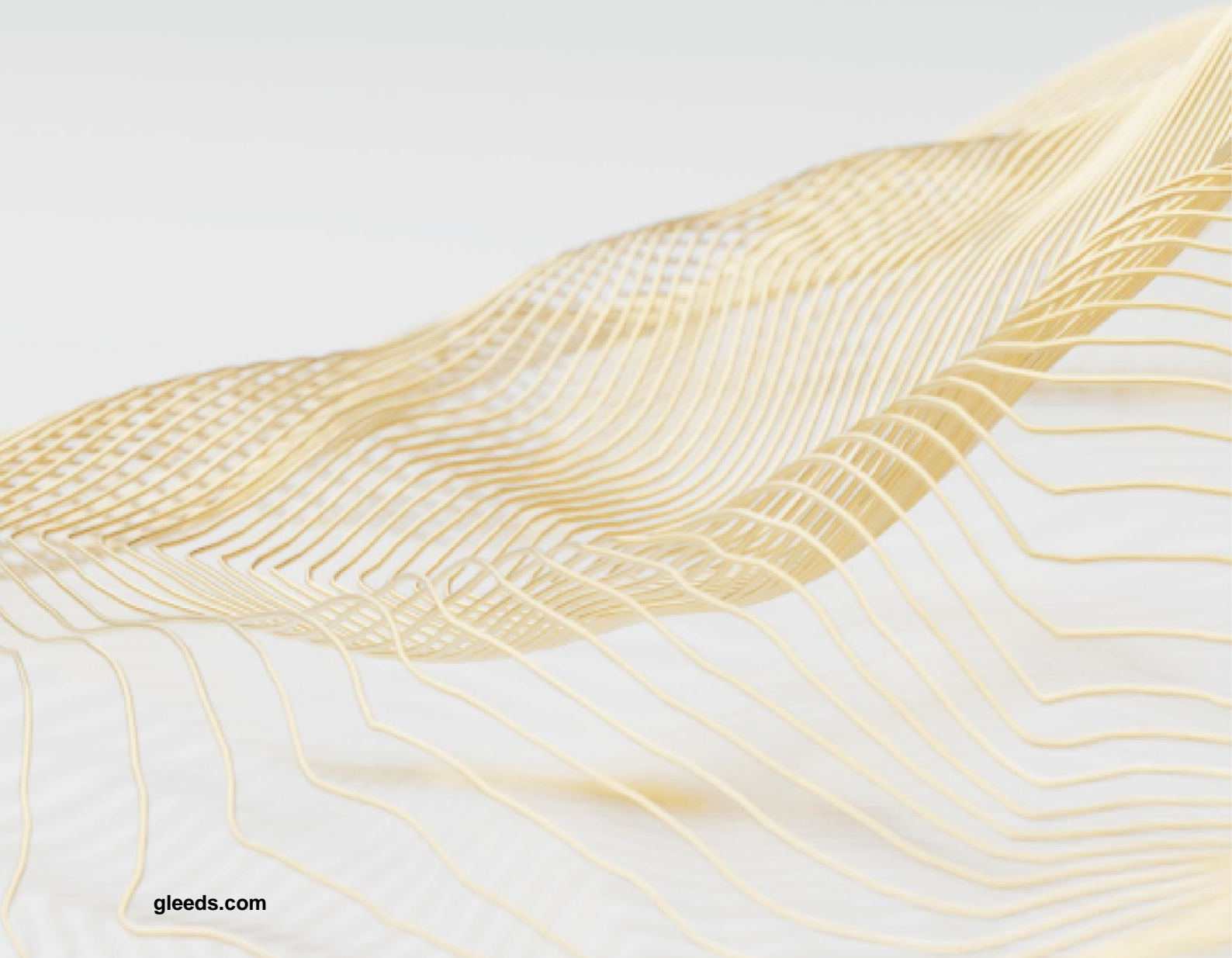


gleeds

# Gleeds Global Footprint



# Gleeds Global Footprint

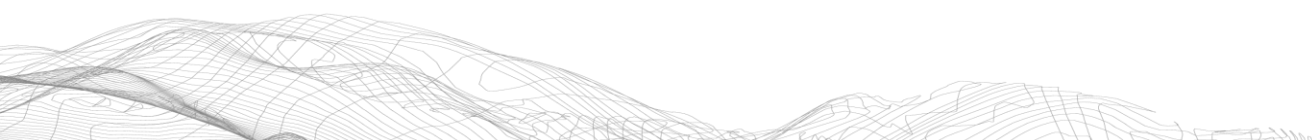
## Commitment to achieving Net Zero

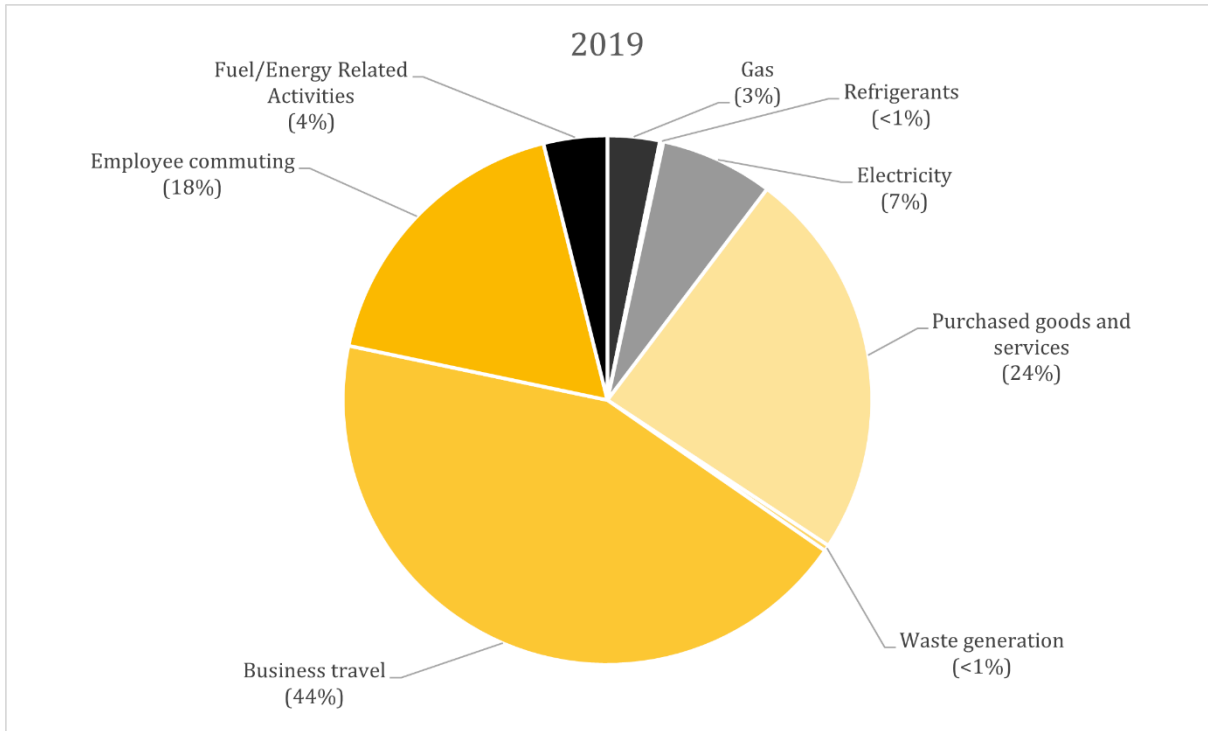
Gleeds is committed to being net zero by 2040 across our scope 1, 2 and 3 emissions. This will involve a 90% reduction in our emissions from our 2019 baseline

## 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.

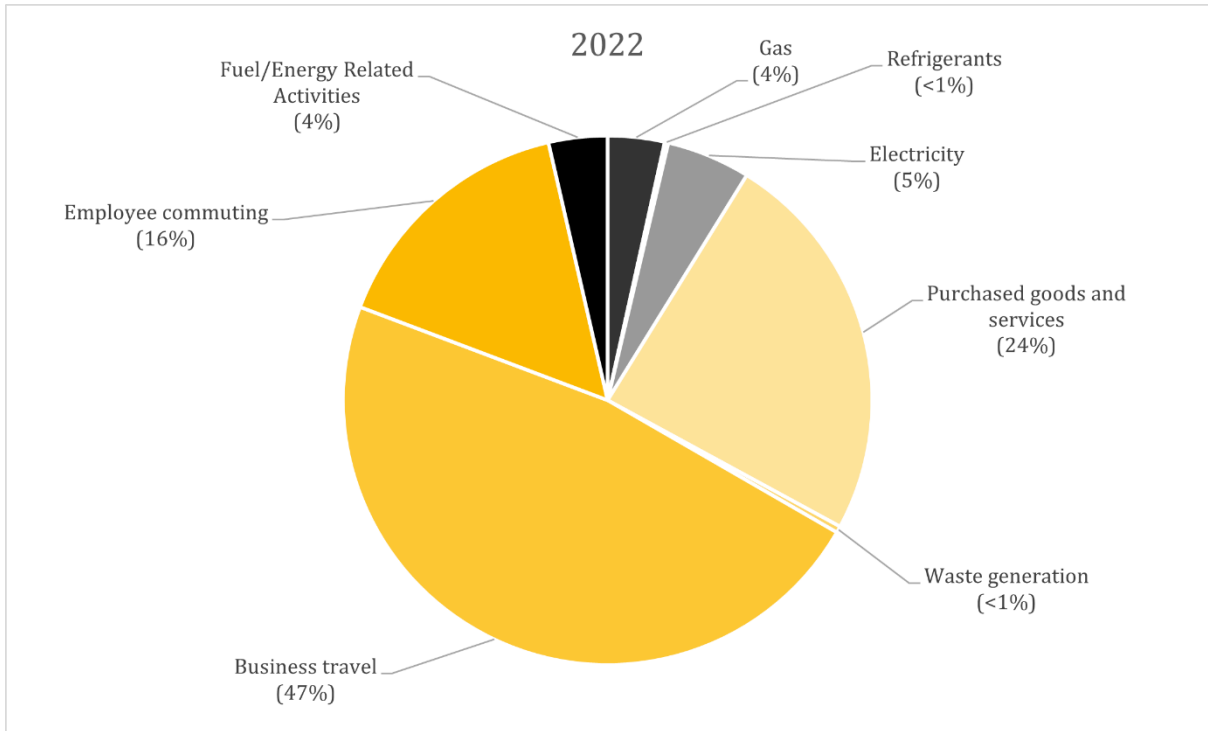
Baseline Year: 2019	
Additional Details relating to the Baseline Emissions calculations.	
This is the first year that Gleeds is reporting on its carbon emissions externally. Given that 2020 was not a standard year in terms of emissions (due to the impact of COVID-19), 2019 is the most recent year to be used as a baseline.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	541
Scope 2	1,097
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





## Current Emissions Reporting

Reporting Year: 2022	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	612
Scope 2	853
Scope 3 (Included Sources)	15,136 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	16,601

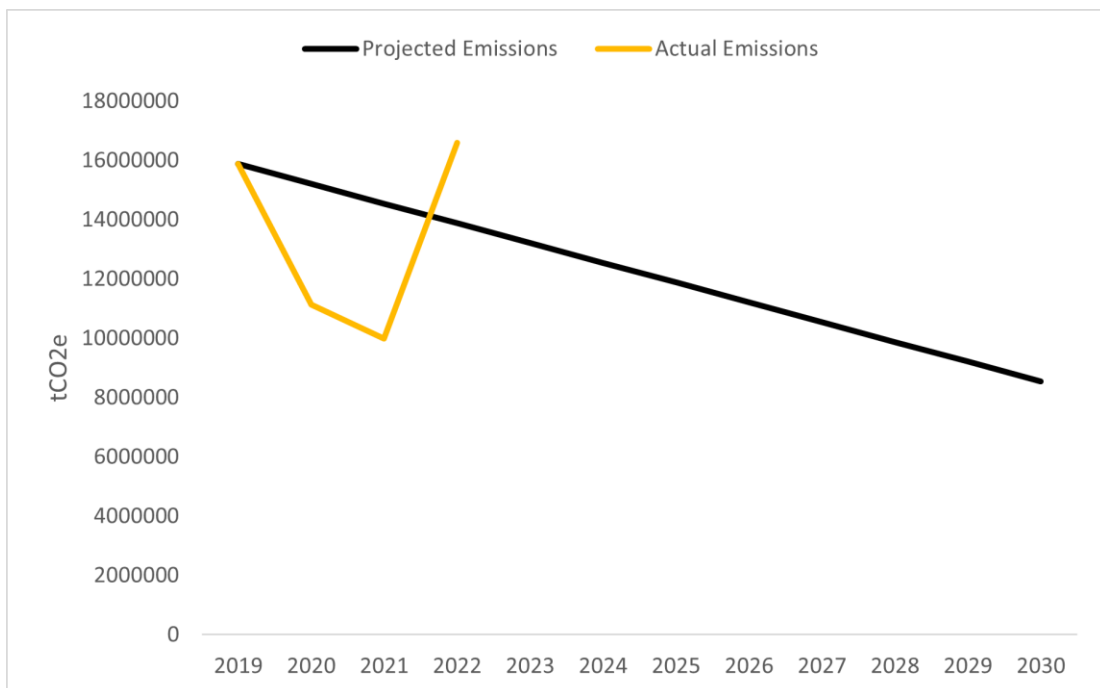


## Emissions reduction targets

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

We project that carbon emissions will decrease over the next five years to 10,194 tCO<sub>2</sub>e by 2025. This is a reduction of 25.2% from our 2019 baseline.

Progress against these targets can be seen in the graph below:



## **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.

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

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

Procuring all electricity provided to Gleeds offices from high quality renewable tariffs.

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.

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

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.

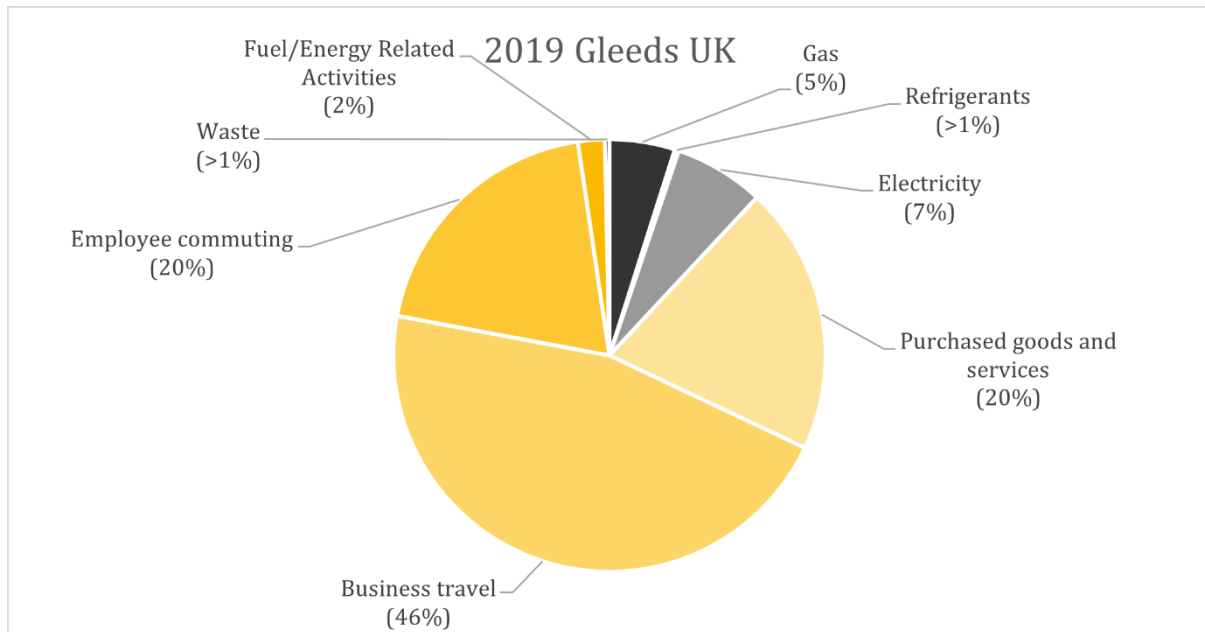
### Emissions Footprint

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 <sub>2</sub> 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.



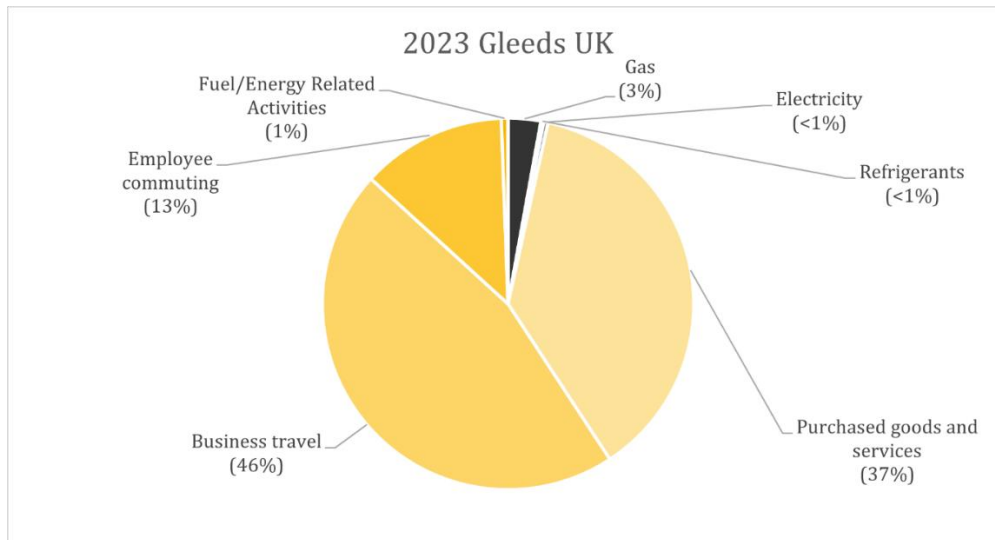
## Current Emissions Reporting

Reporting Year: 2023 (01 Jan 2023 – 31 Dec 2023)	
EMISSIONS	TOTAL (tCO <sub>2</sub> 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.



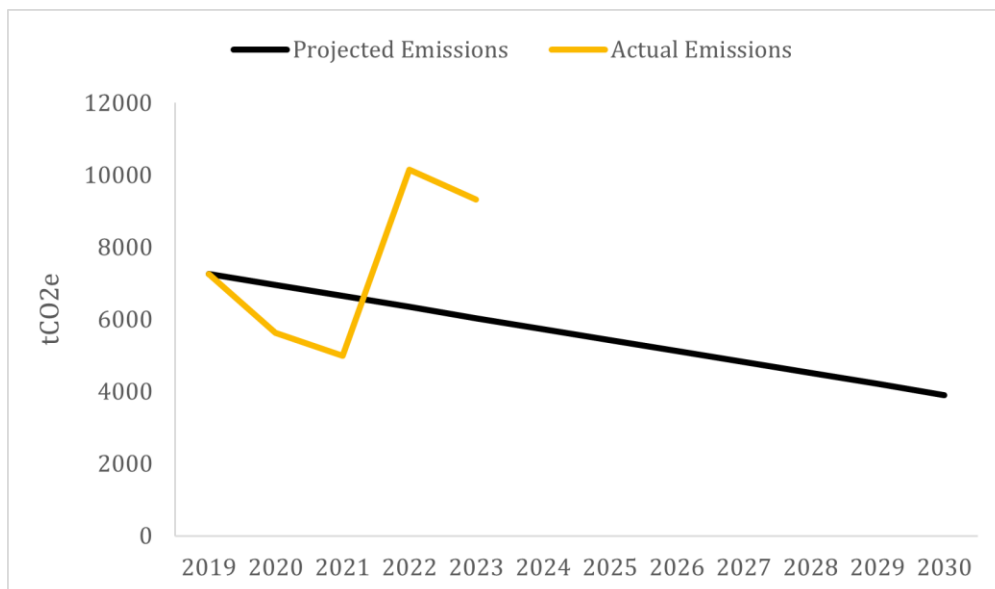
## Emissions reduction targets

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 tCO<sub>2</sub>e Scope 1
- 0 tCO<sub>2</sub>e Scope 2 (Market Based)
- 304.24 tCO<sub>2</sub>e Scope 2 (Location Based)
- 3974.22 tCO<sub>2</sub>e 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

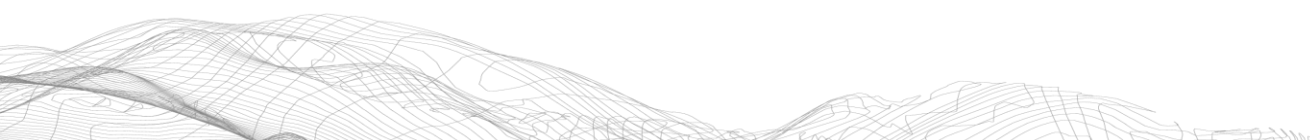
## Commitment to achieving Net Zero

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

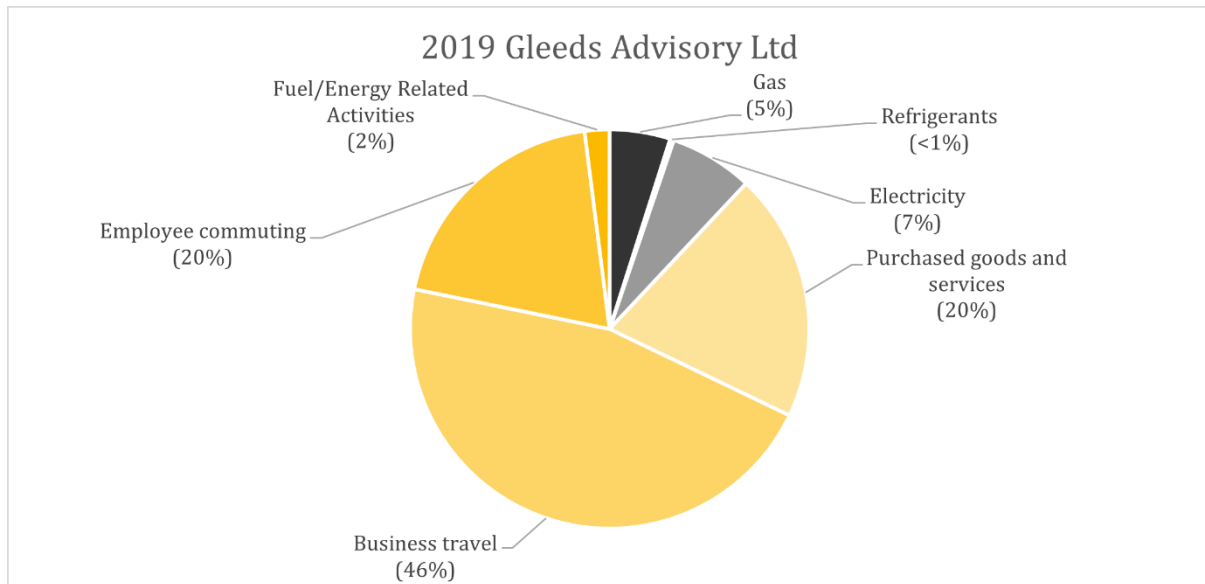
## Emissions Footprint

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 <sub>2</sub> 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

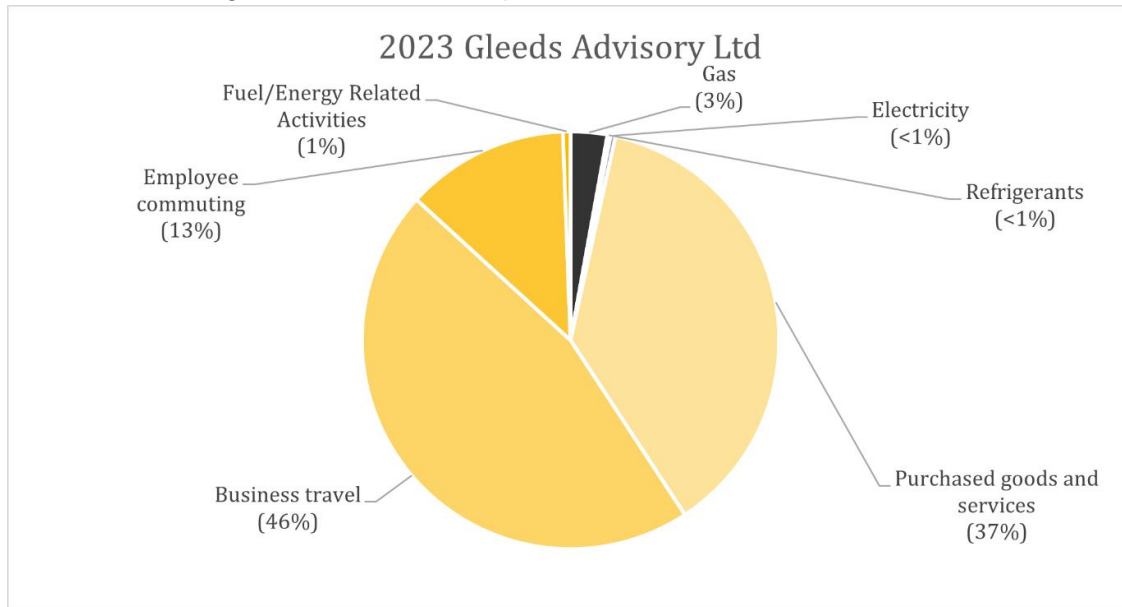
Reporting Year: 2023* (01 Jan 2023 – 31 Dec 2023)	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	27.05
Scope 2	2.62 (Market Based) ** 20.29 (Location Based) ***
Scope 3 (Included Sources)	846.76 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds 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.



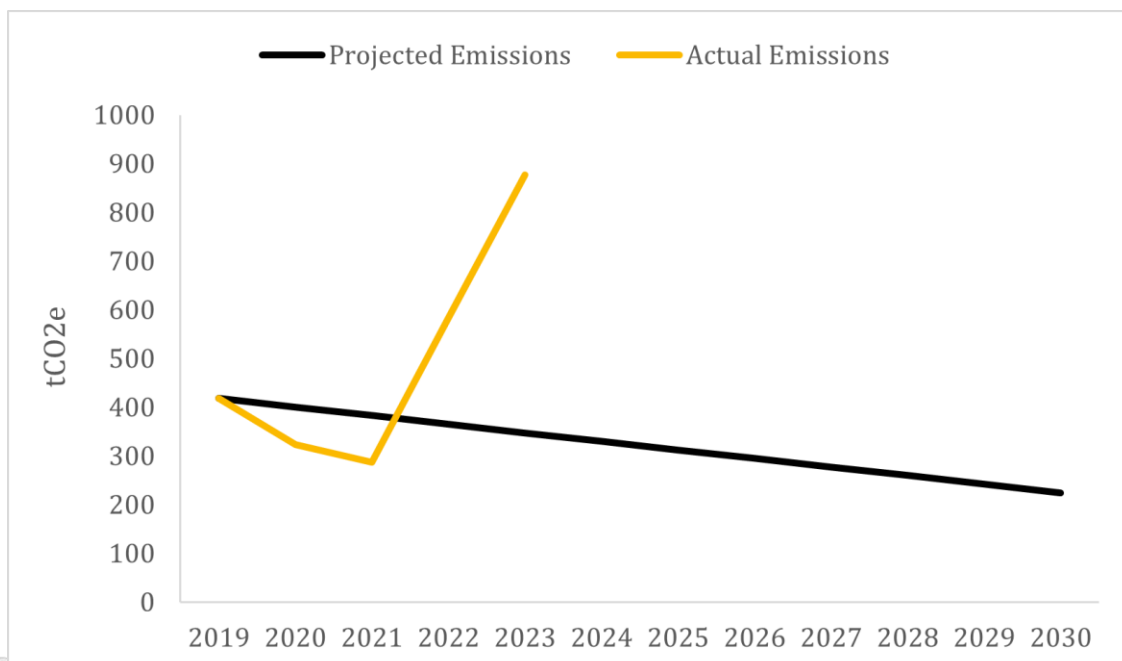
## Emissions reduction targets

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 tCO<sub>2</sub>e Scope 1
- 0 tCO<sub>2</sub>e Scope 2 (Market Based)
- 17.56 tCO<sub>2</sub>e Scope 2 (Location Based)
- 229.08 tCO<sub>2</sub>e 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 standard<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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<sup>3</sup>.

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<sup>1</sup> <https://ghgprotocol.org/corporate-standard>

<sup>2</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>3</sup> <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:



Graham Harle, CEO

Date: 25/07/2024



# Carbon Reduction Plan

**Supplier name:** Gleeds Building Surveying Limited

**Publication date:** 25/07/2024

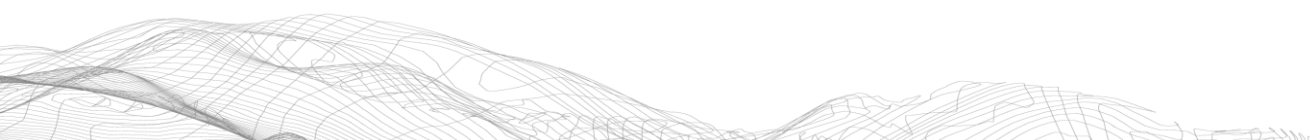
## Commitment to achieving Net Zero

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

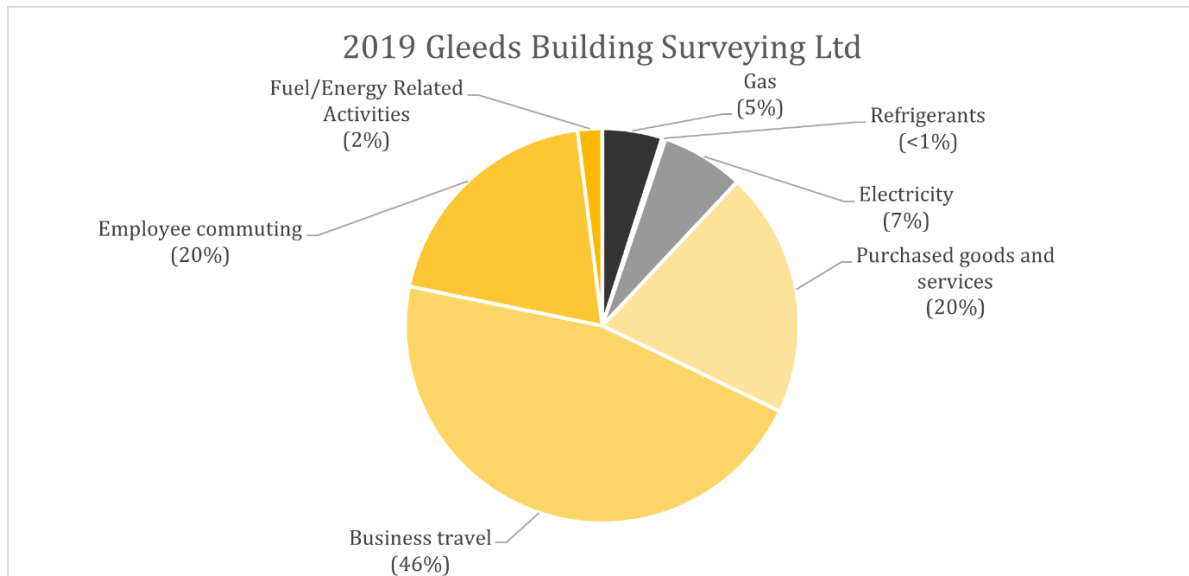
## Baseline Emissions Footprint

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 (tCO <sub>2</sub> 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 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 <sub>2</sub> 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)

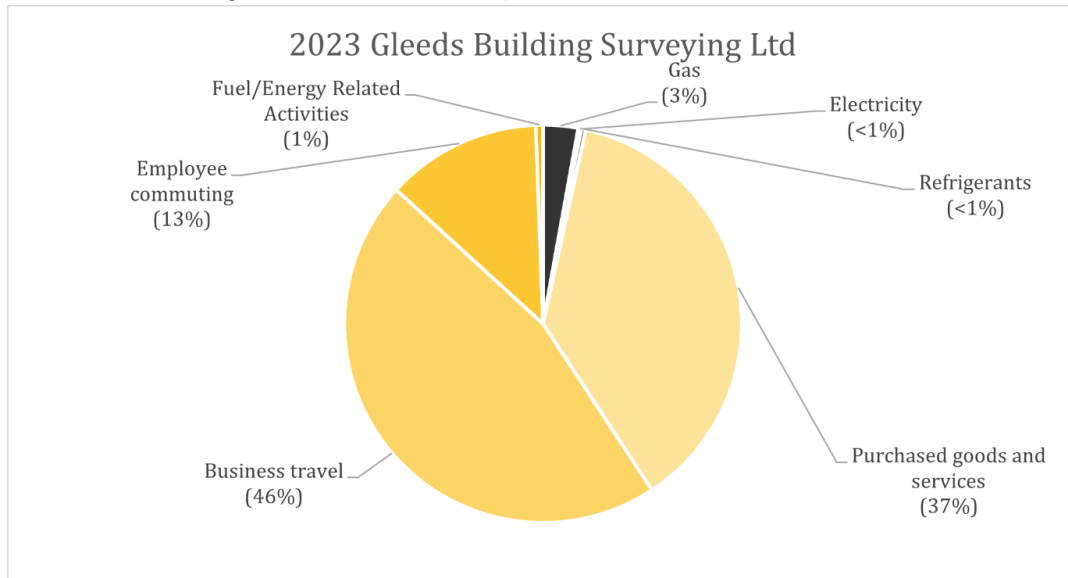
\*We calculate these emissions at a UK level and assign them based on FTE per business unit. Due to fluctuating employee numbers, changes in the emissions of an individual business unit may not reflect the emissions progress of the broader company.

\*\*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



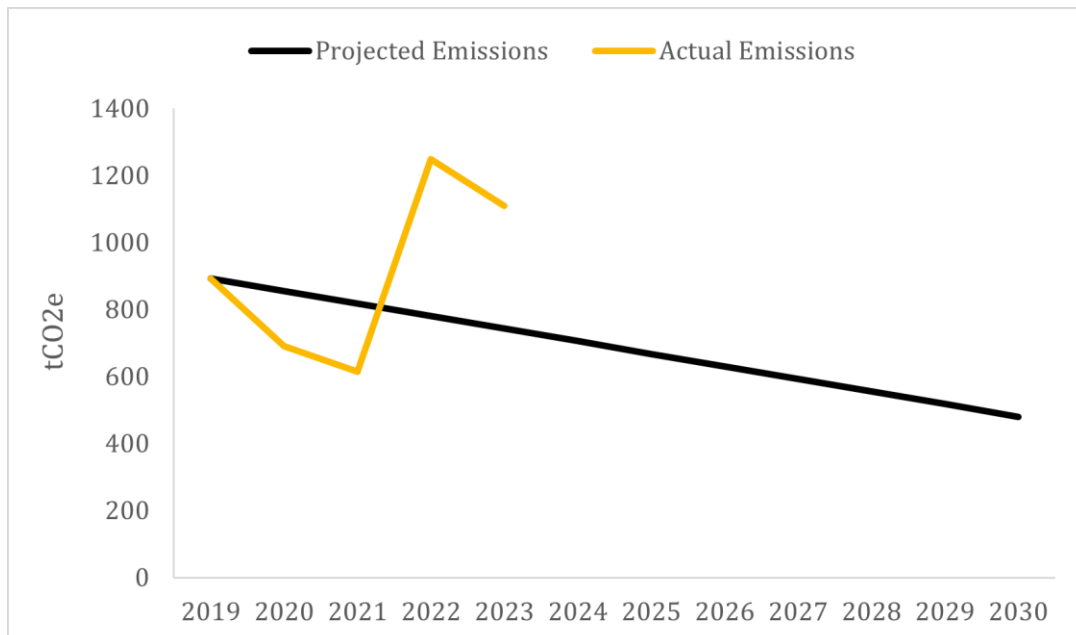
## Emissions reduction targets

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 tCO<sub>2</sub>e Scope 1
- 0 tCO<sub>2</sub>e Scope 2 (Market Based)
- 37.49 tCO<sub>2</sub>e Scope 2 (Location Based)
- 489.11 tCO<sub>2</sub>e 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 standard<sup>4</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>5</sup>.

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<sup>6</sup>.

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

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

<sup>6</sup> <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

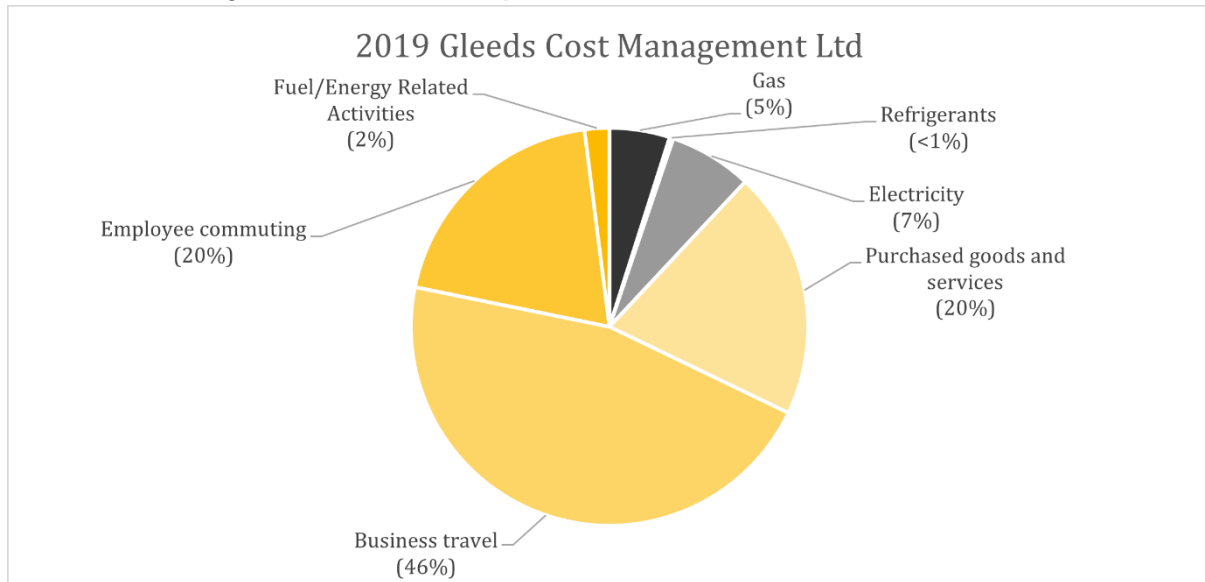
Gleeds Cost Management Limited is committed to being net zero by 2040 across our scope 1, 2 and 3 emissions.

## 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 <sub>2</sub> 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

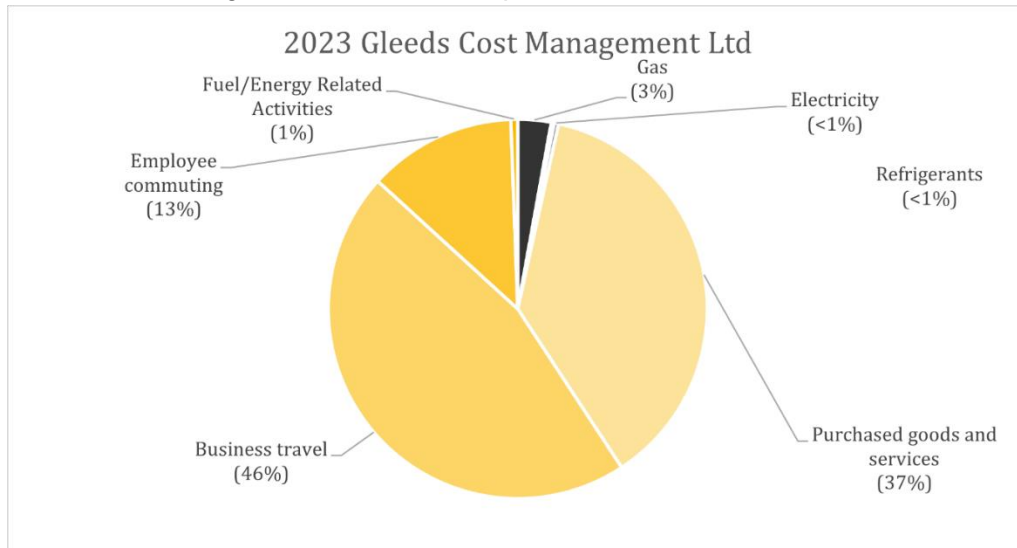
Reporting Year: 2023* (01 Jan 2023 – 31 Dec 2023)	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	104.45
Scope 2	10.10 (Market Based) ** 78.36 (Location Based) ***
Scope 3 (Included Sources)	3270.25 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds 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.



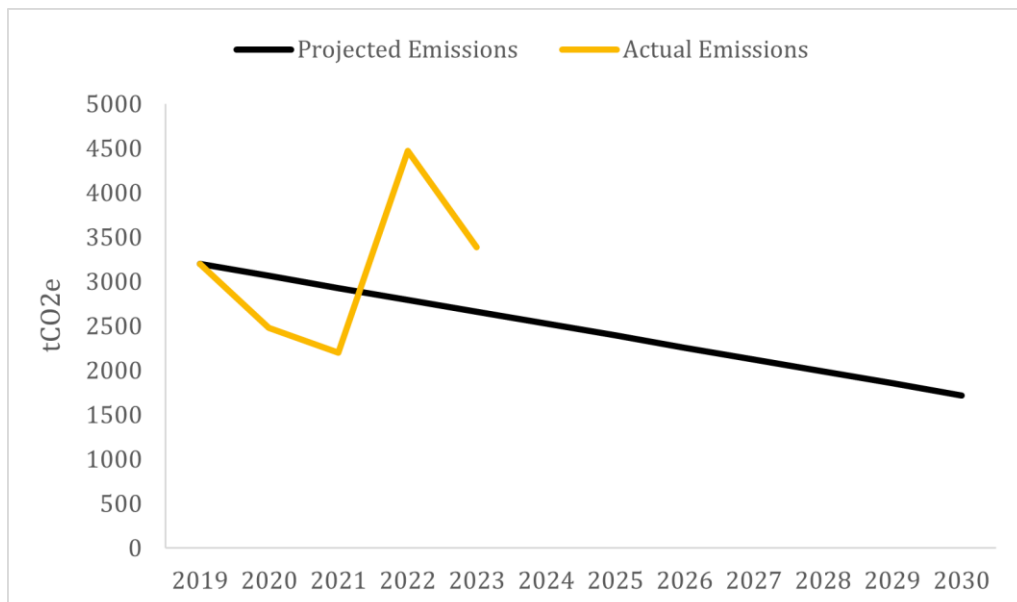
## Emissions reduction targets

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 tCO<sub>2</sub>e Scope 1
- 0 tCO<sub>2</sub>e Scope 2 (Market Based)
- 134.30 tCO<sub>2</sub>e Scope 2 (Location Based)
- 1752.14 tCO<sub>2</sub>e 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 standard<sup>7</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>8</sup>.

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<sup>9</sup>.

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

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

<sup>9</sup> <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.

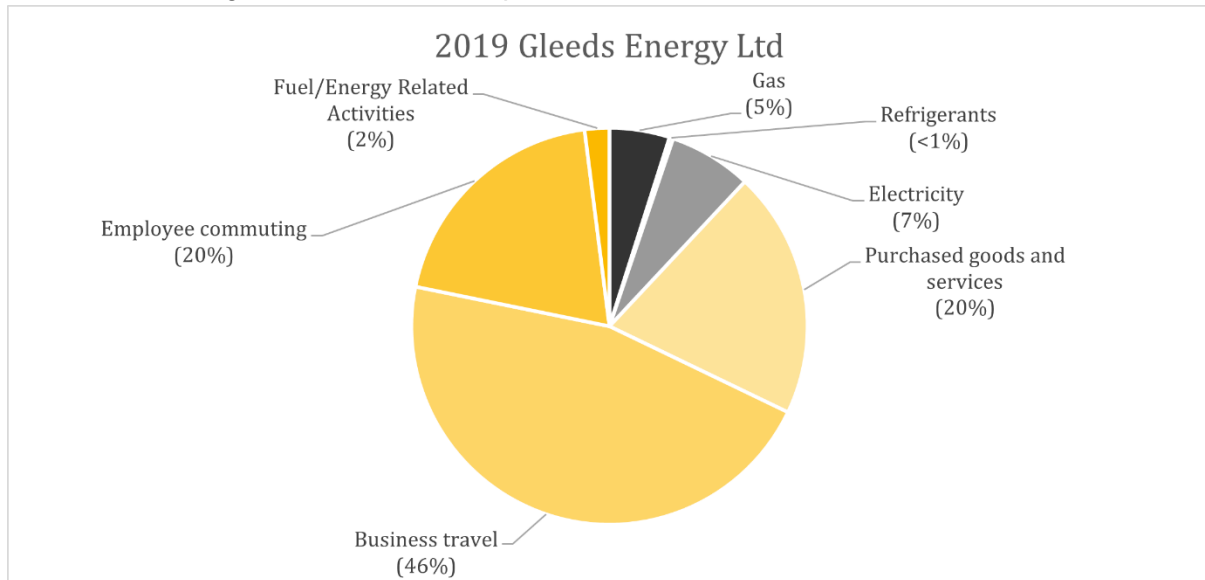
## Baseline Emissions Footprint

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 <sub>2</sub> 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

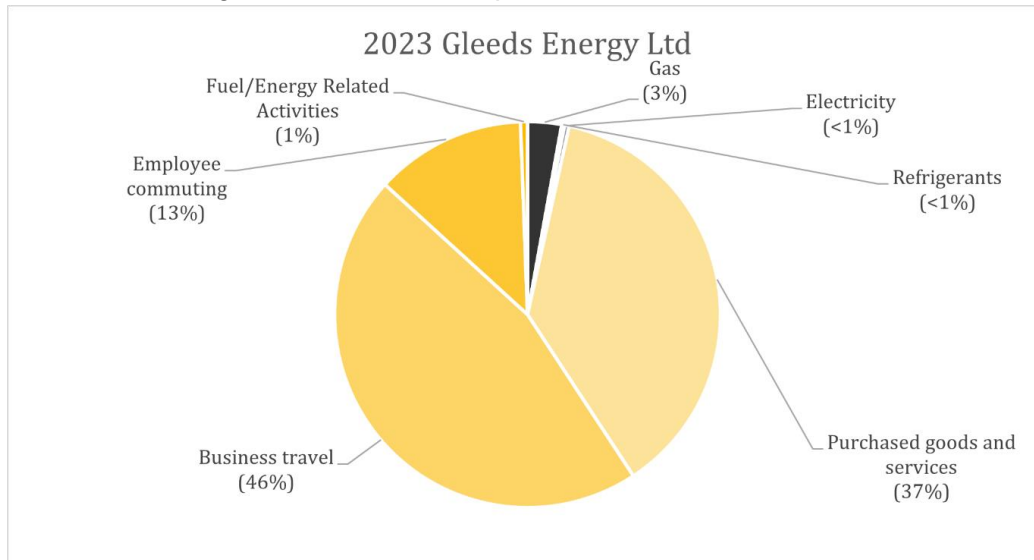
Reporting Year: 2023* (01 Jan 2023 – 31 Dec 2023)	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	48.81
Scope 2	4.72 (Market Based) ** 36.61 (Location Based) ***
Scope 3 (Included Sources)	1528.06 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds 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.



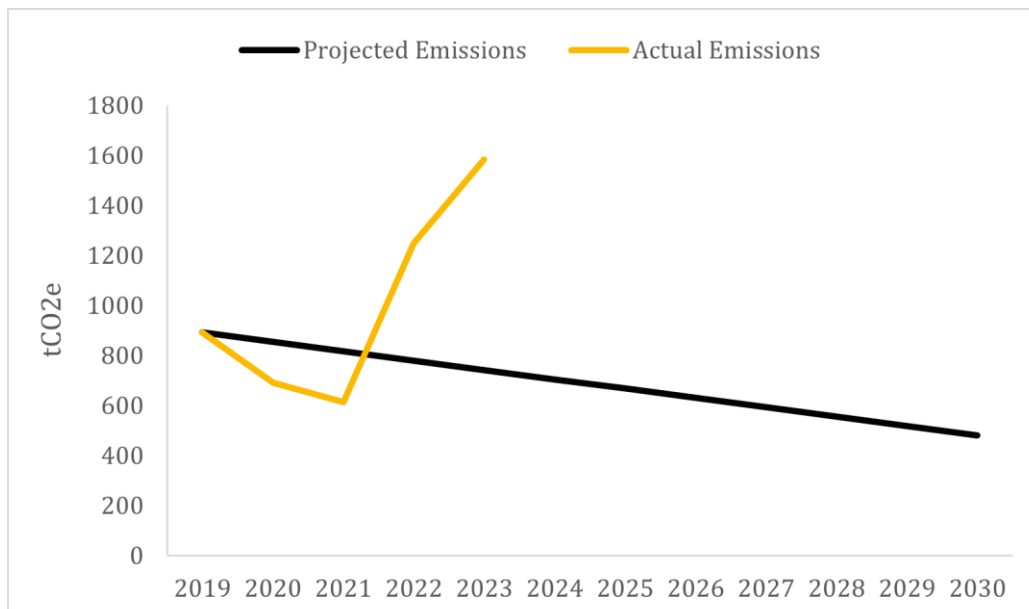
## Emissions reduction targets

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 tCO<sub>2</sub>e Scope 1
- 0 tCO<sub>2</sub>e Scope 2 (Market Based)
- 37.49 tCO<sub>2</sub>e Scope 2 (Location Based)
- 489.11 tCO<sub>2</sub>e 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 standard<sup>10</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>11</sup>.

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<sup>12</sup>.

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

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

<sup>12</sup> <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.

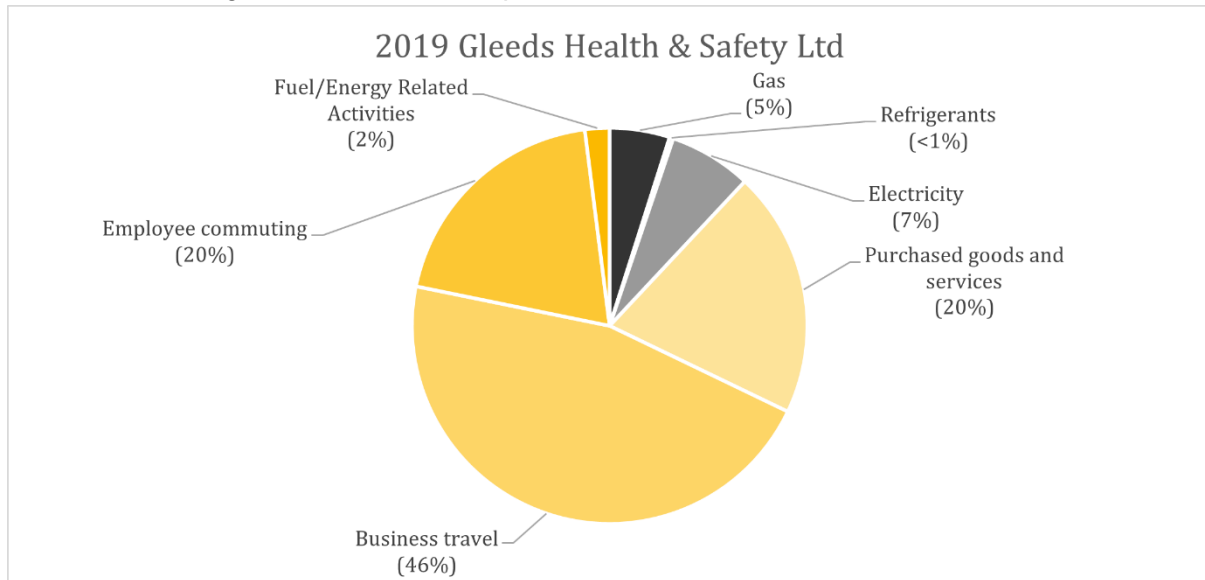
## Baseline Emissions Footprint

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 <sub>2</sub> 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

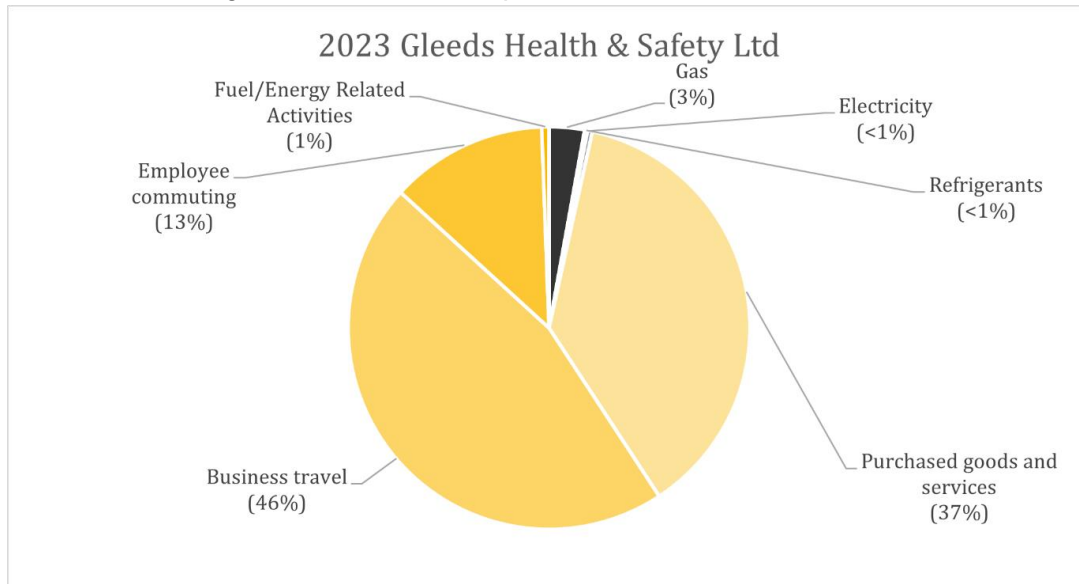
Reporting Year: 2023* (01 Jan 2023 – 31 Dec 2023)	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	5.28
Scope 2	0.51 (Market Based) ** 3.96 (Location Based) ***
Scope 3 (Included Sources)	165.46 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds Health 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.



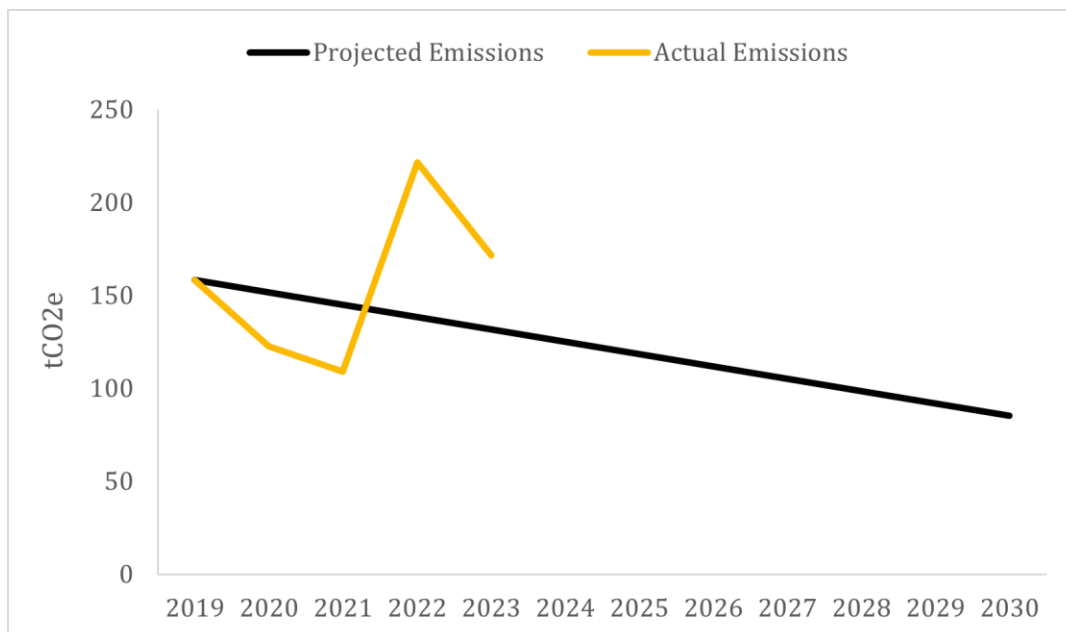
## Emissions reduction targets

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 tCO<sub>2</sub>e Scope 1
- 0 tCO<sub>2</sub>e Scope 2 (Market Based)
- 6.64 tCO<sub>2</sub>e Scope 2 (Location Based)
- 86.68 tCO<sub>2</sub>e 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 standard<sup>13</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>14</sup>.

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<sup>15</sup>.

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

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

<sup>15</sup> <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.

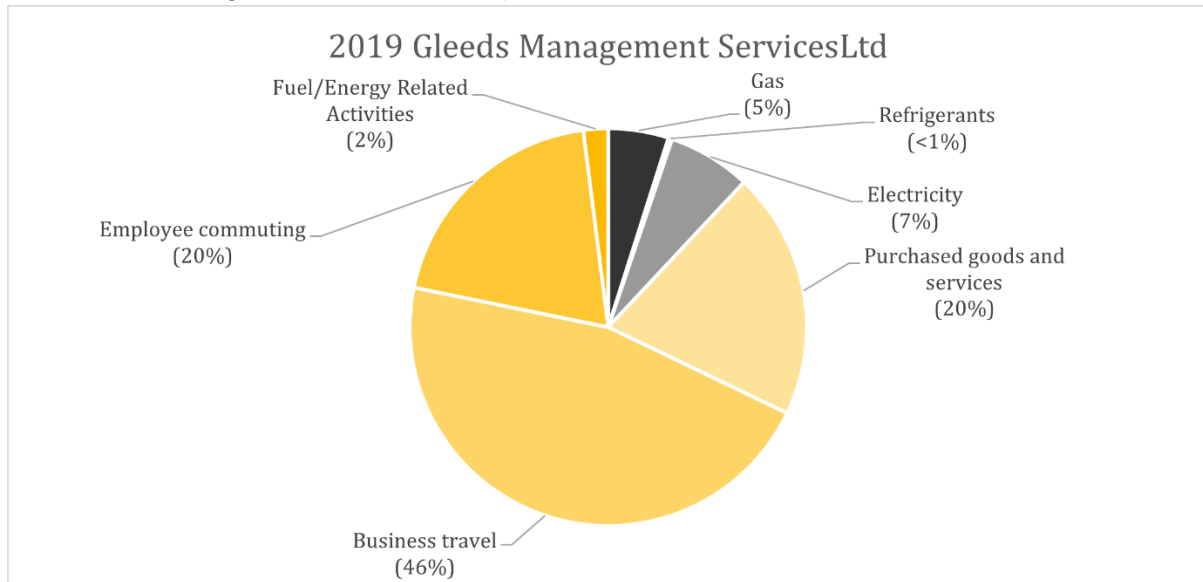
## Baseline Emissions Footprint

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 <sub>2</sub> 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

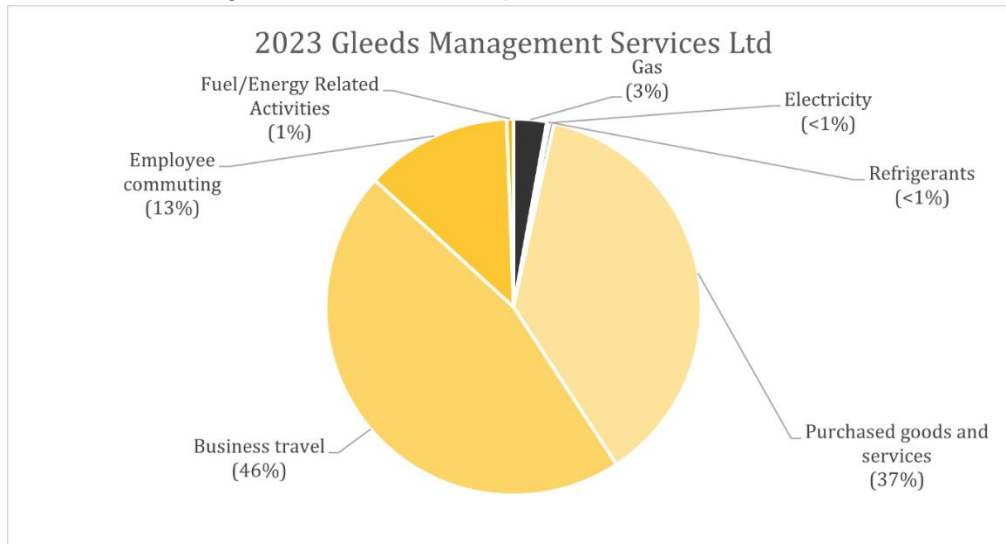
Reporting Year: 2023*	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	67.77
Scope 2	6.56 (Market Based) ** 50.84 (Location Based) ***
Scope 3 (Included Sources)	2121.77 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds Management Services provides 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:

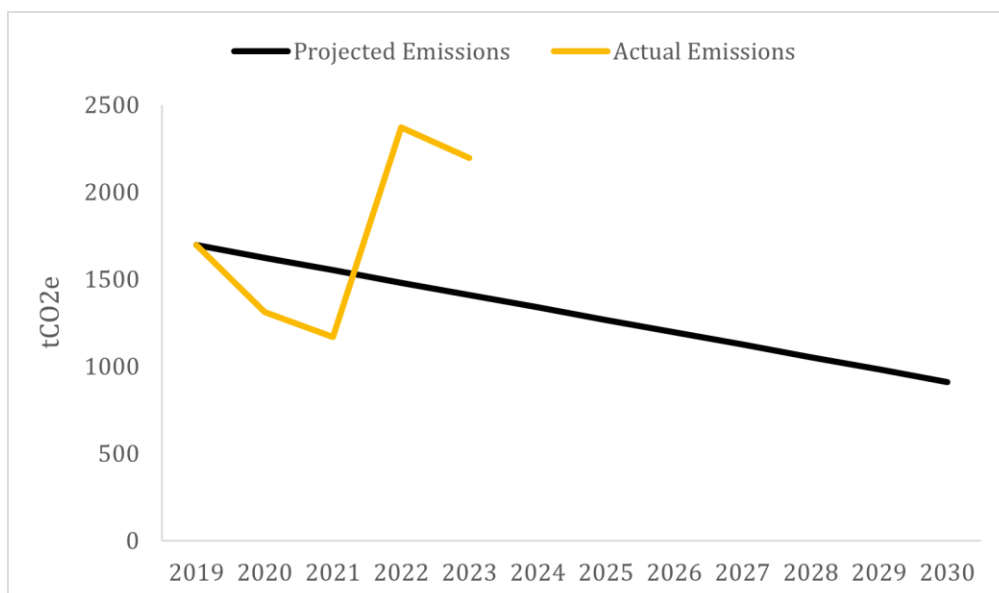
54.87 tCO<sub>2</sub>e Scope 1

0 tCO<sub>2</sub>e Scope 2 (Market Based)

71.18 tCO<sub>2</sub>e Scope 2 (Location Based)

928.70 tCO<sub>2</sub>e 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 standard<sup>16</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>17</sup>.

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<sup>18</sup>.

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

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

<sup>18</sup> <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



