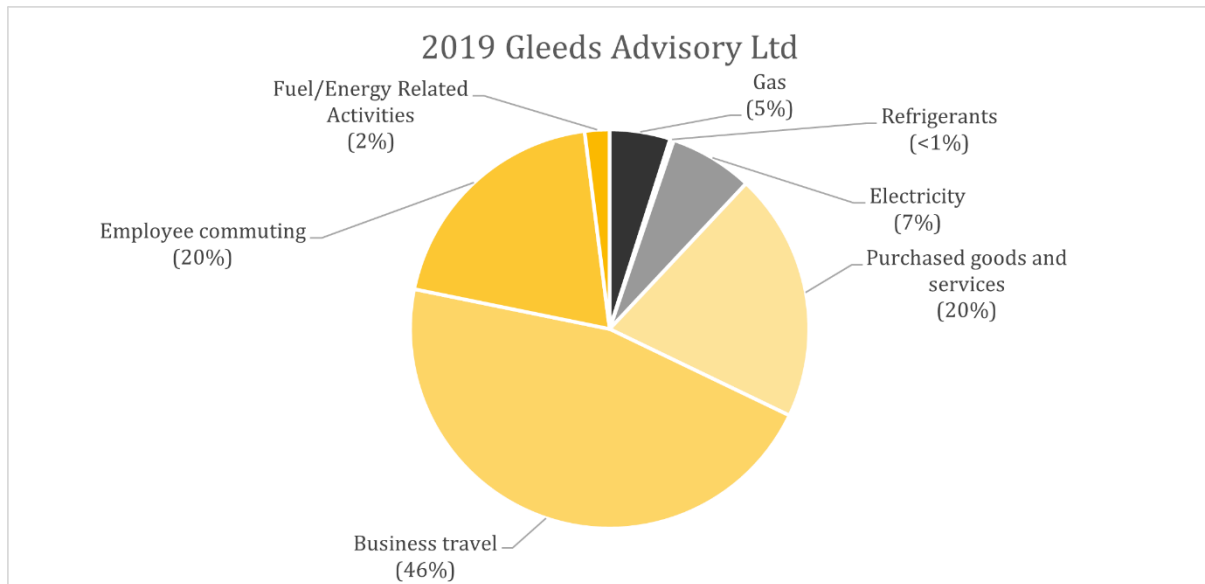
Gleeds Advisory Limited is committed to being net zero by 2040 across our scope 1, 2 and 3 emissions.

Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2019 (01 Jan 2019 – 31 Dec 2019)	
Additional Details relating to the Baseline Emissions calculations.	
This is the first year that Gleeds reported its carbon emissions externally. Given that 2020 was not a standard year in terms of emissions (due to the impact of COVID-19), 2019 is the most recent year to be used as a baseline.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	21.76
Scope 2	28.23 (Location-based)
Scope 3 (Included Sources)	368.29 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds Advisory provides consultancy services in the construction and property industry
Total Emissions	418.28

A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions.



Current Emissions Reporting

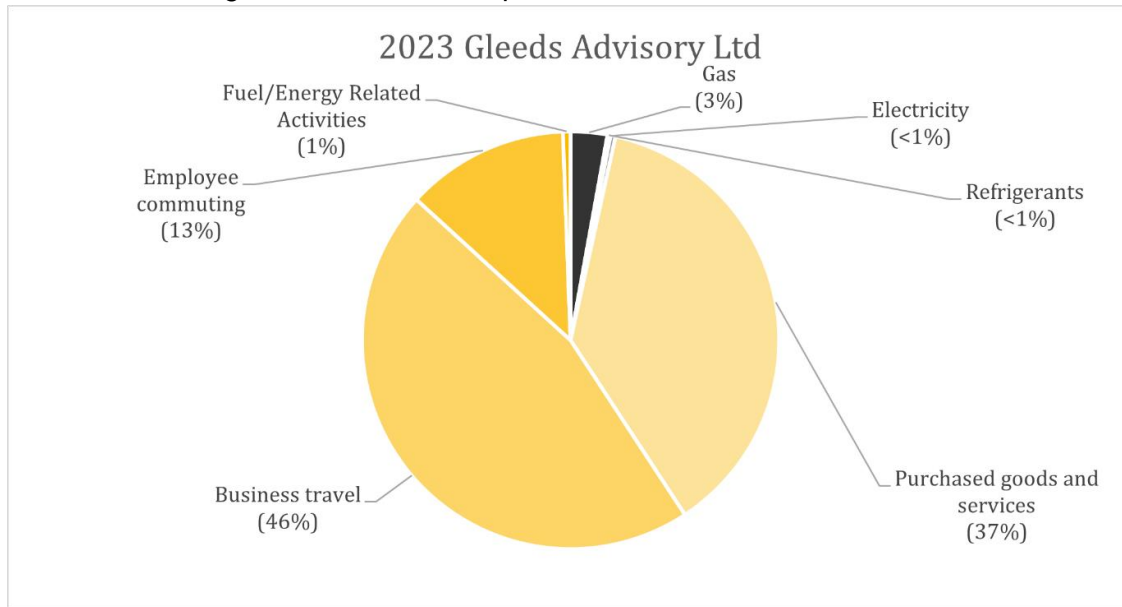
Reporting Year: 2023* (01 Jan 2023 – 31 Dec 2023)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	27.05
Scope 2	2.62 (Market-based) ** 20.29 (Location-based) ***
Scope 3 (Included Sources)	846.76 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds Advisory provides consultancy services in the construction and property industry
Total Emissions	877.24 (Market-based) 894.10 (Location-based)

*We calculate these emissions at a UK level and assign them based on FTE per business unit. Due to fluctuating employee numbers, changes in the emissions of an individual business unit may not reflect the emissions progress of the broader company.

**Our market-based emissions include where we have purchased renewable electricity; the remaining emissions are from a blended approach where we have incomplete data.

***Location-based emissions have been calculated using the Conversion Factors 2023 published by DEFRA on 28 June 2023.

A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions.



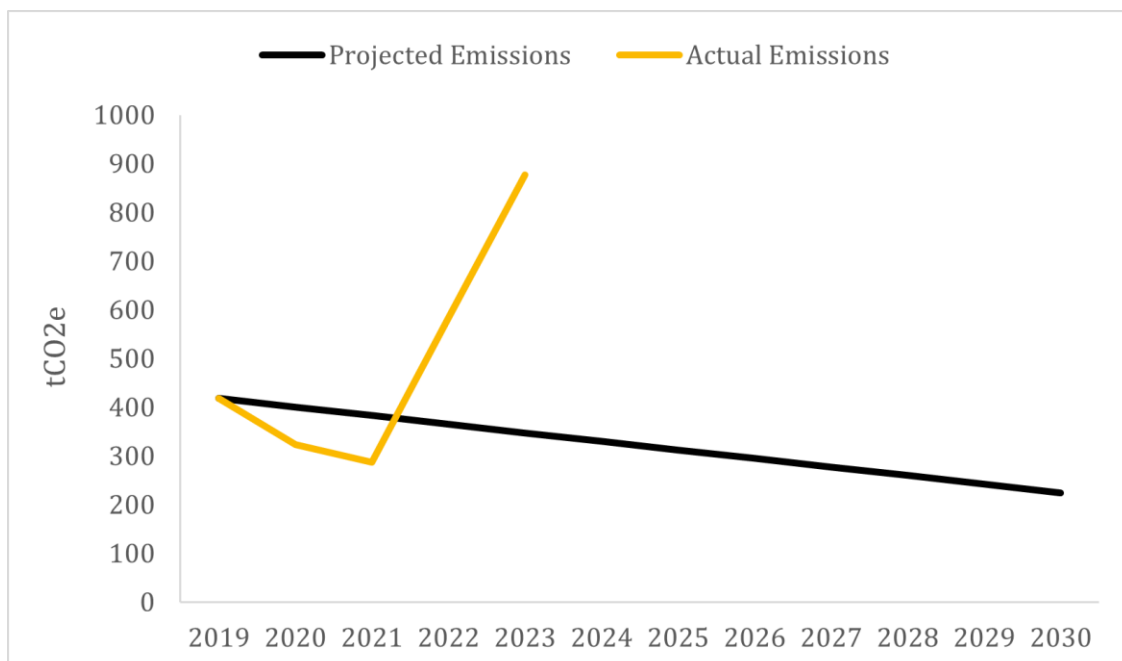
Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets for our Scope 1, 2 and 3 emissions.

We are targeting a 37.8% reduction of our overall emissions by 2028 from our 2019 baseline. We are aiming to reduce our emissions to:

- 13.53 tCO₂e Scope 1
- 0 tCO₂e Scope 2 (Market-based)
- 17.56 tCO₂e Scope 2 (Location-based)
- 229.08 tCO₂e Scope 3

The graph below shows our progress (Actual Emissions) against the reductions needed to reach our targets (Projected Emissions):



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline.

The Science Based Targets initiative (SBTi) has validated Gleeds' near and long-term carbon reduction targets. They have also validated Gleeds' target of reaching net-zero by 2040.

ISO 14001 has been implemented across our UK operations.

Planned Carbon Reduction Initiatives

We are in the process of implementing further measures such as:

Procuring all electricity provided to Gleeds offices from high quality renewable tariffs (UK offices by 2024, non-UK offices by 2027). We are currently at 84% of our UK offices.

Establishing and implementing business travel policies and guidance, encouraging lower carbon transport modes.

Switching all light bulbs to LEDs and implementing sensors (where possible) to reduce the amount of time that the lights are on.

Engaging with landlords of relevant sites to discuss medium-term plans for the phase-out of fossil fuel heating systems.

Integrating requests for environmental impact data into the procurement process for new suppliers.

Undertaking annual surveys requesting information on specific transport modes and distance travelled, to assess our employee commuting more accurately.

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 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 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.

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>

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of the Supplier:

A handwritten signature in blue ink, appearing to read 'G Harle', is positioned above the printed name.

Graham Harle, CEO

Date: 25/07/2024

Carbon Reduction Plan

Supplier name: Gleeds Building Surveying Limited

Publication date: 25/07/2024

Commitment to achieving Net Zero

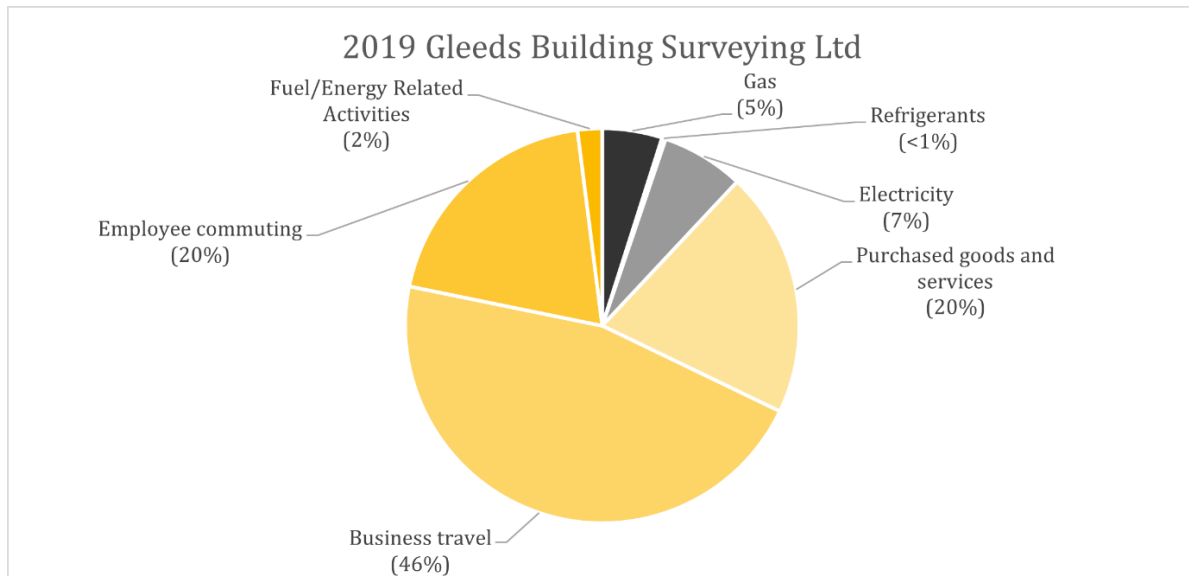
Gleeds Building Surveying Limited is committed to being net zero by 2040 across our scope 1, 2 and 3 emissions.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2019 (01 Jan 2019 – 31 Dec 2019)	
Additional Details relating to the Baseline Emissions calculations.	
This is the first year that Gleeds reported its carbon emissions externally. Given that 2020 was not a standard year in terms of emissions (due to the impact of COVID-19), 2019 is the most recent year to be used as a baseline.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	46.46
Scope 2	60.27 (Location-based)
Scope 3 (Included Sources)	786.36 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds Building Surveying provides consultancy services in the construction and property industry
Total Emissions	893.09

A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions.



Current Emissions Reporting

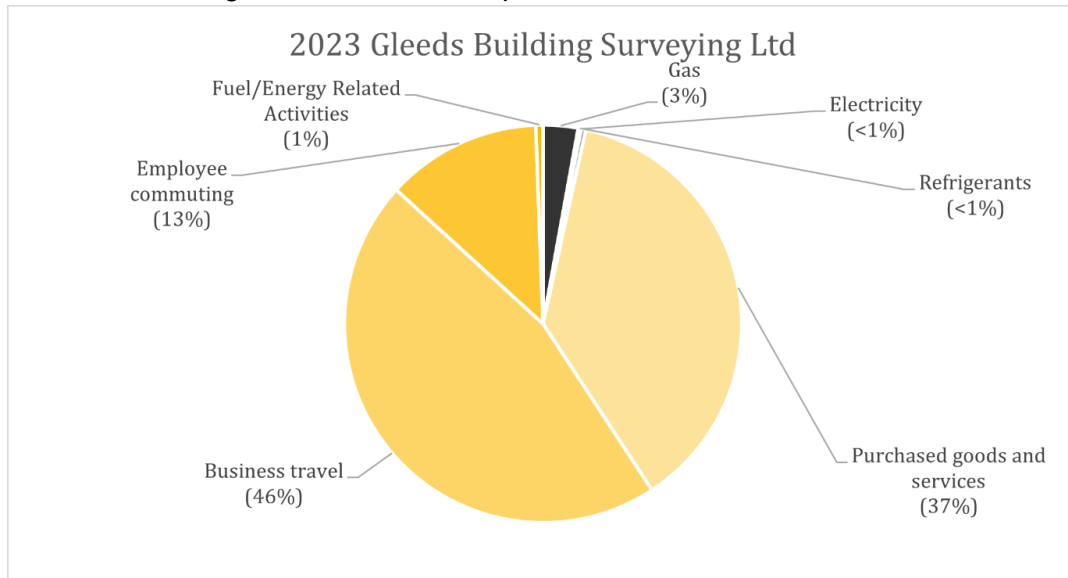
Reporting Year: 2023* (01 Jan 2023 – 31 Dec 2023)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	34.20
Scope 2	3.31 (Market-based) ** 25.65 (Location-based) ***
Scope 3 (Included Sources)	1070.62 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds Building Surveying provides consultancy services in the construction and property industry
Total Emissions	1109.16 (Market-based) 1130.47 (Location-based)

*We calculate these emissions at a UK level and assign them based on FTE per business unit. Due to fluctuating employee numbers, changes in the emissions of an individual business unit may not reflect the emissions progress of the broader company.

**Our market-based emissions include where we have purchased renewable electricity; the remaining emissions are from a blended approach where we have incomplete data.

***Location-based emissions have been calculated using the Conversion Factors 2023 published by DEFRA on 28 June 2023.

A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions



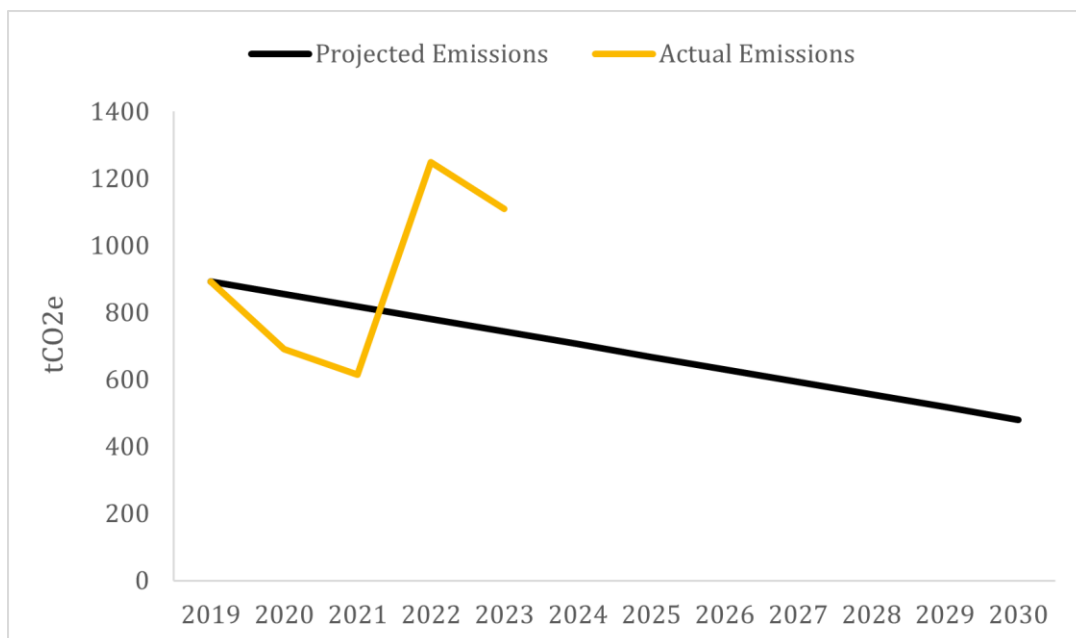
Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets for our Scope 1, 2 and 3 emissions.

We are targeting a 37.8% reduction of our overall emissions by 2028 from our 2019 baseline. We are aiming to reduce our emissions to:

- 28.90 tCO₂e Scope 1
- 0 tCO₂e Scope 2 (Market-based)
- 37.49 tCO₂e Scope 2 (Location-based)
- 489.11 tCO₂e Scope 3

The graph below shows our progress (Actual Emissions) against the reductions needed to reach our targets (Projected Emissions):



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline.

The Science Based Targets initiative (SBTi) has validated Gleeds' near and long-term carbon reduction targets. They have also validated Gleeds' target of reaching net-zero by 2040.

ISO 14001 has been implemented across our UK operations.

Planned Carbon Reduction Initiatives

We are in the process of implementing further measures such as:

Procuring all electricity provided to Gleeds offices from high quality renewable tariffs (UK offices by 2024, non-UK offices by 2027). We are currently at 84% of our UK offices.

Establishing and implementing business travel policies and guidance, encouraging lower carbon transport modes.

Switching all light bulbs to LEDs and implementing sensors (where possible) to reduce the amount of time that the lights are on.

Engaging with landlords of relevant sites to discuss medium-term plans for the phase-out of fossil fuel heating systems.

Integrating requests for environmental impact data into the procurement process for new suppliers.

Undertaking annual surveys requesting information on specific transport modes and distance travelled, to assess our employee commuting more accurately.

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 standard⁴ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁵.

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) Standard⁶.

⁴ <https://ghgprotocol.org/corporate-standard>

⁵ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁶ <https://ghgprotocol.org/standards/scope-3-standard>

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



Graham Harle, CEO

Date: 25/07/2024

Carbon Reduction Plan

Supplier name: Gleeds Cost Management Limited

Publication date: 25/07/2024

Commitment to achieving Net Zero

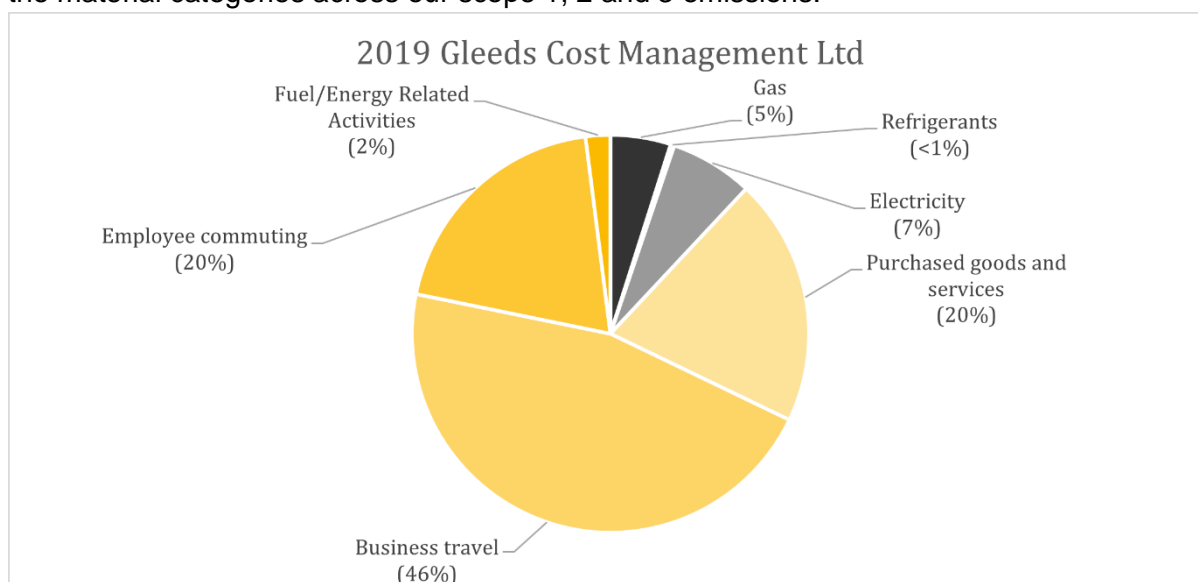
Gleeds Cost Management Limited is committed to being net zero by 2040 across our scope 1, 2 and 3 emissions.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2019 (01 Jan 2019 – 31 Dec 2019)	
Additional Details relating to the Baseline Emissions calculations.	
This is the first year that Gleeds reported its carbon emissions externally. Given that 2020 was not a standard year in terms of emissions (due to the impact of COVID-19), 2019 is the most recent year to be used as a baseline.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	166.43
Scope 2	215.92 (Location-based)
Scope 3 (Included Sources)	2816.95 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds Cost Management provides consultancy services in the construction and property industry
Total Emissions	3199.29

A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions.



Current Emissions Reporting

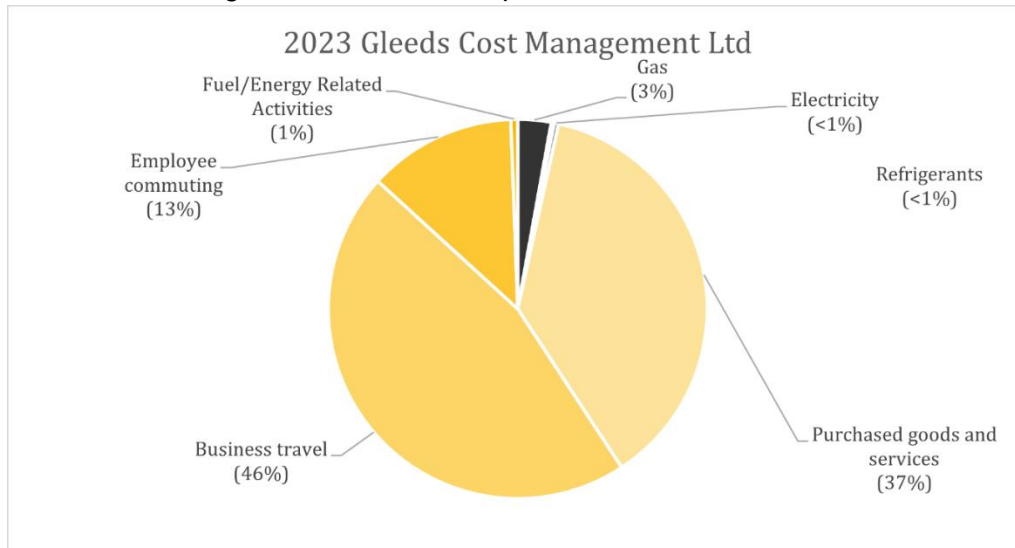
Reporting Year: 2023* (01 Jan 2023 – 31 Dec 2023)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	104.45
Scope 2	10.10 (Market-based) ** 78.36 (Location-based) ***
Scope 3 (Included Sources)	3270.25 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds Cost Management provides consultancy services in the construction and property industry
Total Emissions	3387.97 (Market-based) 3453.06 (Location-based)

*We calculate these emissions at a UK level and assign them based on FTE per business unit. Due to fluctuating employee numbers, changes in the emissions of an individual business unit may not reflect the emissions progress of the broader company.

**Our market-based emissions include where we have purchased renewable electricity; the remaining emissions are from a blended approach where we have incomplete data.

***Location-based emissions have been calculated using the Conversion Factors 2023 published by DEFRA on 28 June 2023.

A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions.



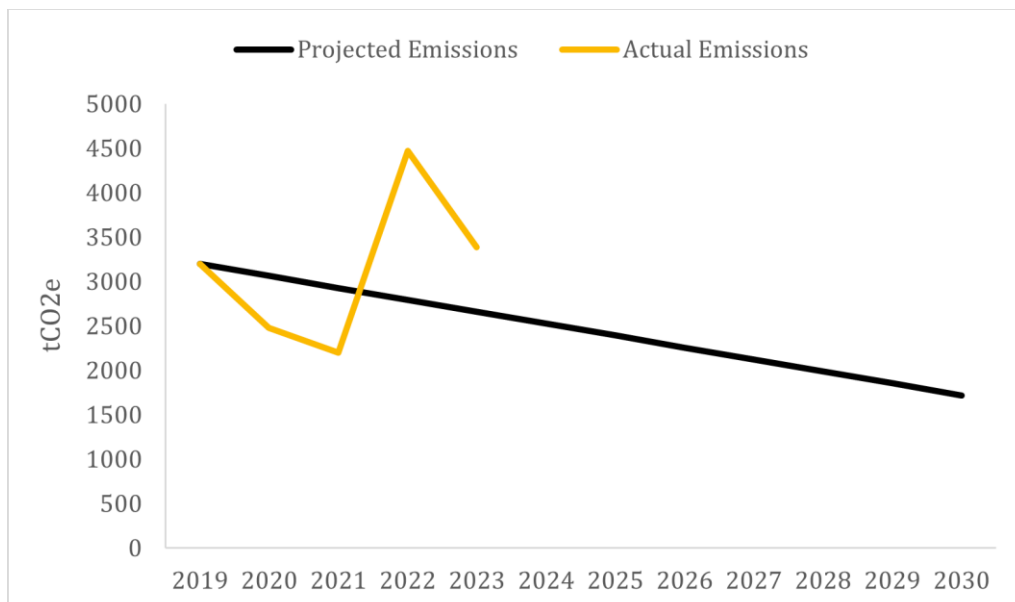
Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets for our Scope 1, 2 and 3 emissions.

We are targeting a 37.8% reduction of our overall emissions by 2028 from our 2019 baseline. We are aiming to reduce our emissions to:

- 103.52 tCO₂e Scope 1
- 0 tCO₂e Scope 2 (Market-based)
- 134.30 tCO₂e Scope 2 (Location-based)
- 1752.14 tCO₂e Scope 3

The graph below shows our progress (Actual Emissions) against the reductions needed to reach our targets (Projected Emissions):



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline.

The Science Based Targets initiative (SBTi) has validated Gleeds' near and long-term carbon reduction targets. They have also validated Gleeds' target of reaching net-zero by 2040.

ISO 14001 has been implemented across our UK operations.

Planned Carbon Reduction Initiatives

We are in the process of implementing further measures such as:

Procuring all electricity provided to Gleeds offices from high quality renewable tariffs (UK offices by 2024, non-UK offices by 2027). We are currently at 84% of our UK offices.

Establishing and implementing business travel policies and guidance, encouraging lower carbon transport modes.

Switching all light bulbs to LEDs and implementing sensors (where possible) to reduce the amount of time that the lights are on.

Engaging with landlords of relevant sites to discuss medium-term plans for the phase-out of fossil fuel heating systems.

Integrating requests for environmental impact data into the procurement process for new suppliers.

Undertaking annual surveys requesting information on specific transport modes and distance travelled, to assess our employee commuting more accurately.

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 standard⁷ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁸.

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) Standard⁹.

⁷ <https://ghgprotocol.org/corporate-standard>

⁸ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁹ <https://ghgprotocol.org/standards/scope-3-standard>

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



Graham Harle, CEO

Date: 25/07/2024

Carbon Reduction Plan

Supplier name: Gleeds Energy Limited

Publication date: 25/07/2024

Commitment to achieving Net Zero

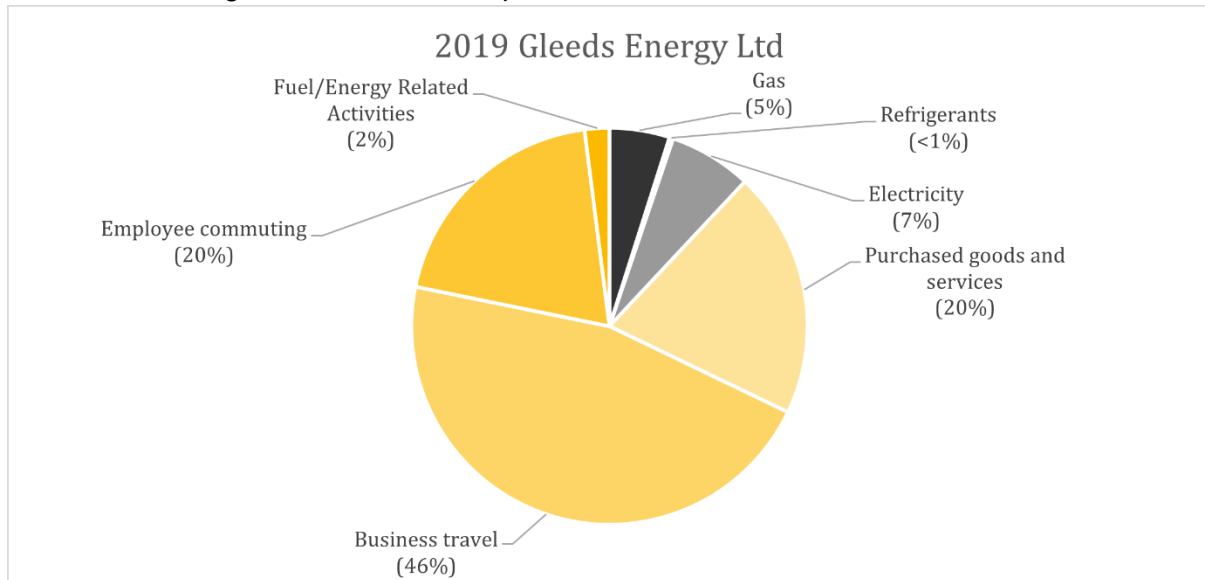
Gleeds Energy Limited is committed to being net zero by 2040 across our scope 1, 2 and 3 emissions.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2019 (01 Jan 2019 – 31 Dec 2019)	
Additional Details relating to the Baseline Emissions calculations.	
This is the first year that Gleeds reported its carbon emissions externally. Given that 2020 was not a standard year in terms of emissions (due to the impact of COVID-19), 2019 is the most recent year to be used as a baseline.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	46.46
Scope 2	60.27 (Location-based)
Scope 3 (Included Sources)	786.36 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds Energy provides consultancy services in the construction and property industry
Total Emissions	893.09

A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions.



Current Emissions Reporting

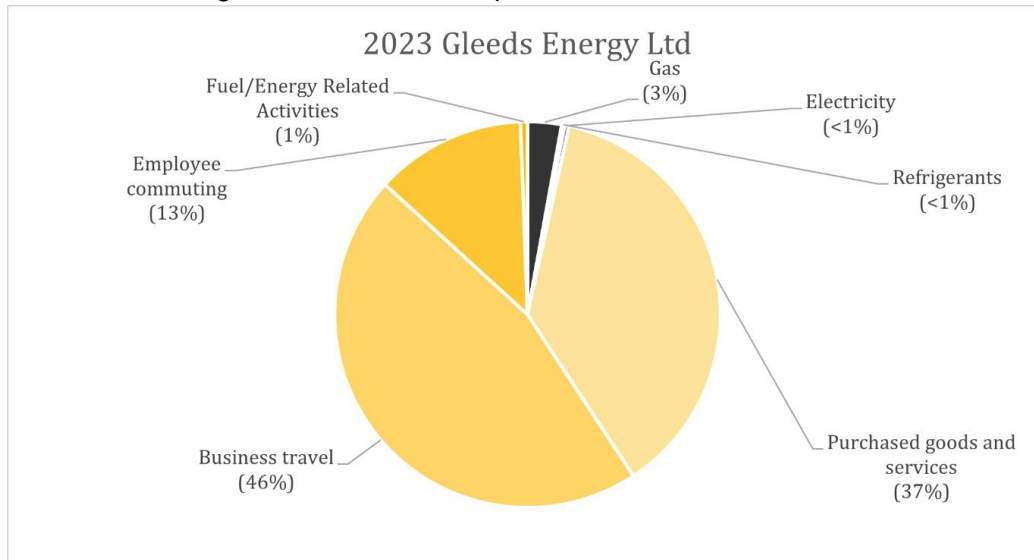
Reporting Year: 2023* (01 Jan 2023 – 31 Dec 2023)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	48.81
Scope 2	4.72 (Market-based) ** 36.61 (Location-based) ***
Scope 3 (Included Sources)	1528.06 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds Energy provides consultancy services in the construction and property industry
Total Emissions	1583.07 (Market-based) 1613.48 (Location-based)

*We calculate these emissions at a UK level and assign them based on FTE per business unit. Due to fluctuating employee numbers, changes in the emissions of an individual business unit may not reflect the emissions progress of the broader company.

**Our market-based emissions include where we have purchased renewable electricity; the remaining emissions are from a blended approach where we have incomplete data.

***Location-based emissions have been calculated using the Conversion Factors 2023 published by DEFRA on 28 June 2023.

A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions.



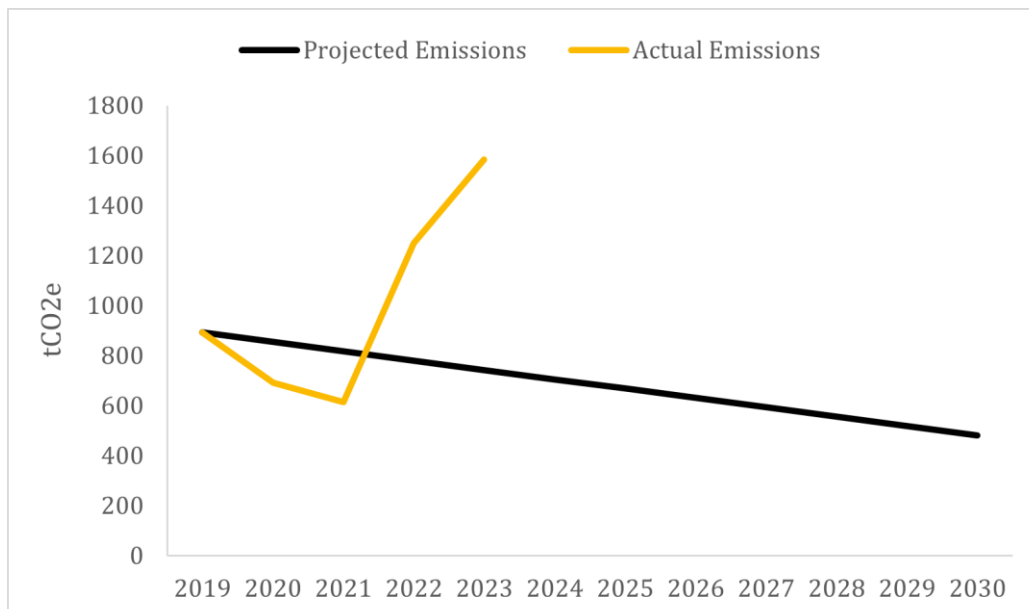
Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets for our Scope 1, 2 and 3 emissions.

We are targeting a 37.8% reduction of our overall emissions by 2028 from our 2019 baseline. We are aiming to reduce our emissions to:

- 28.90 tCO₂e Scope 1
- 0 tCO₂e Scope 2 (Market-based)
- 37.49 tCO₂e Scope 2 (Location-based)
- 489.11 tCO₂e Scope 3

The graph below shows our progress (Actual Emissions) against the reductions needed to reach our targets (Projected Emissions):



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline.

The Science Based Targets initiative (SBTi) has validated Gleeds' near and long-term carbon reduction targets. They have also validated Gleeds' target of reaching net-zero by 2040.

ISO 14001 has been implemented across our UK operations.

Planned Carbon Reduction Initiatives

We are in the process of implementing further measures such as:

Procuring all electricity provided to Gleeds offices from high quality renewable tariffs (UK offices by 2024, non-UK offices by 2027). We are currently at 84% of our UK offices.

Establishing and implementing business travel policies and guidance, encouraging lower carbon transport modes.

Switching all light bulbs to LEDs and implementing sensors (where possible) to reduce the amount of time that the lights are on.

Engaging with landlords of relevant sites to discuss medium-term plans for the phase-out of fossil fuel heating systems.

Integrating requests for environmental impact data into the procurement process for new suppliers.

Undertaking annual surveys requesting information on specific transport modes and distance travelled, to assess our employee commuting more accurately.

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 standard¹⁰ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting¹¹.

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) Standard¹².

¹⁰ <https://ghgprotocol.org/corporate-standard>

¹¹ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

¹² <https://ghgprotocol.org/standards/scope-3-standard>

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



Graham Harle, CEO

Date: 25/07/2024

Carbon Reduction Plan

Supplier name: Gleeds Health & Safety Limited

Publication date: 25/07/2024

Commitment to achieving Net Zero

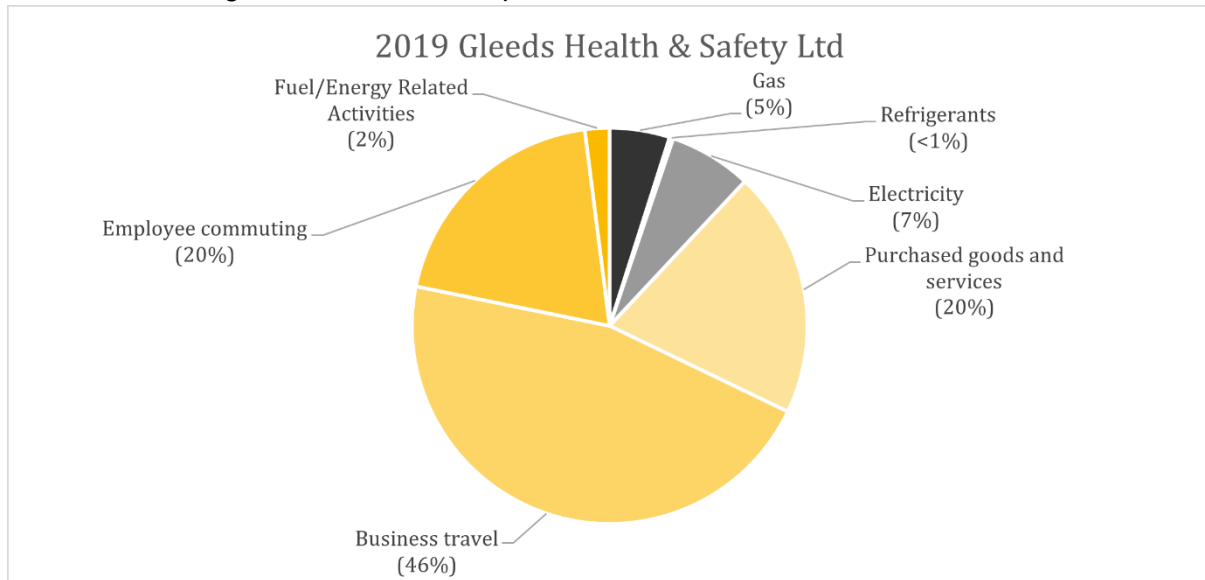
Gleeds Health & Safety Limited is committed to being net zero by 2040 across our scope 1, 2 and 3 emissions.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2019 (01 Jan 2019 – 31 Dec 2019)	
Additional Details relating to the Baseline Emissions calculations.	
This is the first year that Gleeds reported its carbon emissions externally. Given that 2020 was not a standard year in terms of emissions (due to the impact of COVID-19), 2019 is the most recent year to be used as a baseline.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	8.23
Scope 2	10.68 (Location-based)
Scope 3 (Included Sources)	139.35 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds Health and Safety provides consultancy services in the construction and property industry
Total Emissions	158.27

A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions.



Current Emissions Reporting

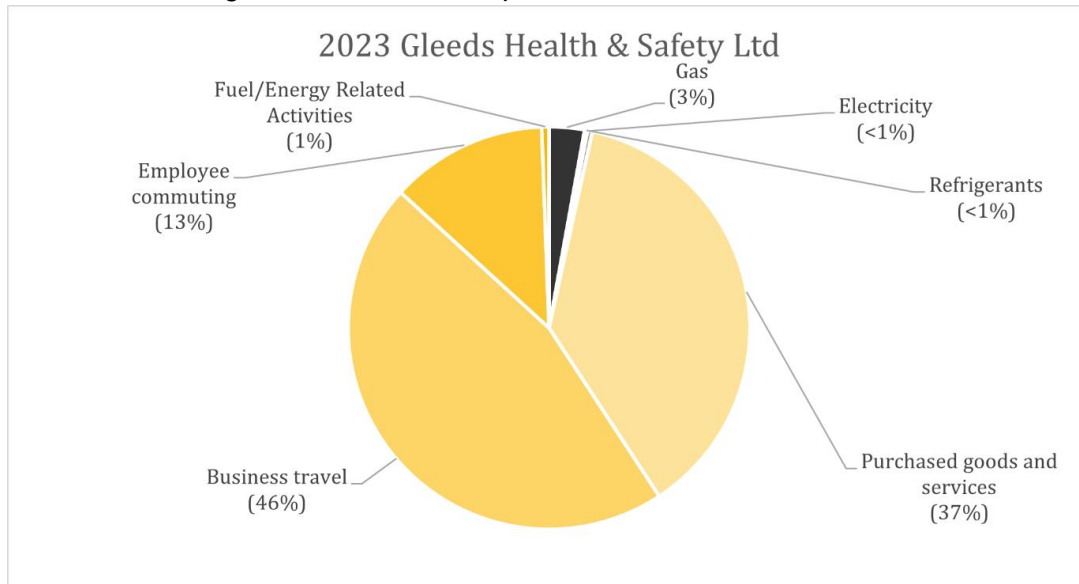
Reporting Year: 2023* (01 Jan 2023 – 31 Dec 2023)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	5.28
Scope 2	0.51 (Market-based) ** 3.96 (Location-based) ***
Scope 3 (Included Sources)	165.46 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds Health and Safety provides consultancy services in the construction and property industry
Total Emissions	171.42 (Market-based) 174.71 (Location-based)

*We calculate these emissions at a UK level and assign them based on FTE per business unit. Due to fluctuating employee numbers, changes in the emissions of an individual business unit may not reflect the emissions progress of the broader company.

**Our market-based emissions include where we have purchased renewable electricity; the remaining emissions are from a blended approach where we have incomplete data.

***Location-based emissions have been calculated using the Conversion Factors 2023 published by DEFRA on 28 June 2023.

A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions.



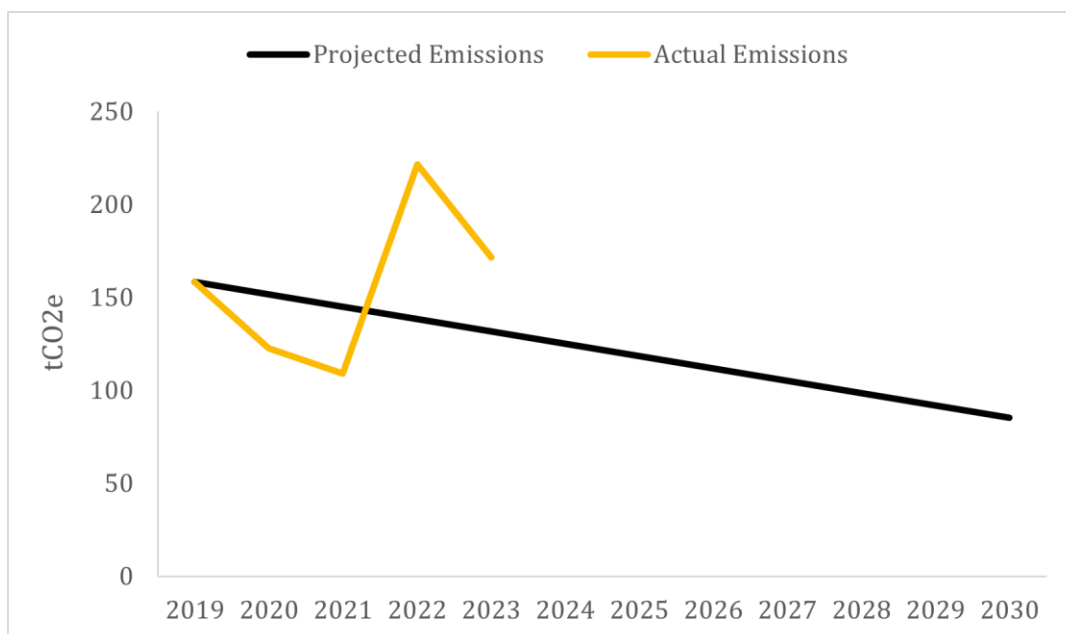
Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets for our Scope 1, 2 and 3 emissions.

We are targeting a 37.8% reduction of our overall emissions by 2028 from our 2019 baseline. We are aiming to reduce our emissions to:

- 5.12 tCO₂e Scope 1
- 0 tCO₂e Scope 2 (Market-based)
- 6.64 tCO₂e Scope 2 (Location-based)
- 86.68 tCO₂e Scope 3

The graph below shows our progress (Actual Emissions) against the reductions needed to reach our targets (Projected Emissions):



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline.

The Science Based Targets initiative (SBTi) has validated Gleeds' near and long-term carbon reduction targets. They have also validated Gleeds' target of reaching net-zero by 2040.

ISO 14001 has been implemented across our UK operations.

Planned Carbon Reduction Initiatives

We are in the process of implementing further measures such as:

Procuring all electricity provided to Gleeds offices from high quality renewable tariffs (UK offices by 2024, non-UK offices by 2027). We are currently at 84% of our UK offices.

Establishing and implementing business travel policies and guidance, encouraging lower carbon transport modes.

Switching all light bulbs to LEDs and implementing sensors (where possible) to reduce the amount of time that the lights are on.

Engaging with landlords of relevant sites to discuss medium-term plans for the phase-out of fossil fuel heating systems.

Integrating requests for environmental impact data into the procurement process for new suppliers.

Undertaking annual surveys requesting information on specific transport modes and distance travelled, to assess our employee commuting more accurately.

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 standard¹³ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting¹⁴.

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) Standard¹⁵.

¹³ <https://ghgprotocol.org/corporate-standard>

¹⁴ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

¹⁵ <https://ghgprotocol.org/standards/scope-3-standard>

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



Graham Harle, CEO

Date: 25/07/2024

Carbon Reduction Plan

Supplier name: Gleeds Management Services Limited

Publication date: 25/07/2024

Commitment to achieving Net Zero

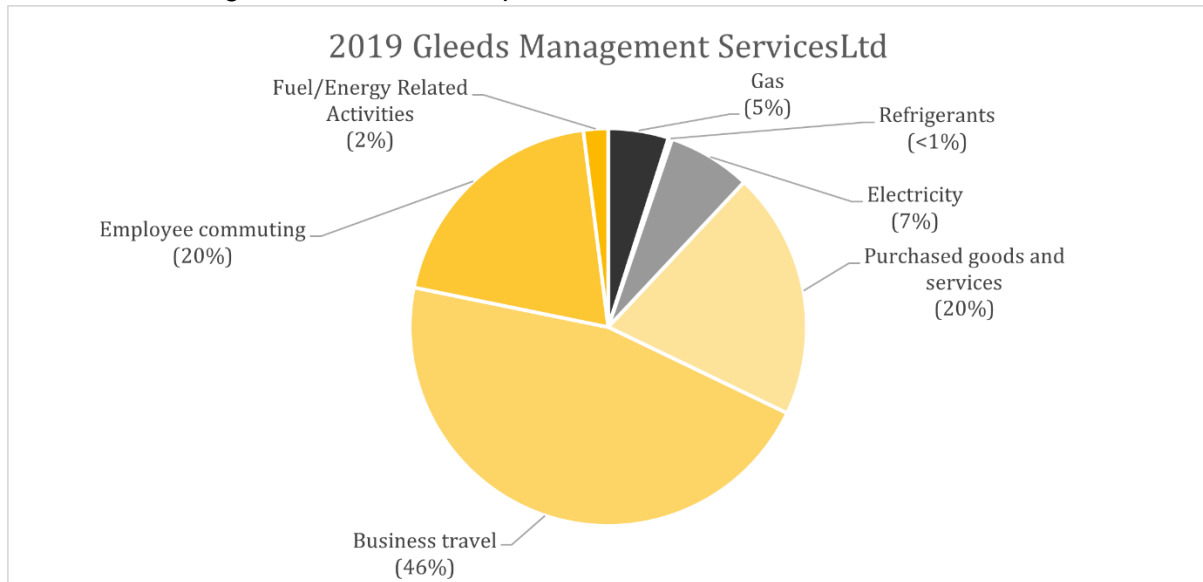
Gleeds Management Services Limited is committed to being net zero by 2040 across our scope 1, 2 and 3 emissions.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2019 (01 Jan 2019 – 31 Dec 2019)	
Additional Details relating to the Baseline Emissions calculations.	
This is the first year that Gleeds reported its carbon emissions externally. Given that 2020 was not a standard year in terms of emissions (due to the impact of COVID-19), 2019 is the most recent year to be used as a baseline.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	88.21
Scope 2	114.44 (Location-based)
Scope 3 (Included Sources)	1493.08 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds Management Services provides consultancy services in the construction and property industry
Total Emissions	1695.74

A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions.



Current Emissions Reporting

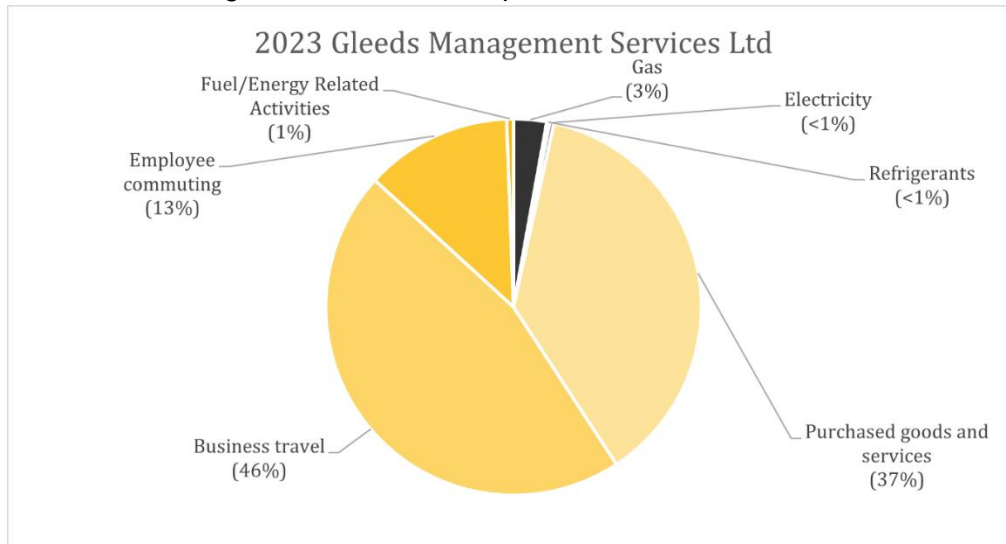
Reporting Year: 2023*	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	67.77
Scope 2	6.56 (Market-based) ** 50.84 (Location-based) ***
Scope 3 (Included Sources)	2121.77 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds Management Services provides consultancy services in the construction and property industry
Total Emissions	2198.15 (Market-based) 2240.38 (Location-based)

*We calculate these emissions at a UK level and assign them based on FTE per business unit. Due to fluctuating employee numbers, changes in the emissions of an individual business unit may not reflect the emissions progress of the broader company.

**Our market-based emissions include where we have purchased renewable electricity; the remaining emissions are from a blended approach where we have incomplete data.

***Location-based emissions have been calculated using the Conversion Factors 2023 published by DEFRA on 28 June 2023.

A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions.



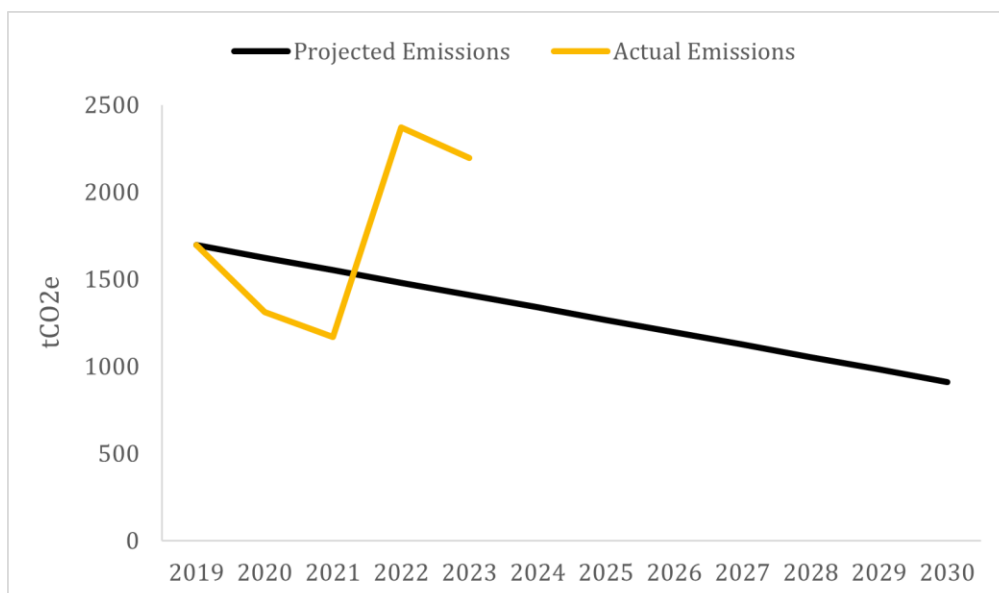
Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets for our Scope 1, 2 and 3 emissions.

We are targeting a 37.8% reduction of our overall emissions by 2028 from our 2019 baseline. We are aiming to reduce our emissions to:

- 54.87 tCO₂e Scope 1
- 0 tCO₂e Scope 2 (Market-based)
- 71.18 tCO₂e Scope 2 (Location-based)
- 928.70 tCO₂e Scope 3

The graph below shows our progress (Actual Emissions) against the reductions needed to reach our targets (Projected Emissions):



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline.

The Science Based Targets initiative (SBTi) has validated Gleeds' near and long-term carbon reduction targets. They have also validated Gleeds' target of reaching net-zero by 2040.

ISO 14001 has been implemented across our UK operations.

Planned Carbon Reduction Initiatives

We are in the process of implementing further measures such as:

Procuring all electricity provided to Gleeds offices from high quality renewable tariffs (UK offices by 2024, non-UK offices by 2027). We are currently at 84% of our UK offices.

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Undertaking annual surveys requesting information on specific transport modes and distance travelled, to assess our employee commuting more accurately.

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 standard¹⁶ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting¹⁷.

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) Standard¹⁸.

¹⁶ <https://ghgprotocol.org/corporate-standard>

¹⁷ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

¹⁸ <https://ghgprotocol.org/standards/scope-3-standard>

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



Graham Harle, CEO

Date: 25/07/2024

