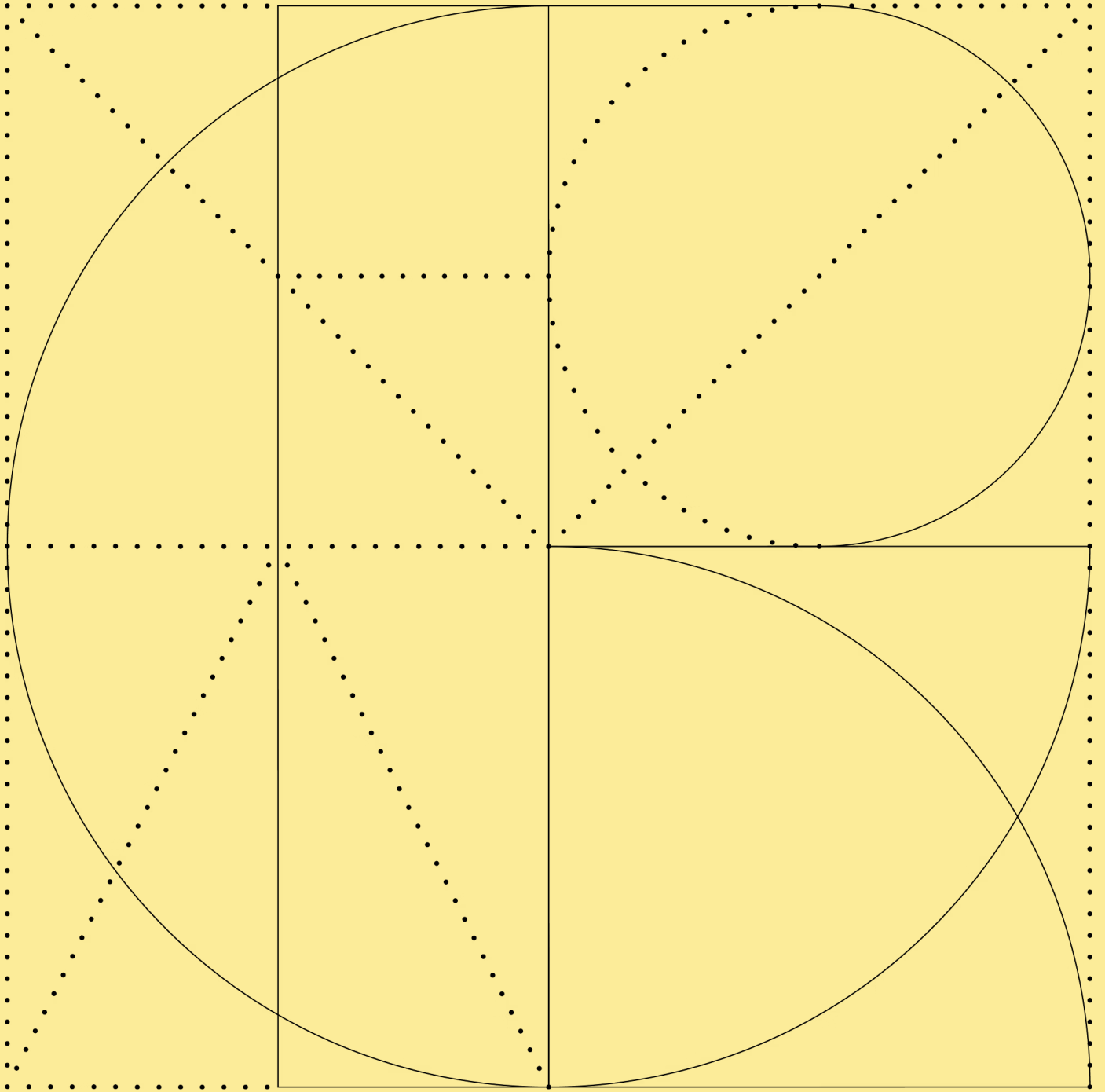




CRGP Architects

Carbon Reduction Plan & Impact Report 2025

Reporting Year: January 2025 - December 2025

Baseline Year: 2024

Contents

1. Executive Summary
2. About CRGP Architects
3. Our Sustainability Commitment
4. Our Journey to Net Zero
5. Methodology & Reporting Boundary
6. Understanding Our Emissions
7. Carbon Reduction Initiatives Delivered
8. Decarbonisation Roadmap
9. Future Commitments
10. Social Value & Community Impact
11. UN Sustainable Development Goals
12. Looking Ahead
13. Declaration



Executive Summary

CRGP are pleased to publish our 2025 carbon emissions report and to share our Net Zero pathway progress. 2025 marks a significant year for our company, as it represents a landmark year in CRGP Architects' sustainability journey with an open commitment to reduce our carbon emissions and to be a net zero company by 2050. We have committed to publish a UN Protocol GHG Aligned emissions report annually, for transparency and accountability.

During this reporting period, CRGP reduced total greenhouse gas emissions from its baseline year of 144.432 tCO₂e to 87.980 tCO₂e, representing a reduction of 39.1% against our 2024 baseline year. This equates to a reduction of 56.452 tonnes of carbon dioxide equivalent (tCO₂e) and places the practice significantly ahead of the trajectory originally established within our 2024 Carbon Reduction Plan. We are keenly aware that this number will likely rise again next year, with increased business travel already having occurred since our reporting completed, but it's the longer term year on year reductions that we aim to see.

The most significant reduction was achieved through business travel emissions, which fell by 88.8%, supported by increased use of rail travel, and reduced long-haul air travel requirements. Scope 1 emissions also reduced substantially following the absence of refrigerant leakage incidents that contributed to the baseline year footprint.

Alongside emissions reductions, 2025 also saw CRGP:

- Join Glasgow Chamber of Commerce's Step Up to Net Zero Programme.
- Appoint a dedicated Senior Sustainability & Impact Lead.
- Establish a sustainability working group and sustainability champions.
- Strengthen environmental governance through continued ISO 14001 certification, alongside ESG certifications by attaining Constructionline Gold.
- Commit to five United Nations Sustainable Development Goals with staff input.
- Passivhaus practical training for staff, increasing our sustainable architecture skillset
- Develop a long-term decarbonisation strategy aligned with Net Zero 2050 and with the Board of Directors meeting annually to agree annual reduction targets and actions.

2. About CRGP Architects

Since 1964, CRGP has combined architectural and interior design expertise with a progressive creative vision. As a director-led practice, we bring together innovative thinking, technical rigour, and practical delivery to realise complex projects across sectors and scales.

A trusted, director-led practice

Creative thinking backed by technical excellence

Agile delivery across sectors and scales

Enduring places. Lasting value. Relationships built to last.

Our integrated approach spans architecture and interiors from concept through to completion, enabling us to create cohesive, sustainable, and enduring solutions. Agile and collaborative by nature, we work closely with clients to balance ambition with proven delivery methods, safeguarding quality, programme, and budget while building long-term relationships founded on trust, responsiveness, and consistent performance.

We recognise that our influence extends beyond our direct business operations. The built environment is responsible for a significant proportion of greenhouse gas emissions, and design decisions made today will influence carbon performance for decades to come. According to UNEP (United Nations Environment Programme) "The buildings and construction sector is by far the largest emitter of greenhouse gases, accounting for a staggering 37% of global emissions. The production and use of materials such as cement, steel, and aluminium have a significant carbon footprint."

Our ambition is to drive meaningful change through both project delivery and business operations, integrating sustainable principles throughout our practice to reduce environmental impact and create buildings and spaces that are resilient, responsible, and fit for the future.



3. Our Sustainability Commitment

Climate change represents one of the defining challenges of our generation.

As architects, we recognise the important role our industry has to play in addressing it.

At CRGP, sustainability is not something we see as a separate initiative. It is becoming part of how we think, how we work and how we make decisions. We know that the buildings and places we design have a lasting impact on communities and the environment, and we want to ensure that impact is a positive one. Like many businesses, we are on a journey-our **Net Zero Pathway**.

We do not have all the answers, but we are committed to learning, improving and taking meaningful action. By better understanding our own environmental impact, we can make more informed decisions within our practice and provide greater support to our clients as they work towards their own sustainability goals.

Why We Report Our Impact

For us, measuring our impact is about understanding where we are today so that we can make better decisions for tomorrow.

Reporting helps us identify where our emissions come from, where improvements can be made and where our efforts are having the greatest impact. It also allows us to be open about our progress, celebrate achievements and be honest about the challenges that still lie ahead.

Most importantly, it gives us a baseline from which we can track meaningful change and hold ourselves accountable to the commitments we've made.

4. Our Journey to Net Zero

2025 was a significant year in our sustainability journey and marked our formal commitment to a pathway towards Net Zero.

We established our baseline carbon emissions for 2024, signed up to the UN Sustainable Development Goals and committed to emissions reduction targets that will help shape our future decisions.

A key step was joining Glasgow Chamber of Commerce's Step Up to Net Zero programme. Through the programme, we received expert guidance, consultation and practical resources that helped CRGP better understand our environmental impact and identify opportunities for improvement. Working alongside the programme's Net Zero Coordinator, we developed a Net Zero Action Plan and framework that continues to guide our approach.

The experience reinforced something we already felt as a practice: sustainability needs to be embedded into everyday decision-making rather than treated as an add-on. It gave us the confidence to set clear objectives and take practical steps towards reducing our environmental footprint and supporting wider decarbonisation goals.

One of the most important outcomes was the appointment of a dedicated Senior Sustainability and Impact Lead. Having specialist expertise within the business has allowed us to focus more effectively on our sustainability ambitions, challenge ourselves to do better and ensure that sustainability becomes increasingly embedded throughout the practice.

While there is still much to do, we are proud of the progress made so far and remain committed to continuous improvement as we work towards our Net Zero future.

CRGP has committed to:

Achieving Net Zero emissions by 2050.	Reducing emissions by 50% by 2030.
Publishing annual carbon reports, which are aligned with GHG Reporting protocols and the UK Government's Net Zero targets.	Improving our understanding of operational and embodied carbon.
Supporting clients to deliver more sustainable buildings and places.	Continuously improving environmental performance across all areas of the business.

5. Methodology & Reporting Boundary

All emissions have been calculated using:

- Greenhouse Gas Protocol (GHG)
- UK Government Greenhouse Gas Conversion Factors
- Equipoise Advanced Business Carbon Calculator

The calculation methodology aligns with recognised greenhouse gas accounting principles and industry best practice.

Scope Definitions we've calculated:

Scope 1

Direct emissions arising from sources under CRGP control including:

- Company vehicles
- Fugitive refrigerant emissions, such as our HVAC units

Scope 2

Indirect emissions associated with purchased electricity.

Scope 3

Indirect value chain emissions including:

- Purchased Goods & Services
- Capital Goods
- Fuel & Energy Related Activities
- Waste & Water
- Business Travel
- Employee Commuting & Homeworking
- Upstream Leased Assets

6. Understanding Our Emissions

For most professional service organisations, Scope 3 represents the largest source of emissions. This is particularly true for architectural practices where emissions are heavily influenced by:

- Business travel
- Employee commuting
- Supply chain purchasing
- Leased office accommodation

CRGP's emissions profile reflects this trend, with Scope 3 accounting for over 80% of total emissions in the baseline year and in our current 2025 reporting year.

6.1 Baseline Year Performance (2024)

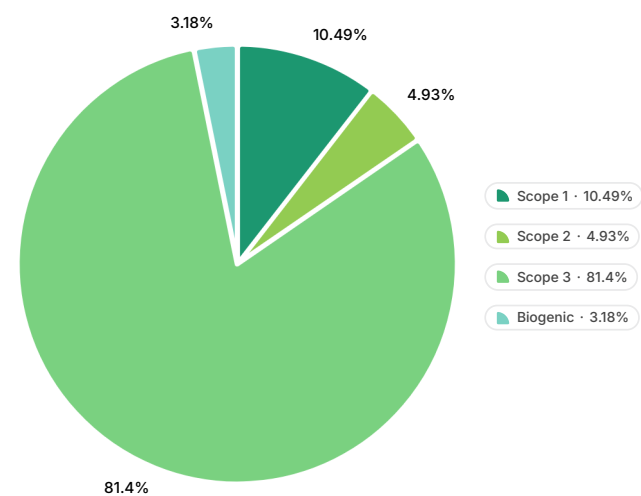
2024 was selected as CRGP's baseline year as it represents the last full year before implementation of our formal carbon reduction programme.

Baseline Emissions

Category	tCO ₂ e
Scope 1	15.148
Scope 2	7.117
Scope 3	117.571
Total	144.432

*the total includes biogenic emissions

Baseline Emissions by Scope



Scope 3 represented approximately 81% of the overall organisational footprint and therefore became the primary focus area for reduction efforts.

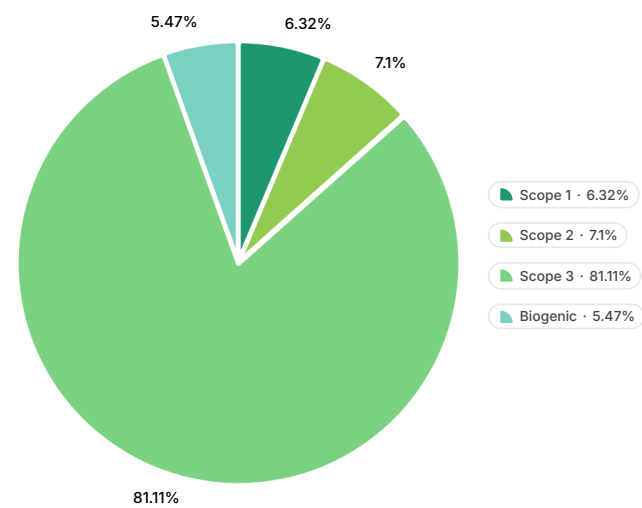
6.2 Current Reporting Year Performance (2025)

Total Emissions

Category	tCO ₂ e
Scope 1	5.564
Scope 2	6.243
Scope 3	71.361
Total	87.980

*the total includes biogenic emissions

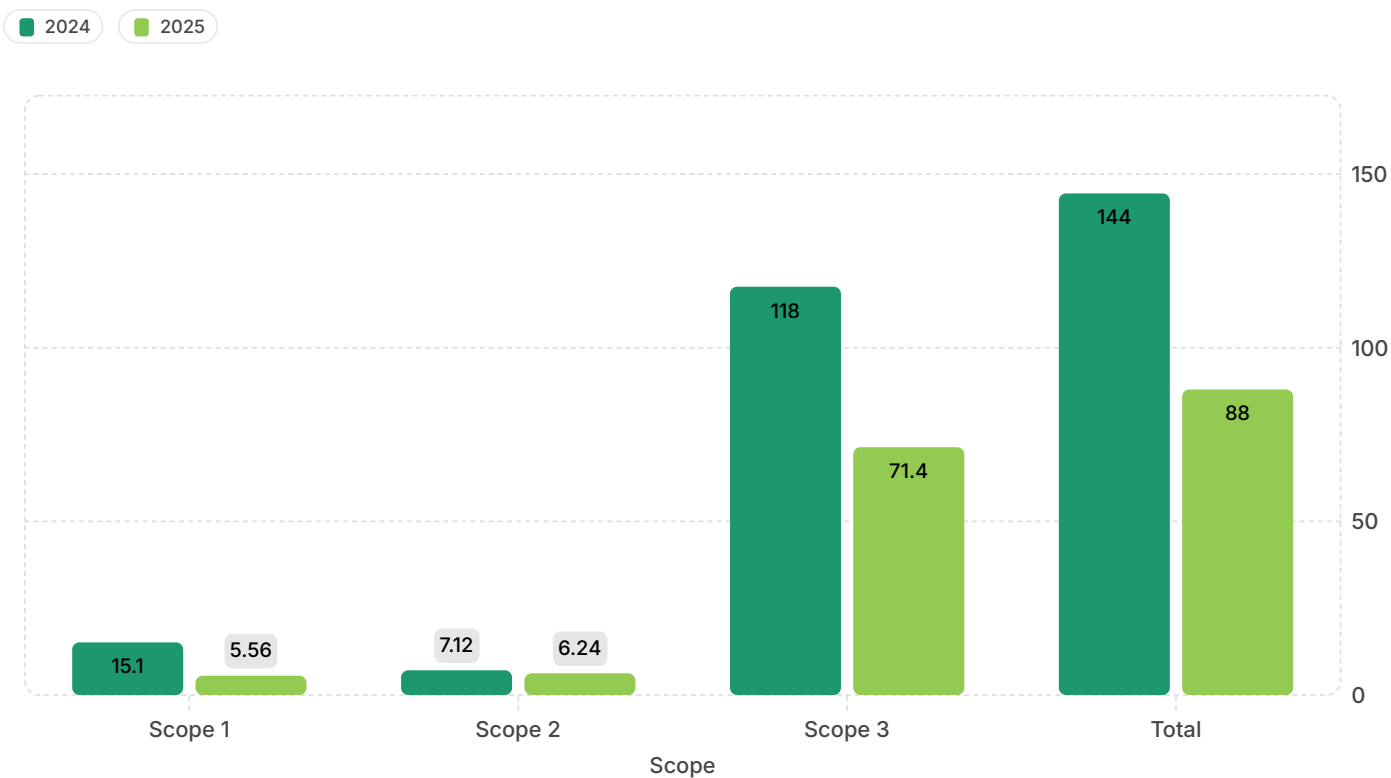
**Key Result**
39.1% reduction in total emissions
CRGP reduced emissions by: 56.452 tCO₂e between the baseline year and reporting year.



Scope 3 emissions continued to represent the majority of CRGP’s carbon footprint in 2025, accounting for approximately 81% of total organisational emissions. While emissions decreased across all three scopes compared with previous reporting periods, Scope 3 remains the most significant source of emissions for the organisation. This highlights the continued importance of focusing on supply chain, procurement, travel, and other indirect emission sources. Reducing Scope 3 emissions will therefore remain a key priority over the coming years, with targeted initiatives and stakeholder engagement playing a critical role in achieving further reductions and supporting CRGP’s long-term sustainability objectives.

7. Emissions Reduction Performance

Year-on-Year Comparison



Measure	2024	2025	Reduction
Scope 1	15.148	5.564	-63.3%
Scope 2	7.117	6.243	-12.3%
Scope 3	117.571	71.361	-39.3%
Total	144.432	87.980	-39.1%

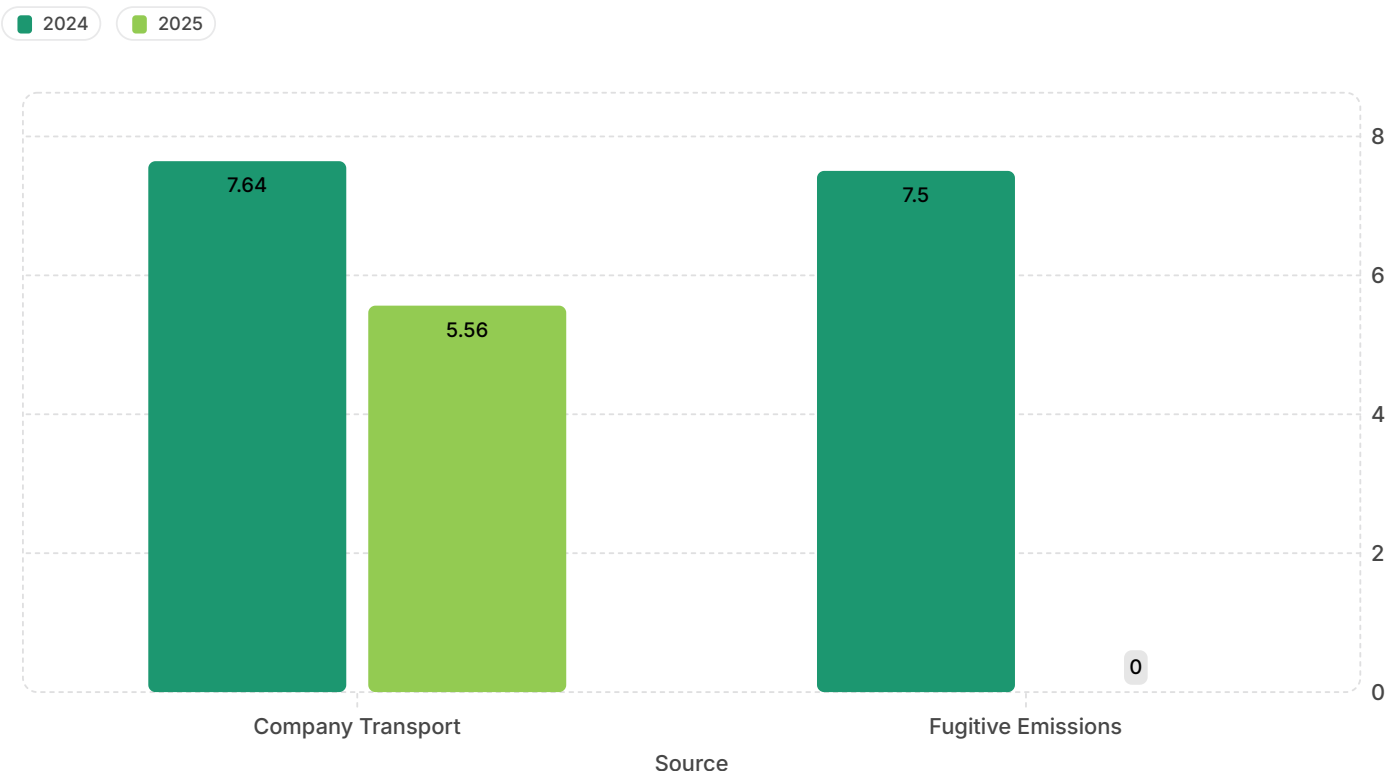
We acknowledge that Scope 3 emissions are likely to fluctuate from year to year, particularly as they are heavily influenced by business travel requirements, including air travel. As the organisation continues to grow and respond to client and operational needs, some variation in these emissions is expected. However, our focus remains on demonstrating a clear overall downward trend over the coming years, supported by ongoing efforts to reduce emissions wherever practical and appropriate. Provided this longer-term trajectory is maintained, we remain confident in our ability to meet our carbon reduction commitments, while using carbon offsetting as a supplementary measure where residual emissions cannot be avoided.

Scope 1 Performance

Scope 1 emissions reduced by 63.3%.

The reduction was driven by:

- Elimination of fugitive refrigerant emissions.
- Reduction in company transport emissions.



Scope 2 Performance

Scope 2 emissions reduced by 12.3%.Si

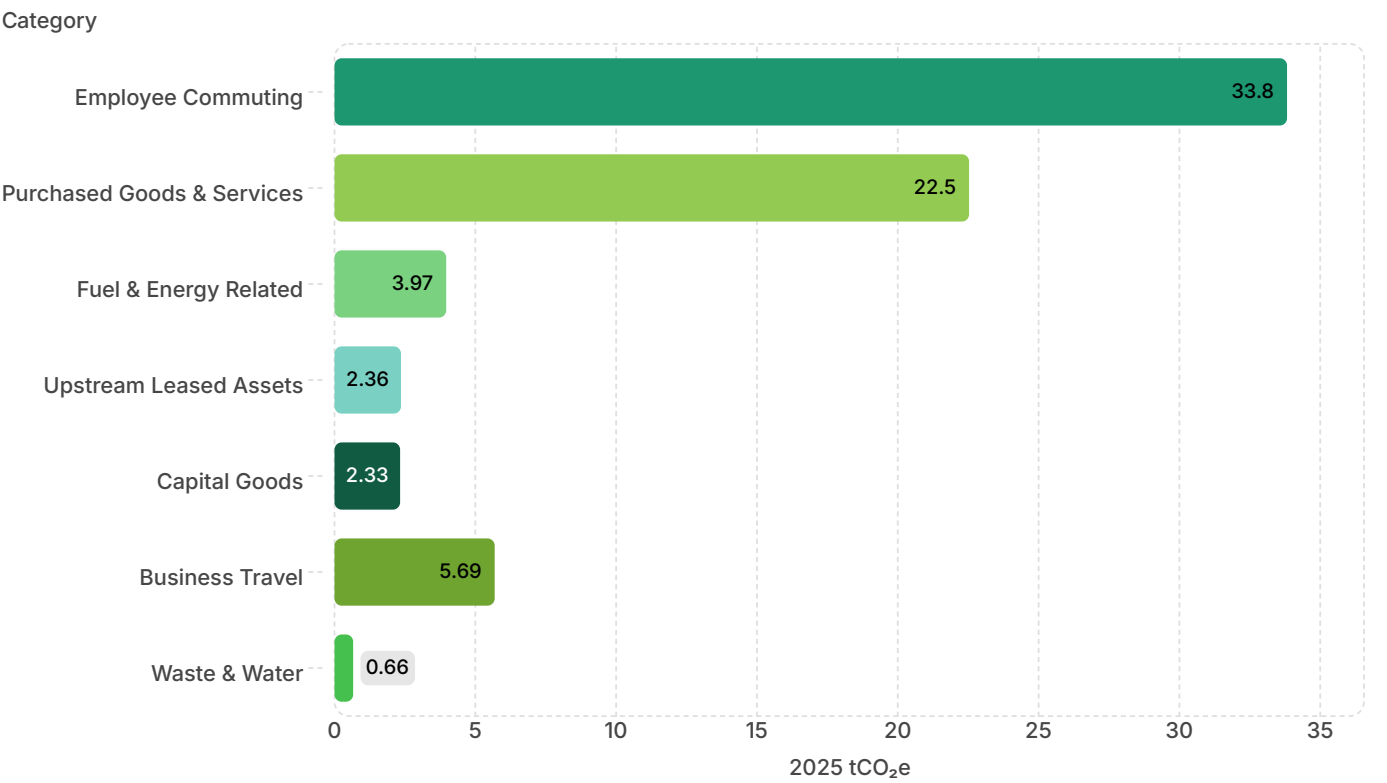
The reduction reflects:

- Operational energy improvements in our office, such as the introduction of individual energy-efficient task lighting, have reduced the need for overhead ceiling lighting and contributed to lower overall energy consumption.
- Adoption of a 100% renewable electricity tariff, although GHG Protocol calculations use location-based factors and therefore do not fully reflect renewable purchasing benefits. CRGP has transitioned its electricity procurement to renewable sources and has also switched to a energy supplier which can provide REGO (Renewable Energy Guarantee of Origin) and PPA (Power Purchase Agreements) certificates.

Scope 3 Performance

Scope 3 remains the largest contributor to our carbon footprint, with Employee Commuting and Purchased Goods and Services topping out as our highest emission categories in Scope 3.

Scope 3 Breakdown

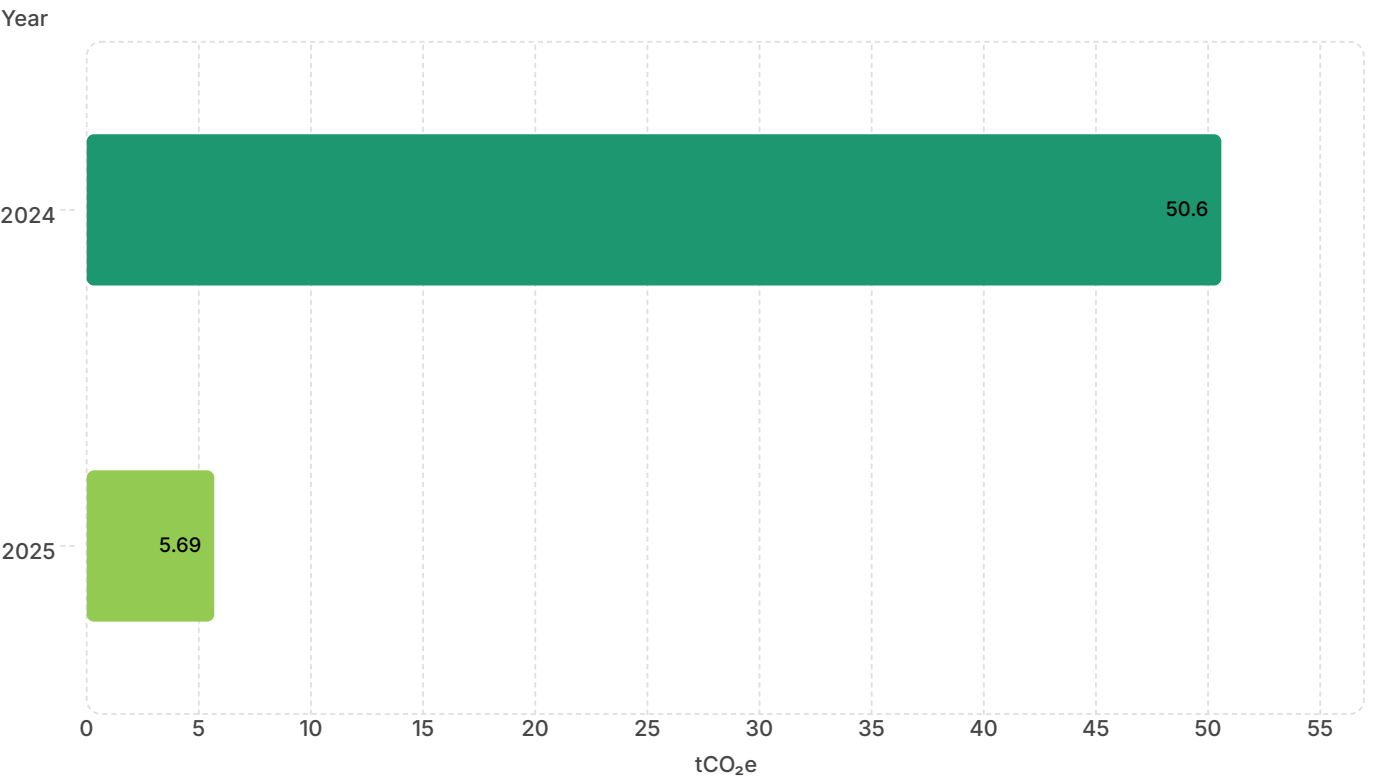


Category	2025 tCO ₂ e
Purchased Goods & Services	22.533
Capital Goods	2.330
Fuel & Energy Related	3.966
Waste & Water	0.663
Business Travel	5.688
Employee Commuting	33.822
Upstream Leased Assets	2.361

Employee commuting is now the largest source of emissions across the organisation.

Key Driver: Business Travel

The single largest reduction achieved during 2025 was within Business Travel.



✔ Reduction: 88.8%

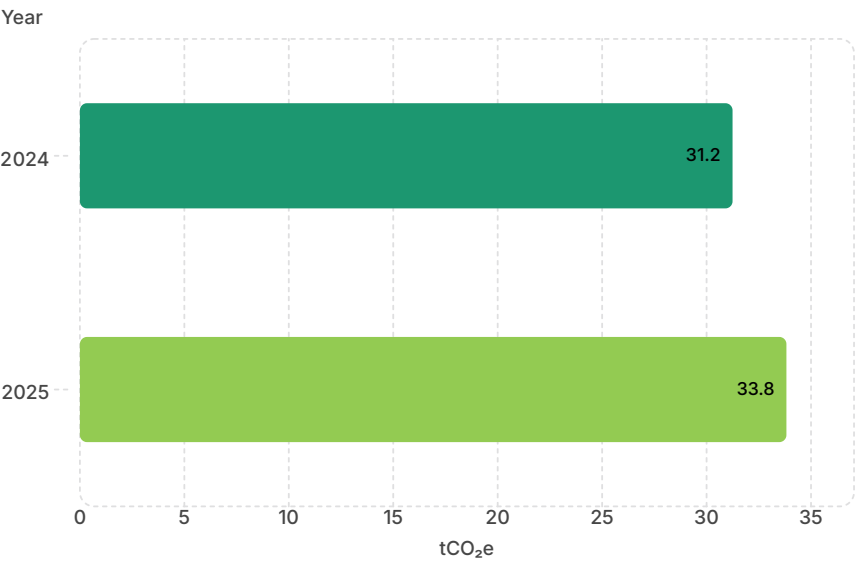
This reduction was achieved through:

- Significant reduction in long-haul travel during 2025.
- Increased virtual meetings, especially between our Inverness and Glasgow office.
- Adoption of train-first travel policy, and therefore greater use of rail transport

We know that business travel will remain one of the more difficult areas of our Scope 3 emissions to address. Although 2025 saw a significant reduction, we already expect emissions to rise again in 2026 due to several long-haul flights undertaken for project work. We will continue to monitor this closely and look for opportunities to reduce emissions where practical. However, some long-haul travel will remain necessary to support projects in global locations. Our ambition is to keep moving towards Net Zero while balancing emissions reductions with the needs of the business and our clients.

Employee Commuting

Employee commuting increased by 8.3%.



This is likely attributable to:

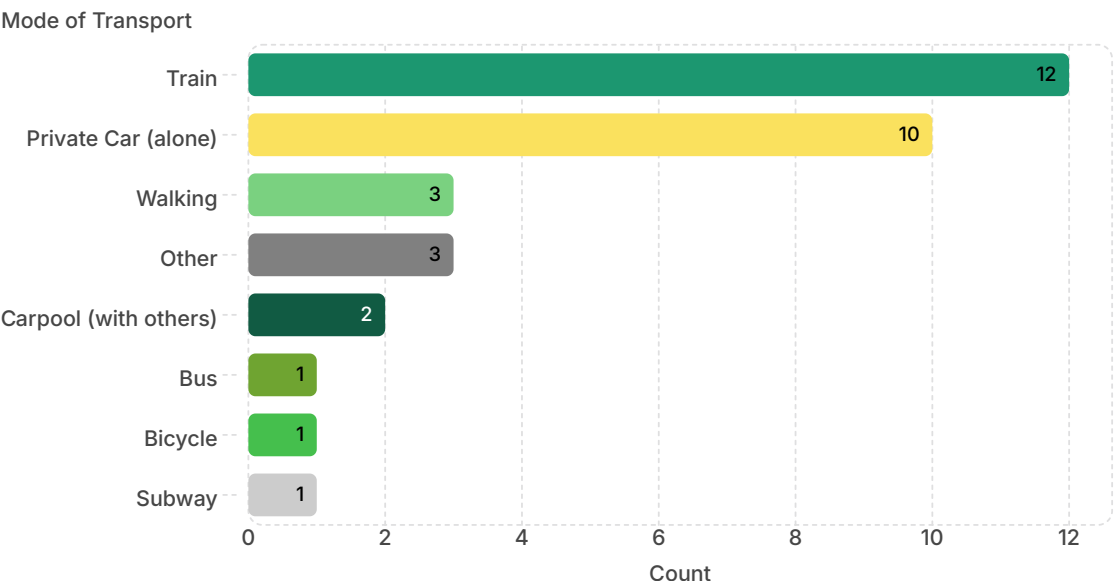
- Increased office attendance.
- Business growth and staff numbers.
- Increased commuting activity across both office locations.

This category represents the most significant future opportunity for emissions reduction.

Staff Commuting Survey Overview

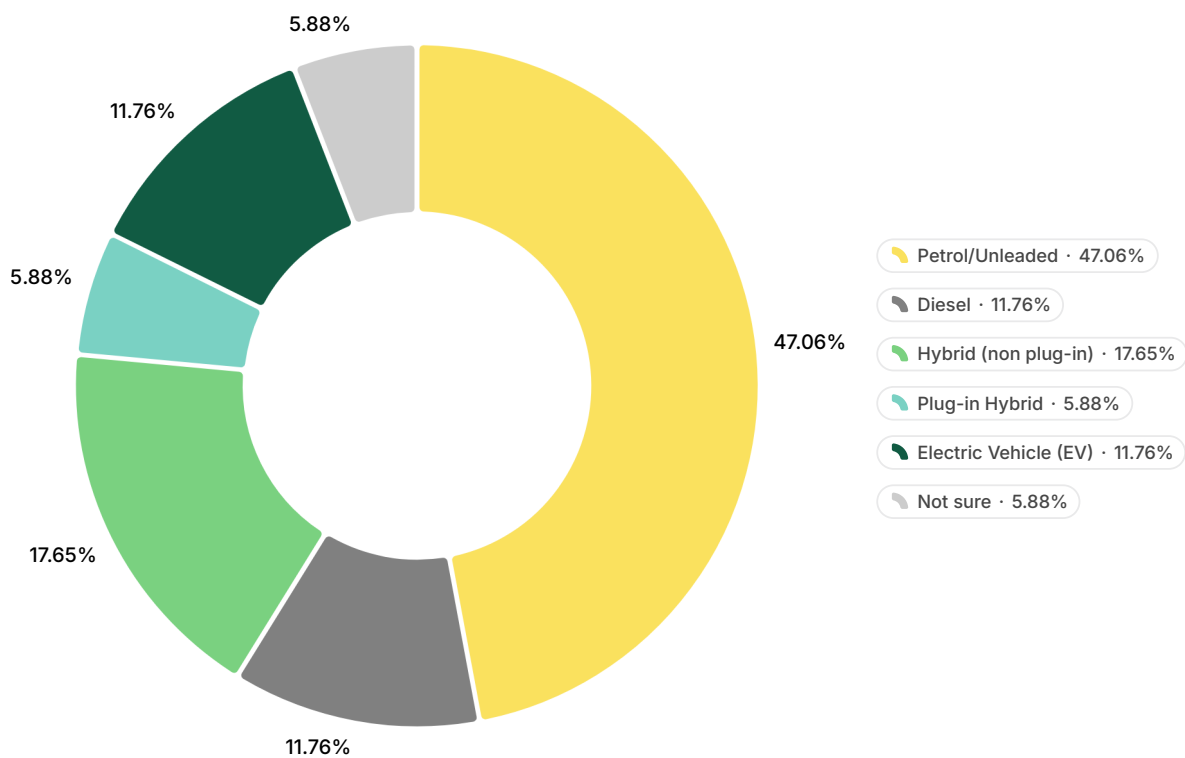
To better understand our commuting emissions and identify reduction opportunities, we conducted a staff commuting survey. Key findings are detailed below.

Primary Mode of Transport



Vehicle Types Among Driving Staff

Of those who drive to work, the following vehicle types were reported. This data helps identify the potential scale of transition to greener, lower-emission vehicles for CRGP in the future.

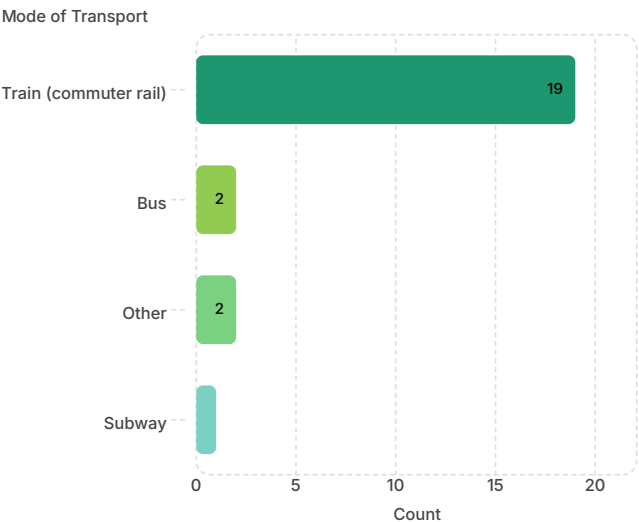


👍 **EV Transition Opportunity:** 13 out of 17 driving staff (76%) currently use petrol, diesel, or non-plug-in hybrid vehicles — representing a significant opportunity for transition to EVs or plug-in hybrids.

Public Transport & Multi-Modal Commuting

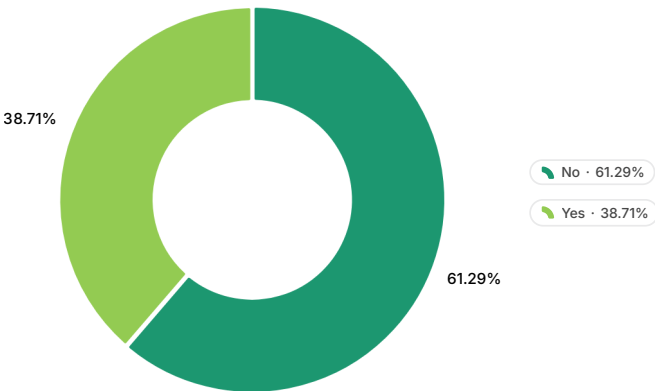
Public Transport Usage

Of those who use public transport, the following modes were reported:



Multi-Modal Commuting

When asked whether staff switch between multiple modes of transport during their commute:



- Of the 12 staff who use multiple modes, 9 respondents (53% of multi-modal commuters) follow a Walk → Train → Walk pattern, reinforcing the dominance of rail in our commuting profile and the importance of walkable station access.

8. Carbon Reduction Initiatives Delivered

Governance & Leadership

- Appointment of Senior Sustainability & Impact Lead.
- Sustainability Working Group with Sustainability champions established.
- ESG and CSR reporting improvements.

Environmental Management

- ISO 14001:2015
- Constructionline Gold
- Achilles Accreditation
- Updated Environmental Policy and Manual

Waste & Resources

- New waste contractor implemented.
- Monthly carbon reporting.
- Improved recycling data.
- Food waste collections.
- Reduced landfill disposal.

Office Improvements

- Removal of paper hand towels.
- Replace by use of efficient hand dryers.
- Digital-first working.
- Audit of our supply chain for purchased goods & services
- Increased use of energy efficient task lighting, reducing energy lighting needs, particularly in winter months
- Minimising paper use by a "think before you print" policy.

Staff Development

- Sustainability CPDs.
- RIBA Academy learning.
- Passivhaus practical training.
- Internal and external knowledge sharing sessions.
- Pecha Cucha sessions, twice quarterly, with sustainability feature included
- Last day of month, Public Transport campaign

9. Decarbonisation Roadmap

1

Short-Term Actions (2026–2028)

- Publish annual carbon reports.
- Join SME Climate Hub.
- Train First travel policy.
- Enhanced supplier engagement and supplier choice for a more circular and local economy.
- Improved commuting data-annual staff commuting surveys.

2

Medium-Term Actions (2028–2035)

- EV charging infrastructure.
- Improved cycle facilities.
- Active travel support.
- Electric company fleet transition.
- Travel salary sacrifice schemes.
- Research sustainable
- Review supplier/material partners for projects

3

Long-Term Actions (2035–2050)

- Reduce residual emissions.
- Measure embodied carbon.
- Implement more sustainable & circular materials into projects
- Design out waste
- Align with RIBA Climate Challenge.
- Expand circular economy design approaches.
- Achieve Net Zero operations.



10. Future Commitments

SME Climate Hub

During 2026 CRGP has formally joined the SME Climate Hub, which aligns with the United Nations Race to Zero campaign. As a SME Climate Hub signatory, CRGP has an obligation to report its carbon emissions annually and on the SME Climate Hub platform.

Design Impact

While this report focuses on operational emissions, we recognise our greatest opportunity lies within project delivery.

Future priorities include:

-  Embodied carbon measurement.
-  Sustainable material specification.
-  Design for disassembly and modular construction where possible.
-  Circular economy implementation through projects and working alongside contractors and suppliers.
-  Passive design principles, increased training for our staff to prepare for the UK Net Zero Carbon Building Standard.
-  Alignment with RIBA Climate Challenge targets.

11. Social Value & Community Impact

CRGP recognises that sustainability extends beyond carbon. We take a holistic approach and incorporate social value through regular community volunteering and fundraising.

Our social impact work includes:



Developing the Young Workforce (DYW) Pledge Partner.

Educational outreach.



Fundraising through individual and office wide staff activities, as well as Company level support.



Staff volunteering commitments.

CRGP commits approximately 15-20 staff hours annually supporting employability and skills programmes across Ayrshire and Glasgow.



CRGP Alignment with UN Sustainable Development Goals (SDGs)

CRGP has strategically selected 5 key UN Sustainable Development Goals (SDGs) for focused integration into our business plan. These goals guide our sustainability and practice initiatives, emphasising our commitment to global objectives for a sustainable future. Staff have had the opportunity to vote on the goals that mean the most to them. These are included here.



Gender Equality

To achieve gender equality and empower all women and girls.



Affordable & Clean Energy

Integrate renewable energy and improve energy efficiency in operations and projects.



Sustainable Cities & Communities

Deliver projects contributing to inclusive, safe, and resilient human settlements.



Responsible Consumption & Production

Specify sustainable materials and prioritize circular economy principles in the built environment.



Climate Action

Act on climate change through Net Zero commitment and emissions reduction strategies.

13. Looking Ahead

The results achieved during 2025 represent a significant milestone for CRGP.

A 39.1% reduction in emissions demonstrates the success of our initial carbon reduction measures and highlights the significant impact that reducing air travel can have on our overall carbon footprint. This achievement places the organisation ahead of its original reduction pathway. While emissions may increase in future years as business travel grows, we remain firmly committed to our Net Zero ambition. We recognise that meaningful climate action is an ongoing journey, not a one-time achievement, and we will continue to embed sustainability into decision-making, invest in further reductions, and challenge ourselves to go further and faster wherever possible.

Our focus for the coming years will be:

- 1 Managing business travel emissions.
- 2 Reducing employee commuting impacts.
- 3 Improving supplier and procurement performance.
- 4 Measuring embodied carbon in projects.
- 5 Enhancing data quality and reporting.
- 6 Supporting clients' sustainability ambitions.

Through leadership, transparency and collaborative action, CRGP will continue progressing towards a low-carbon future while creating positive environmental and social value through our work.

14. Declaration

This Carbon Reduction & Carbon Impact Report has been prepared using information derived from CRGP's greenhouse gas calculations, Carbon Reduction Plan, Step Up to Net Zero programme outputs, environmental management systems and sustainability reporting processes for the 2025 reporting year.

Prepared by Senior Sustainability & Impact Lead, CRGP Architects	Reporting Period January 2025 – December 2025	Publication Date September 2026
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