



Carbon Reduction Plan For Boden Group

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Our Commitment

Boden Group is committed to achieving Net Zero emissions by 2040.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as "science-based" when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets.

Our near-term targets:

1. Reduce scope 1 emissions by 42% by 2030.
2. Reduce location-based* scope 2 emissions by 42% by 2030.
3. Reduce market-based* scope 2 emissions by 100% by 2030.
4. Reduce scope 3 emissions by 42% by 2030.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2040.
- Neutralise any residual emissions using verified carbon offsets.

Emissions covered by our targets:

- Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.
- Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.
- Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

*Purchased electricity emissions are measured in two ways; the location-based method and the market-based method. can be measured in two ways. The location-based method takes into account the emissions intensity of the grid from which the electricity was purchased, whilst the market-based method also takes into account the emissions intensity of the tariff and suppliers the reporting organisation has specifically chosen. The market-based method can therefore take into account purchases of renewable energy via a tariff. We have chosen to set targets based on both methods but will use market-based emissions in final reporting.

Our Carbon Footprint

Baseline Emissions

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced before the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured. We have chosen to set our baseline year as the 1st of January 2021 to the 31st of December 2021.

Baseline Year: 2021	
All scope 1, scope 2 and scope 3 emissions have been measured using the operational control approach. Where the reporting organisation does not manage utilities or can make building upgrades, the scope 1 and 2 emissions of office spaces are categorised under scope 3. This measurement was adjusted in line with an updated methodology used from 2023 onwards.	
Emissions	Total (tonnes CO ₂ e)
Scope 1	347.2
Scope 2	Market-based: 10.4 Location-based: 10.4
Scope 3	4,437.7
Total Emissions	Market-based: 4,795.4 Location-based: 4,795.4

Carbon Intensity Metrics

Metric	Carbon Intensity
Tonnes of CO ₂ e per Employee	24.0
Kilograms of CO ₂ e per £1 of Revenue	0.195

Carbon intensity metrics are calculated using total market-based results.

Current Emissions Reporting

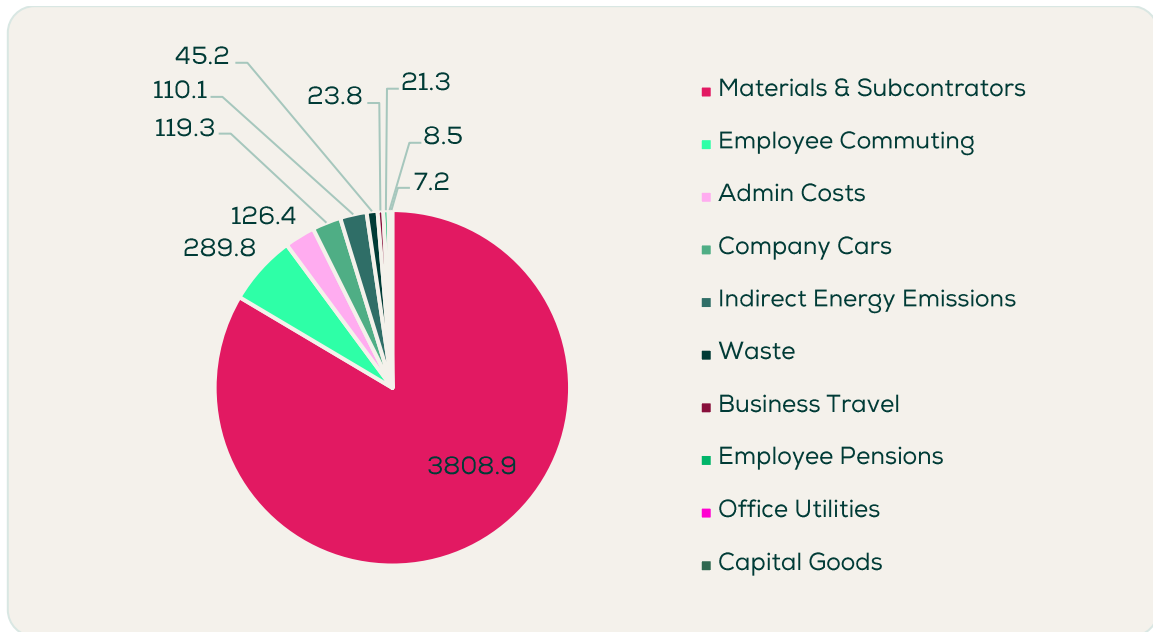
Current Year: 2023	
All scope 1, scope 2 and scope 3 emissions have been measured using the operational control approach. Where the reporting organisation does not manage utilities or can make building upgrades, the scope 1 and 2 emissions of office spaces are categorised under scope 3.	
Emissions	Total (tonnes CO ₂ e)
Scope 1	120.9
Scope 2	Market-based: 1.6 Location-based: 7.4
Scope 3	4,438.0
Total Emissions	Market-based: 4,560.5 Location-based: 4,566.3

Carbon Intensity Metrics

Metric	Carbon Intensity
Tonnes of CO ₂ e per Employee	29.5
Kilograms of CO ₂ e per £1 of Revenue	0.248

Carbon intensity metrics are calculated using total market-based results.

Carbon Emissions Breakdown



Our largest source of emissions is our purchase of materials and subcontractor services. Purchase-related categories (which also include the admin costs and capital goods categories) include all upstream emissions that occur as a result of the production of physical goods and the delivery of services (e.g. business travel, materials, waste). The second largest category was employee commuting, where we estimated using survey results that each employee produced 1.9 tCO₂e from commuting and working from home. The third largest category was admin costs, admin costs include indirect goods and services that we purchase to run our business e.g. insurance, training, legal services etc. We also had emissions to report for company cars, indirect energy emissions*, waste, business travel, employee pensions, office utilities and finally, capital goods.

*Indirect energy emissions (GHG category; Fuel- and Energy-Related Activities) are those that occur upstream of energy use. In the other energy use categories e.g. business travel and employee commuting, we are accounting for the generation of electricity used or the combustion of fuels used. But these calculations do not consider the other emissions that occur e.g. the generation emissions of electricity lost in the transmission and distribution system or the well-to-tank (extraction, processing and transportation) emissions of fuels. To ensure we are measuring our full impacts, we have included these emissions for all scope 1, scope 2 (mandatory) and upstream scope 3 (optional) energy use activities.

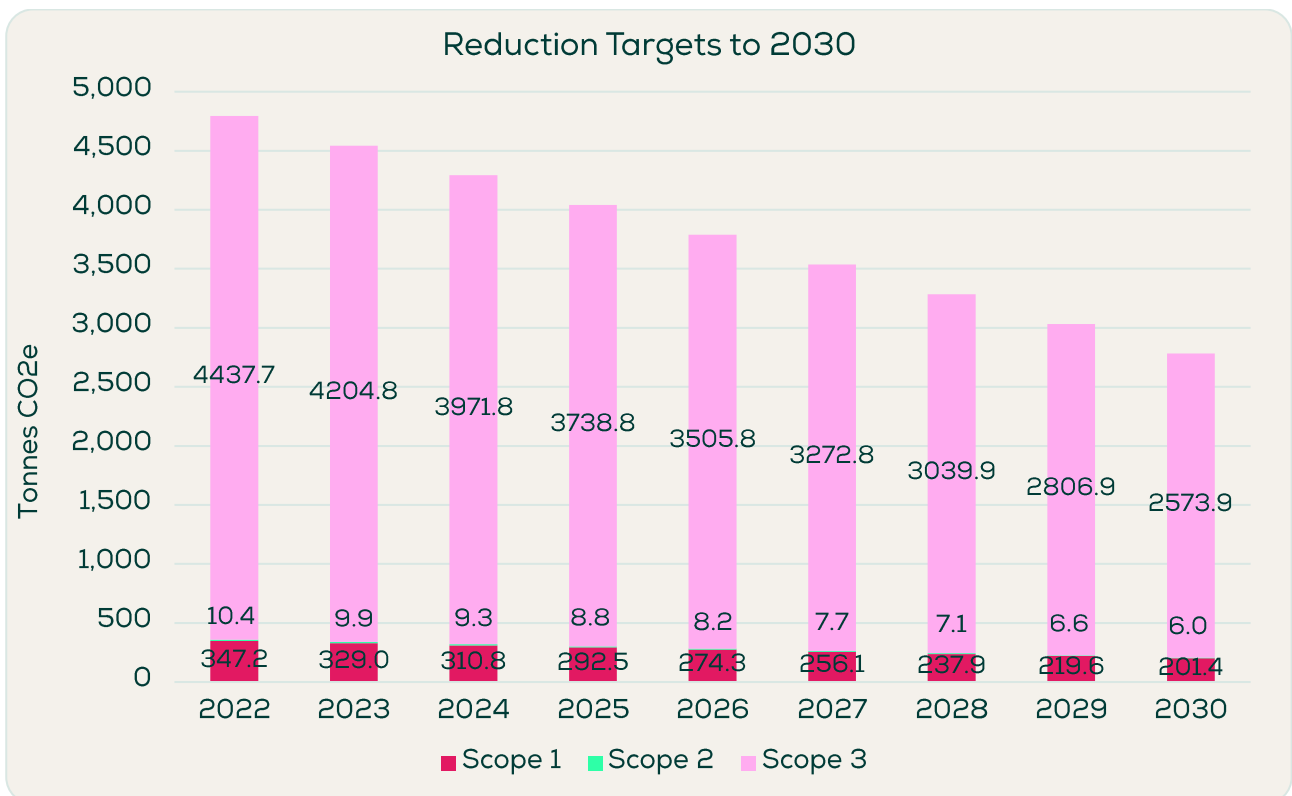
Carbon Reduction

Our Net Zero targets

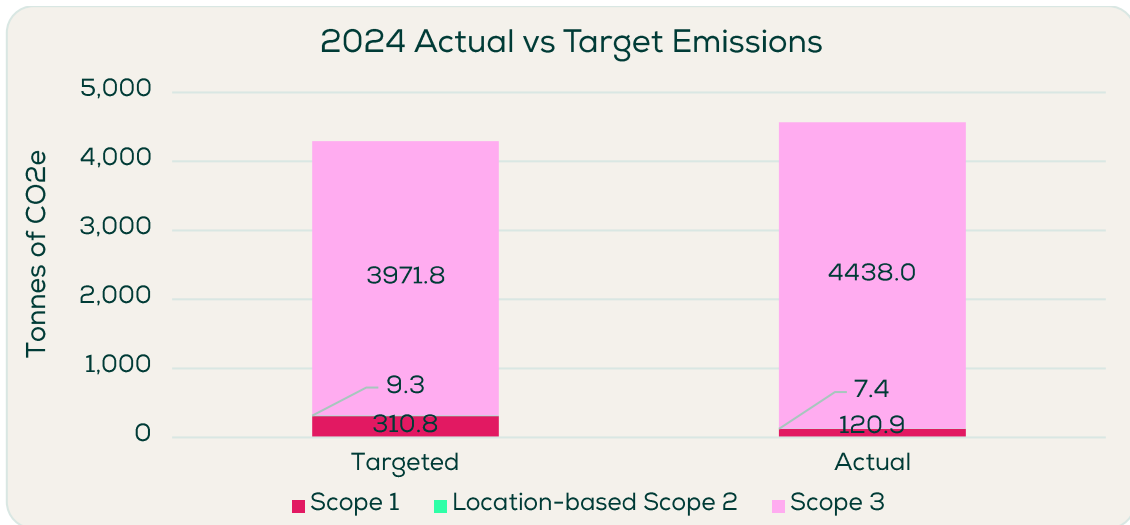
Boden Group is committed to achieving Net Zero by 2040. We have also set the following near-term targets, against which we will track our progress:

1. Reduce scope 1 emissions by 42% by 2030.
2. Reduce location-based* scope 2 emissions by 42% by 2030.
3. Reduce market-based* scope 2 emissions by 100% by 2030.
4. Reduce scope 3 emissions by 42% by 2030.

The graph below shows our scope 1, location-based scope 2 and scope 2 emissions reduction targets to 2030 based on our baseline emissions. To achieve a linear reduction, we would need to reduce emissions in each scope by 5% each year. This would be a scope 1 reduction of 18.2 tCO₂e, a location-based scope 2 reduction of 0.5 tCO₂e and a scope 3 reduction of 233.0 tCO₂e each year. To hit our market-based scope 2 target, we will need to switch to a 100% renewable energy tariff before 2030, this is not expected to be a linear reduction and is not included on the graph.



Progress



Between our baseline year and our current year, we have reduced our total market-based emissions by 5%. To achieve a linear reduction, we were aiming to have reduced emissions by 10%. We have made significant reductions in our scope 1 and location-based scope 2 emissions, but are behind target with our scope 3 emissions which have remained fairly consistent since our baseline year.

Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Measure the carbon impacts of business activities year-on-year and use results to create annual Carbon Reduction Plans.	2021	1, 2 & 3
Switch to a 100% renewable energy tariff at the Barnstaple office.	2023	2
Improve the energy efficiency of the Barnstaple office by switching some lights to LEDs and improving insulation around the windows.	2023	1 & 2
Introduce an incentive for employees with a car allowance to encourage the purchase of EVs.	2023	3

Introduce an EV Salary Sacrifice Scheme and a Cycle-to-Work Scheme.	2023	3
Environmental training		

Future Carbon Reduction Plans

We are committing to action on the following emissions management measures and projects that are in line with our Net Zero targets.

Activity No.	Activity	Target Date	Category
1	We will create a fleet decarbonisation plan, in which we will identify the estimated end of life or the lease end date of each vehicle, the range required and the cost of an appropriate EV. We will use NHS England's Zero Emission Fleet Transition Tool to help us evaluate our options. We will also need to consider charging options such as installing charging facilities on-site and at employee homes and on-street charging.	2025	Mobile Combustion
2	We will continue to minimise energy use and improve energy efficiency in our Barnstaple and Amesbury offices. We will do an audit of each site (using a tool such as Business Energy Scotland's energy audit checklist) to identify any improvements that can be made.	2025	Stationary Combustion, Purchased Electricity
3	We will look to switch to a renewable energy tariff at the Amesbury office. We already purchased electricity through a renewable tariff for the Barnstaple office, so this action would reduce our market-based emission to zero.	2025	Market-based Electricity
4	Consider the sustainability credentials of any new potential suppliers and prioritise those that align with our goals. This will involve checking whether suppliers have set carbon reduction targets, started to measure emissions and have carbon reduction plans in	2025	Purchased Goods and Services

	<p>place as part of the formal procurement process.</p> <p>We will need to review our current process and consider how amendments can be made to ensure sustainability is considered as part of the procurement process.</p>		
5	<p>Send out a comms document to suppliers, informing them of our carbon reduction goals and what this means for them. For our largest suppliers/subcontractors, we will also send out a survey to collect emissions data where available for use in the next footprint.</p>	2025	Purchased Goods and Services
6	<p>We will work to ensure that sustainability is embedded into our company culture. We will do this by reviewing our company policies to ensure alignment with carbon reduction goals, discussing progress in our team meetings and in employee 1-2-1s and including sustainability in job descriptions.</p>	2025	All scopes and categories
7	<p>We will share information surrounding the government's EV charging installation subsidy with colleagues. We will aim to improve the uptake of our EV Salary Sacrifice Scheme and the number of employees with a car allowance driving EVs. We will consider additional actions such as incentives or policies to further this action.</p>	2025	Business Travel, Commuting
8	<p>We will work to improve the quality of available data - litres of fuel for vehicles (currently spend), waste weights type and destination (currently spend) and a higher commuting survey response rate (currently 45%, next year we will take email addresses and follow up with employees who have not completed the survey and potentially offer an incentive).</p>	2025	Mobile Combustion, Waste, Commuting

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.

This Carbon Reduction Plan has been reviewed and signed off by the Boden Group Executive Team.

Signed on behalf of Boden Group:



Name: Andrew Beagley

Position: Managing Director

Date: 27th September 2024

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>