



Carbon Reduction Plan For Gateley Smithers Purslow

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Our Commitment

Gateley Smithers Purslow is committed to achieving Net Zero 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.

Aligning with current SBTi guidance, we have set absolute emissions reduction targets for our Scope 1 & 2 and carbon intensity targets (tCO_{2e} / £m revenue) for our Scope 3 emissions. Carbon intensity metrics provide meaningful indicators of the emissions intensity and carbon efficiency of the business in line with projected business growth.

Our near-term targets:

1. Reduce scope 1 emissions by 42% by 2030.
2. Reduce market-based* scope 2 emissions by 42% by 2030.
3. Reduce scope 3 emissions per £m revenue by 52% by 2030.

Our long-term targets:

- Reduce our total market-based Scope 1 & 2 emissions by at least 90% and our Scope 3 emissions per £m revenue by 97% 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. 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 use the market-based method for our final reporting and target setting.

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 base year as the 1st of January 2023 to the 31st of December 2023.

Base Year: 2023 (01/01/23 – 31/12/23)	
All scope 1, scope 2 and scope 3 emissions have been measured using the operational control approach. Under this approach, we do not measure scope 1 and 2 emissions for the use of Gateley offices, as we do not have operational control over these spaces and we do not pay a fee.	
Emissions	Total (tonnes CO ₂ e)
Scope 1	57.1
Scope 2	Market-based: 9.7 Location-based: 16.9
Scope 3	432.0
Total Emissions	Market-based: 498.8 Location-based: 506.0

Carbon Intensity Metrics

Metric	Carbon Intensity
Tonnes of CO ₂ e per Employee	3.3
Tonnes of CO ₂ e per £m of Revenue	36.1

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

Current Emissions

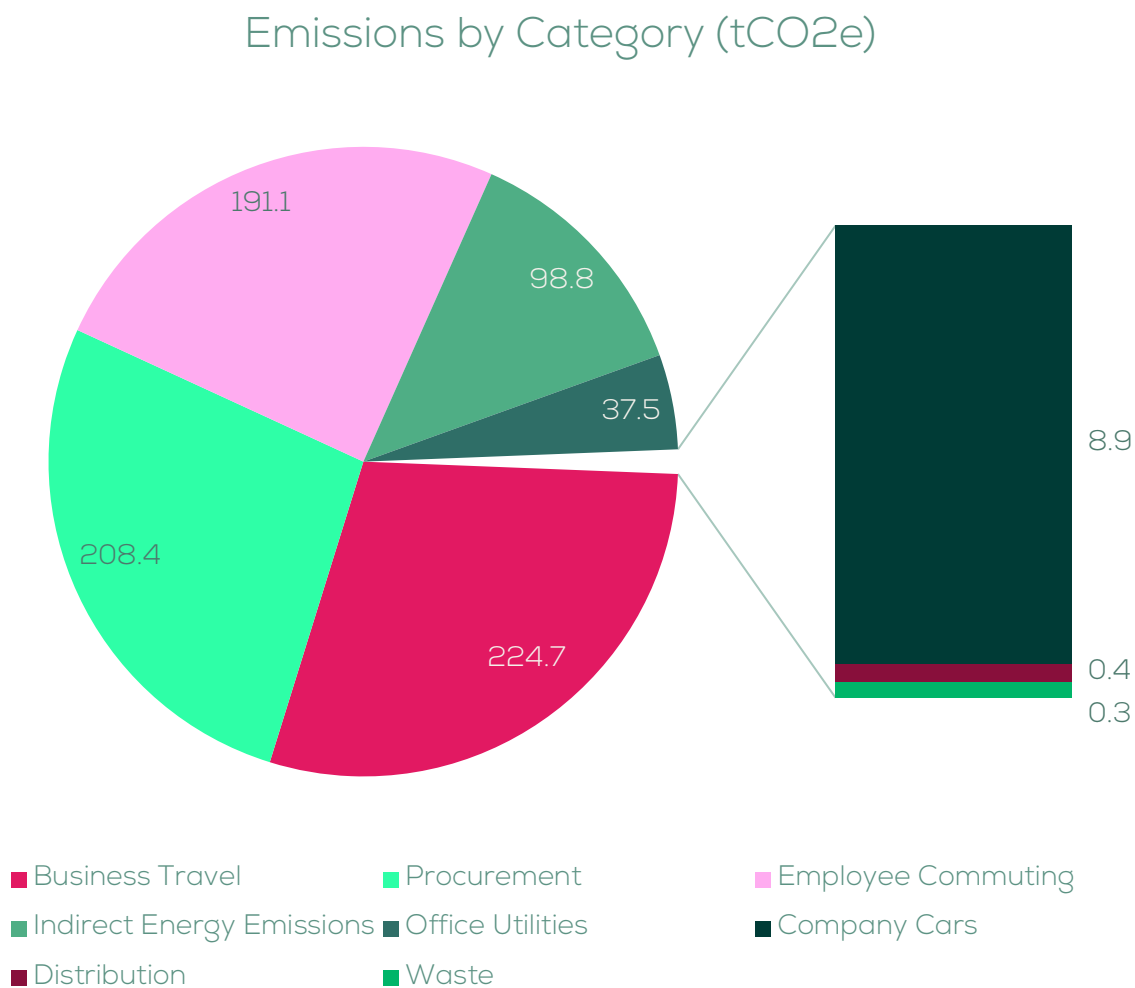
Current Year: 2025 (01/01/25 – 31/12/25)	
All scope 1, scope 2 and scope 3 emissions have been measured using the operational control approach. Under this approach, we do not measure scope 1 and 2 emissions for the use of Gateley offices, as we do not have operational control over these spaces and we do not pay a fee.	
Emissions	Total (tonnes CO ₂ e)
Scope 1	41.8
Scope 2	Market-based: 4.7 Location-based: 13.3
Scope 3	723.7
Total Emissions	Market-based: 770.2 Location-based: 778.8

Carbon Intensity Metrics

Metric	Carbon Intensity
Tonnes of CO ₂ e per Employee	4.2
Tonnes of CO ₂ e per £m of Revenue	36.9

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

Carbon Emissions Breakdown



The majority of emissions can be attributed to just 3 main categories: Business Travel, Purchased Goods & Services, and Employee Commuting and Homeworking. These three areas have similar weightings in terms of the proportion of Gateley Smithers Purslow's carbon footprint they make up (approximately one-quarter of emissions each). Emissions reduction actions should equally prioritise these 3 categories for the most impactful emission reductions.

Emissions Comparison

	Emissions 2023	Emissions 2025	Change (tCO ₂ e)	Change (%)
Scope 1 (Sub-Total)	57.1	41.8	-15.3	-27%
Stationary Combustion	34.5	35.8	+ 1.3	+ 4%
Mobile Combustion	22.6	6.0	-16.6	-73%
Scope 2 (Market-Based) (Sub-Total)	9.7	4.7	-5	-52%
Electricity (Location-based)	16.9	13.3	-3.6	-21%
Electricity (Market-based)	9.7	4.7	-5	-52%
Scope 3 (Sub-Total)	432.0	723.7	+291.7	+68%
Goods & Services	159.9	193.0	+ 33.1	+ 21%
Capital Expenditure	12.0	15.5	+ 3.5	+ 29%
Fuel- and energy-related activities	54.6	98.8	+ 44.2	+ 81%
Upstream Transport & Distribution	0.0	0.4	+ 0.4	New
Waste Generated In Operations	0.4	0.3	-0.1	-25%
Business Travel	77.2	224.7	+ 147.5	+ 191%
Commuting	127.9	191.1	+ 63.2	+ 49%
Total (Market-based)	498.8	770.2	+ 271.4	+ 54%
Total (Location-based)	506.0	778.8	+ 272.8	+ 54%

	2023	2025	Change	Change (%)
FTE	152.0	184.0	+ 32	+ 21%
FTE Intensity (tCO₂e / FTE)	3.3	4.2	+ 0.9	+ 27%
Revenue (£m)	13.8	20.9	+ 7.1	+ 51%
Revenue Intensity (tCO₂e / £m)	36.1	36.7	+ 0.8	+ 2%

Between our base year and our current year, our emissions increased by 54% under the market-based method and the location-based method. However, emissions intensity increased but at a slower rate (27% increase on carbon intensity by FTE and just 2% increase on carbon intensity by revenue). This suggests Gateley Smithers Purslow is starting to decouple business growth from carbon intensity, through efficiency savings and decarbonisation measures. Measuring progress against intensity metrics can provide meaningful context to emissions reductions progress; however, it is imperative that efforts still focus on absolute emissions reductions as well.

Significant emissions reductions have been realised for Scope 1 Mobile Combustion, through transitioning company vehicles to hybrid and electric. Scope 2 emissions have also decreased. This is due to slight decreases in consumption across the two offices where Gateley Smithers Purslow are responsible for organising utilities, as well as grid decarbonisation. Market-based emissions have also decreased since the base year through the procurement of a zero-carbon tariff for the main office premises at Rutland.

There have been increases across all Scope 3 categories, except for Waste. The most significant increase has been seen in Business Travel; this should be a priority area to focus reduction efforts. Fuel- and energy-related emissions have seen the second largest increase, however these emissions will come down in line with reductions in other categories. Suggested reduction actions to address Scope 3 emissions in particular are detailed in the next section.

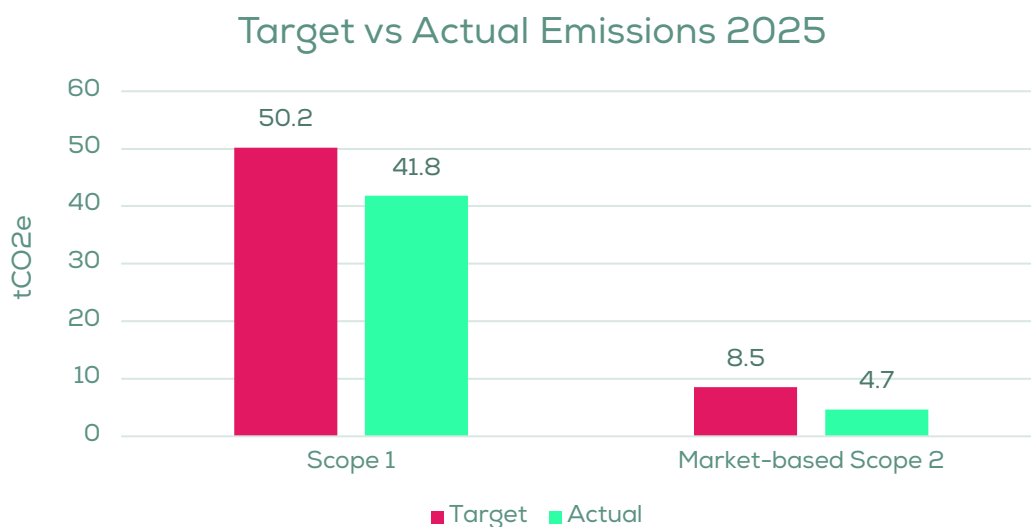
Carbon Reduction

Our Net Zero targets

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

1. Reduce absolute scope 1 emissions by 42% by 2030.
2. Reduce absolute market-based scope 2 emissions by 42% by 2030. ***Achieved 2025 (52% reduction)***
3. Reduce absolute scope 3 emissions by 42% by 2030.

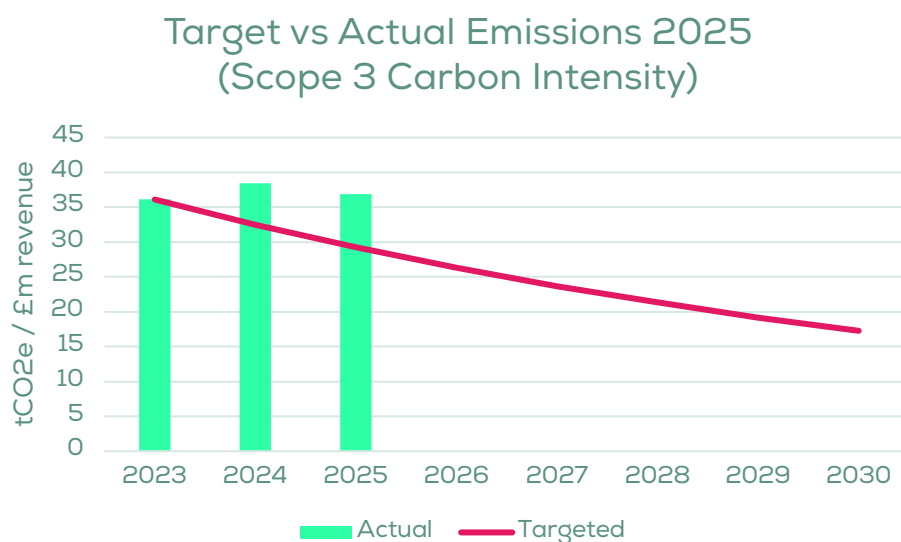
Progress



Both Scope 1 and Scope 2 emissions are below targeted emissions, meaning we are on track to meet our near-term targets for these Scopes.

Scope 1 emissions have reduced by 27% since the base year (target for 2030 is 42% reduction). Scope 1 emissions will need to continue to decrease 6% each year to remain on track to hit near-term targets.

Scope 2 (market-based) emissions have reduced by 52%, surpassing the near-term target for 42% reduction by 2030. To continue the pace of decarbonisation, we will consider setting more ambitious targets for Scope 2 emissions in the next reporting cycle.



Upon reviewing historic and projected business growth, we have decided to switch our Scope 3 target to an intensity-based metric, namely tonnes CO₂e per £m revenue. This aligns with current SBTi guidance which permits the use of intensity metrics for Scope 3 emissions targets. Intensity-based targets provide meaningful indicators of the carbon efficiency of the business, even as we grow. Absolute Scope 3 emissions will also be monitored to ensure business growth does not outpace carbon savings from efficiency gains.

Carbon emissions per £m revenue need to decrease 10% year-on-year (compound reduction) to stay on track with near-term targets. Emissions intensity needed to have decreased from the base year measurement of 36.1 tCO₂e/£m revenue to 29.2 tCO₂e/£m revenue in the most recent reporting period. Emissions intensity for 2025 was 36.9 tCO₂e/£m revenue. To stay on track with near-term targets, emissions intensity will need to reach 26.3 tCO₂e/£m revenue next year. Reduction initiatives to help do so are outlined in the next section.

Completed Carbon Reduction Initiatives

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

Activity	Completion Date	Scope
Commit to measuring the carbon impacts of business activities year on year and creating an annual carbon reduction plan based on results. Set Science-Based Target Initiative-aligned targets, and review progress against these annually.	2023	1, 2 & 3
Switch to a 100% renewable energy tariff for offices managed by us (Glaston Hall). This will reduce our market-based scope 2 emissions from Glaston Hall to zero from the beginning of the contract.	2023	2
Implement a company car contribution scheme to support staff switching to electric alternatives. This will reduce both business travel emissions and emissions associated with commuting.	2023	3
Switch all 7 company car/s to fully electric (6) or hybrid (1) alternatives.	2023	1
Support our Compliance Auditor to gain a Carbon Literacy certification and an AIEMA accreditation.	2023	1, 2, & 3
Sustainability presentation delivered as part of our company day in April.	2025	1, 2 & 3
Our technical staff have completed various CPD-accredited sustainability-focused training and other training with sustainability elements.	2025	1, 2 & 3
Have our ISO 14001 Environmental Management System and ISO 9001 Quality Management System certificates renewed. Our EMS audit focused on our Glaston Hall (Rutland), Nottingham, Newcastle and Chester offices, focusing on environmental policies and procedures, compliance, awareness, plans for Net Zero, training, etc.	2025 & 2026	1, 2 & 3

The QMS audit focuses on compliance, legislation, record management, project management and administration, social and environmental policies and awareness.		
Begin screening contractors through the Alcumus Safe Contractor platform.	2025	3
Offer a car purchase scheme which is open to all employees and encourages the purchase of electric vehicles.	2025	1 & 3
Our Compliance Auditor has completed the following sustainability qualifications: - BA degree in Environmental Studies - Renewed Associate Membership of the Institute of Sustainability and Environmental Professionals (until 2027) - Water literacy course	2026	1,2,3
We have a wildflower meadow at Glaston Hall. We also partake in tree planting and conservation activities at the Heart of England Forest charity, as coordinated by the Gateley group, who have formed a partnership with the Forest. We are extremely proud to have volunteered and raised thousands of pounds for numerous organisations which benefit society (in line with the SDGs).	2026	Outside of scopes
Processes have been implemented to screen non-contractor suppliers through Safe Contractor on their environmental policies and management systems. methods for assessing non-subcontractor suppliers, e.g. by using a supplier evaluation form, and use this to prioritise suppliers with strong environmental credentials.	2026	Outside of scopes

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	Conversations are ongoing about upgrading the heating infrastructure at Glaston Hall to low-carbon alternatives and we are committed to raising the EPC rating. Work is underway to prepare a report evaluating the options and costs involved in doing so, and we are committed to progressing this further over the next few months. We will be researching funding, conducting a renewable energy feasibility study and performing site audits. Information about grants available via the Boiler Upgrade Scheme will be passed on to the landlord.	2030	Stationary Combustion, Purchased Electricity
2	We will aim to procure a zero carbon energy tariff for the Chester office (current British Gas tariff renewable share is 77%) when the tariff is up for renewal in November 2026.	2026	Purchased Electricity
3	We will consider the installation of charging facilities at Glaston Hall to support both staff to transition to electric vehicles, but also to ensure a renewable energy supply for our company vehicles (which are currently charged offsite).	2030	Purchased Electricity, Business Travel, Commuting
4	We will include questions in the next commuting and homeworking questionnaire to assess whether company vehicles are being charged on renewable tariffs at staff homes. We will also use the survey to gauge interest in installing charging points at the main office. This information will help to inform next steps for reducing emissions from company EVs and from emissions linked with employee's home energy use.	2027	Purchased Electricity, Commuting and Homeworking

5	We will create a mandatory course for GSP employees to increase their knowledge of the climate crisis and how to take action to mitigate it. This will include senior leadership. This will ensure that the entire workforce is equipped with the knowledge and skills to contribute to our environmental goals and feel motivated to do so. We will be sure to give staff adequate opportunities to contribute ideas and to discuss potential barriers to taking action that may inform future actions. We will also discuss our progress towards targets and update the team on sustainability-related projects as part of major meetings.	2026	All scopes and categories
5	Support our Compliance Auditor to maintain up-to-date training and awareness of environmental policy, training and targets.	<i>Ongoing</i>	All scopes and categories
6	Continue to maintain our ISO 14001 Environmental Management System accreditation through continuous improvement. Draw upon findings and recommendations of audits to assess and reduce carbon emissions.	<i>Ongoing</i>	All scopes and categories
7	Build on processes for screening and engaging suppliers/contractors against sustainability credentials. Actions being considered include: - Expanding current surveying of non-subcontractor suppliers to ask for information about Net Zero targets, timeframes and plans. - Using the screening exercise to prioritise suppliers with strong environmental credentials (e.g. 10% weighting). - Replicating supplier auditing for direct suppliers/contractors of Gateley Smithers Purslow. In particular, requesting carbon data from suppliers, and eventually starting to use this to prioritise suppliers with better sustainability credentials.	2026 - 2027	Goods & Services

8	Continue to improve business travel data availability through work on the expense system and employee engagement, to increasingly shift from spend data to activity data. (Rail, taxi and hotel emissions were measured using spend this reporting year).	2026	Business Travel
9	It is already best practice to use staff and contractors local to client sites. Formalise this policy in the environmental management statement. Consider implementing an explicit sustainable business travel policy, employing the low carbon travel hierarchy: - Digital communication - Walking and cycling - Public and shared transport - EVs (car sharing, then individual use) - Internal Combustion Engine vehicles (car sharing, then individual use) - Air travel Consider further ways to engage and support the workforce to influence change, such as equal mileage payments for diesel / petrol / EVs / cycling or enhanced mileage payments for hybrid / EVs / cycling.	2027	Business Travel
10	Explore schemes and incentives that will support staff members to opt for low-carbon commuting and homeworking methods. (There will be some overlap here with initiatives to reduce business travel emissions). Examples include: - Further encouraging the uptake of electric car purchase & contribution schemes - Providing information and education to employees on options for domestic renewable energy tariffs - Consider offering a salary sacrifice scheme for home renewable energy infrastructure (e.g. Heva energy) - Further surveying of employees to ascertain which support schemes would be of interest to them.	2028	Commuting and homeworking, Business Travel

9	Regularly review this carbon reduction plan and ensure actions are progressing throughout the year. Seek help from Positive Planet as and when needed.	Ongoing	All scopes and categories
10	GSP senior management to encourage the implementation of further opportunities for volunteering that support the environment and carbon reduction.	2026 & onwards	Outside of scope

Declaration and Sign-off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and the 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 has 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 Gateley Smithers Purslow.

Signed on behalf of Gateley Smithers Purslow:



Name: Andrew Bussey

Position: Managing Director

Date: 7 September 2026

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>