FaulknerBrowns

# Carbon Management Plan 2025

# Introduction

This document records FaulknerBrowns' annual Scope 1, 2 and major Scope 3 carbon emissions (business travel) for 2024-25. It compares the current year to historic emissions to demonstrate our progress and support our aim to deliver continuous improvement. It also summarises the initiatives we have implemented to reduce emissions and defines our targets and actions for the future.

For 2025 we have also incorporated a commentary and assessment of our wider scope 3 emissions, including elements such as commuting and electrical transmission and distribution.

# Our targets

## Long Term Target

We have publicly committed to the UN Race to Zero through our membership of the SME Climate Hub.

We aim to achieve Net Zero Carbon for Scope 1, 2 and business travel related Scope 3 emissions before 2050.

This will require us to make an overall reduction in our emissions of 90% relative to our baseline year (2019-20), in line with the recommendations of the Science Based Targets Initiative (SBTI).

## Medium Term Targets

We aim to achieve a 50% reduction in Scope 1, 2 and business travel related Scope 3 emissions, relative to our 2019-20 baseline, by 2030 at the latest, in line with the recommendations of the Science Based Targets Initiative (SBTI). This equates to a 7% year-on-year reduction.

## Offsetting our residual emissions

As we make progress towards our Net Zero target, we will purchase high quality offsets, equivalent to our residual emissions, annually. Whilst we believe offsets are an imperfect solution, this ensures that we recognise the cost of the emissions for which we are responsible.

Where possible, we prioritise offsets that are certified to remove carbon from the atmosphere over those that seek to avoid emissions. We also seek to select those that have additional benefits including for biodiversity, communities and employment.

# Our historic emissions

# Baseline year emissions

## 2019-20

Our carbon reduction targets are measured against our 'baseline year' emissions. Carbon emissions data captured for 2019-20, immediately before the Covid-19 pandemic, provides this baseline and is summarised below.

Data

| Scope | Emissions ($kgCO_{2e}$) |
|---|---|
| Scope 1 | 54,547 |
| Scope 2 | 46,797 |
| Scope 3 (Business Travel) | 65,846 |
| **TOTAL MEASURED EMISSIONS** | **167,190** |
| Average staff number for year | 106.5 |
| Emissions per staff member average | 1,565 |

# Previous year's emissions

## 2023-24

By 2024 we had made significant progress in reducing Scope 1 and 2 emissions by undertaking improvements to our workplace, changing the technologies we use and better managing energy use.

- We replaced our office lighting with LED
- We replaced WC cisterns with lower flush volume units
- We replaced our rooftop Air Handling Unit, reducing reliance on gas central heating and providing more efficient ventilation
- We replaced desktop PCs with lower power consumption laptops

Following the pandemic recovery, we have also made a reduction in business travel emissions through changing working practices such as the increasing use of online meeting technologies. However, in 2023-24, we saw an increase as our workload became increasingly international.

Data

| Scope | Emissions ($kgCO_{2e}$) | Change relative to 2019-20 Baseline |
|---|---|---|
| Scope 1 | 31,245 | -43% |
| Scope 2 | 27,880 | -40% |
| Scope 3 (Business Travel) | 70,477 | +7% |
| **TOTAL MEASURED EMISSIONS** | **129,602** | **-18%** |
| Average staff number for year | 90.9 | |
| Emissions per staff member average | 1,426 | -22% |

We have offset our 2023-24 emissions by purchasing 130 tonnes of afforestation carbon removal offsets.

# Our emissions in 2025-25

# This year's emissions

## Emissions within our target scope

Over the last 12 months we have continued to make incremental reductions in our Scope 1 and 2 emissions through more effective management of our working environment and improvements in the technology we use. For example, we are making greater use of cloud data storage, and we continue to transition from desktop to laptop computers that use significantly less power. However, due to increasing remote working, we are now operating more on-site PCs to support remote access.

Data

| Scope | Emissions ($kgCO_{2e}$) | Change relative to previous year (2023-24) | Change relative to 2019-20 Baseline |
|---|---|---|---|
| Scope 1 | 29,483 | -6% | -46% |
| Scope 2 | 26,080 | -6% | -44% |
| Scope 3 (Business Travel) | 83,481 | +18% | +27% |
| **TOTAL MEASURED EMISSIONS** | **139,045** | **+7%** | -17% |
| Average staff number for year | 88.0 | | |
| Emissions per staff member average | 1,580 | +12% | +1% |

## Progress against our targets

Our Scope 1 and 2 emissions reductions are significantly ahead of the required trajectory to achieve 50% reductions against our baseline by 2030. Our current 45% reduction exceeds our 39% target for 2024-25. It is now likely that predicted grid decarbonisation, alongside planned reductions detailed in the following section, will take us beyond our 50% Scope 1 & 2 reduction target by 2030, subject to any unforeseen changes.

However, continued internationalisation of our workload, including projects in the Middle East, Eastern Europe and Ireland has had a significant impact on our Scope 3 Business Travel emissions. As indirect emissions, these are difficult to mitigate. We continue to offset our Scope 1, 2 and major scope 3 emissions annually using high quality offsets.

This increase in travel, alongside the reduction in the size of our team over time, has resulted in our overall measured emissions per person returning to approximately match those of our 2019-20 baseline year.

We have investigated the potential to divest from fossil fuels by 2030. However it is likely that we will need to access district heating or green hydrogen based heating, should these options become viable, or move to alternative 'all-electric' premises, to achieve this goal.

## Scope 3 emissions beyond our target scope

Our targets include business travel – related Scope 3 emissions including those associated with:

- Road travel
- Rail travel
- Domestic, short-haul and long-haul air travel
- Taxis
- Hotel Nights

In addition, to understand our overall impact in greater detail, we are now tracking other sources of emissions that are outside our target scope. These include the following:

# Commuting

Based on a survey conducted in June 2024, we estimate the emissions associated with commuting to our office as below based on a typical 222 days' attendance per year.

| Commuting mode | Emissions ($kgCO_{2e}$) |
|---|---|
| Private car (Internal Combustion Engine / ICE) | 56,572 |
| Private car (Electric Vehicle / EV) | 1,360 |
| Public Transport (bus) | 1,327 |
| Car share (assume 50% of ICE emissions per mile) | 1,815 |
| Motorcycle | 0 |
| **TOTAL ESTIMATED COMMUTING EMISSIONS IN 2024-25** | **61,075** |

It should be noted that these emissions exceed our total scope 1 and 2 emissions and are around ¾ of our business travel emissions. We will therefore continue to track this important source of emissions on an incremental basis and seek to refine our methodology to provide more accurate data, as well as investigating opportunities to reduce these emissions..

# Building Services related Scope 3 emissions

In previous years we had included our water use in Scope 2. For 2024-25 we have adjusted this and also tracked our water treatment emissions, assuming that our waste water equals the metered supply volume. We have also tracked electrical transmission and distribution losses to account for the full environmental impact of the electricity we use.

| Scope | Emissions ($kgCO_{2e}$) |
|---|---|
| Water supply | 17 |
| Water treatment (assuming supply volume) | 20 |
| Electrical transmission and distribution | 2,284 |
| **TOTAL BUILDING SERVICES SCOPE 3 EMISSIONS IN 2024-25** | **2,321** |

# Waste

We changed our waste supplier in 2024/25, in part to improve the reliability of waste collection data. For 2025-26, our new supplier will collect segregated food waste for composting.

| Scope | Emissions ($kgCO_{2e}$) |
|---|---|
| General waste (assumed to landfill) | 1,821 |
| Recycling | 12 |
| Skip waste (estimated: no weight data available) | 16 |
| Electrical waste (estimated: no weight data available) | 3 |
| Toxic waste (from model workshop) | 1 |
| **TOTAL WASTE RELATED SCOPE 3 EMISSIONS IN 2024-25** | **1,853** |

# Emissions reductions to date

# Initiatives since our baseline year

## 2019-24

- Increasing off-site data storage (Scope 3 emissions: currently excluded from target scope)
- Preference for rail in lieu of air travel within UK
- Introduction of blended working (NB: home working associated scope 3 emissions currently not tracked)
- Increased use of video conferencing technology
- Gas boiler replacement (April 2021)
- Introduced enhanced 'Bike to Work' scheme and subsequently amended scheme to include e-bikes
- Committed to science-based net zero target via UN Race to Zero (NZC by 2050, 50% reduction in scope 1, 2 and major scope 3 by 2030)
- Desktop computers replaced with laptops to reduce 'always on' use and power consumption
- Donated all unused IT (including redundant desktops) to local schools to eliminate electrical waste
- Implemented salary sacrifice scheme for EV purchase by staff
- Improved utilities meter data collection, taking our own readings to avoid inaccuracy of estimated readings
- Replaced rooftop AHU, incorporating heat recovery, to increase energy efficiency (targeting scope 2 reduction)
- Changed office lighting from fluorescent to LED
- Providing meat free options as part of catering provision (Scope 3 emissions: currently excluded from target scope)
- One coffee machine switched to plant-based milk (Scope 3 emissions: currently excluded from target scope)
- Sourcing food from more local suppliers (Scope 3 emissions: currently excluded from target scope)
- Increased provision of laptops in lieu of desktops, also reducing requirement for two monitors per workstation
- Annual emissions offset via Ecologi (using Verified Carbon Standard / Gold Standard Offsets)

# Initiatives in this reporting period

## 2024-25

- Replaced 20 warranty expired dual monitor desktops with laptops and single monitor
- 22 warranty expired desktop PCs donated to local schools for re-use
- Annual emissions offset via Ecologi carbon removal offsets (Verified Carbon Standard / Gold Standard)
- Replacement of end-of-life servers and switches with lower power consumption replacements
- Laser cutter and extract replaced with more efficient system. Old system sold for re-use
- Redundant office furniture donated to staff for re-use
- Re-upholstering of office furniture to extend life
- Main entrance doors draughtproofed to reduce heat loss
- Commuting survey undertaken (Scope 3 emissions: currently excluded from target scope) to inform future decisions

# Planned initiatives for next year (2025-26)

- Implement compostable food waste segregation and collection
- Further reduce energy use through the following initiatives:
  - Decommission OCE large format printer / scanner
  - Reduce number of MFDs and printers from 6 to 3
  - Subject to identification of appropriate machines, implement 'tap to release' printing

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