Carbon Reduction Plan For Gateley Smithers Purslow

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Our Commitment

Gateley Smithers Purslow 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 by 2050 at the latest.

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:

- Reduce our scope 1 emissions, our market-based* scope 2 emissions, and our scope 3 emissions all 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.

*Scope 2 emissions should be measured and reported in two ways, but reporting organisations can set targets based on one or both of these methods. The location-based method reflects the emissions intensity of the grid from which the electricity was purchased, the market-based method also does this, but also takes into account the reporting organisation's choice of supplier and tariff (or lack thereof). We have chosen to base our Net Zero targets on the market-based methodology.

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Our Carbon Footprint

Baseline & Current Carbon Emissions Footprint

Baseline emissions are the reference point against which emissions reduction can be measured. We have chosen to set our baseline year as the 1st January 2023 - 31st December 2023. We have measured a year before this (1st January 2021 - 31st December 2021), but this year is unsuitable for use as a baseline as operations were impacted by the COVID-19 pandemic and we have also been acquired by the Gateley Group since that reporting period.
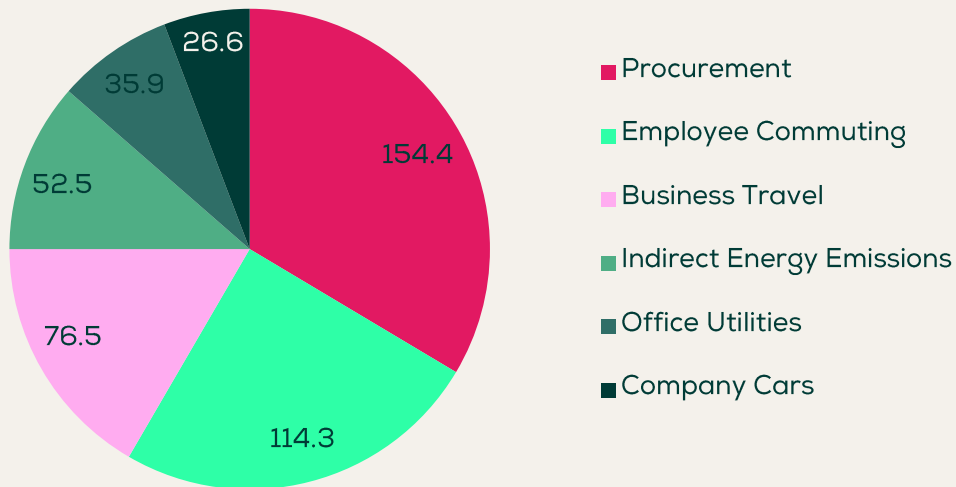
Baseline & Current Year: 2023	
All scope 1, scope 2 and scope 3 emissions have been measured using the operational control approach. Under this approach, we do not measure scope 1 and 2 emissions for the use of Gateley offices for free as we do not have operational control over these spaces.	
Emissions	**Total (tonnes CO_2e)**
Scope 1	51.6
Scope 2	Market-based: 9.7 Location-based: 16.9
Scope 3	398.9
Total Emissions	**Market-based: 460.2** **Location-based: 467.4**

Carbon Intensity Metrics

Baseline & Current Year: 2023	Carbon Intensity (tonnes CO_2e / unit)
Workforce	3.0 tCO_2e / employee
Turnover	33.3 tCO_2e / £million in turnover

Based on total market-based emissions.

Emissions by Category (tCO2e)

Legend:
- Procurement
- Employee Commuting
- Business Travel
- Indirect Energy Emissions
- Office Utilities
- Company Cars

Pie chart values: 154.4, 114.3, 76.5, 52.5, 35.9, 26.6

Procurement: Procurement emissions include the cradle-to-gate emissions of all products and services purchased by our organisation in the reporting year. This includes admin costs such as insurance, legal services, rent, training (143.0 tCO_2e) as well as capital goods, which for this year, included office furniture and renovations (11.5 tCO_2e).

Employee Commuting: Employee commuting includes both the emissions that occur as a result of employees travelling to the office (97.0 tCO_2e), but also working from home (17.2 tCO_2e).

Business Travel: Business travel emissions include those that occur as a result of transport and hotel stays used by our employees for business purposes. It includes; employees travelling in their vehicles (60.5 tCO_2e), rail transport (9.9 tCO_2e), air transport (2.9 tCO_2e), ferries (0.1 tCO_2e) and hotels (3.1 tCO_2e).

Indirect energy emissions: This category includes the WTT and transmission and distribution emissions that occur in addition to the combustion and generation emissions that are measured in the other energy use categories (e.g. employee commuting, business travel etc).

Office Utilities: Office utility emissions include those that occur as a result of office gas use (29.0 tCO_2e), electricity use (9.7 tCO_2e) and office waste production and water use (1.2 tCO_2e).

Company Cars: This includes the emissions that occur as a result of fuel combustion in our petrol and diesel fleet vehicles and electricity generation for our EVs that are charged offsite.

Carbon Reduction

We will be using our near-term targets to track progress to 2030. Our near-term targets are as follows:

- Reduce scope 1 emissions by 42% by 2030
- Reduce market-based scope 2 emissions by 42% by 2030
- Reduce scope 3 emissions by 42% by 2030

Reduction Targets to 2030
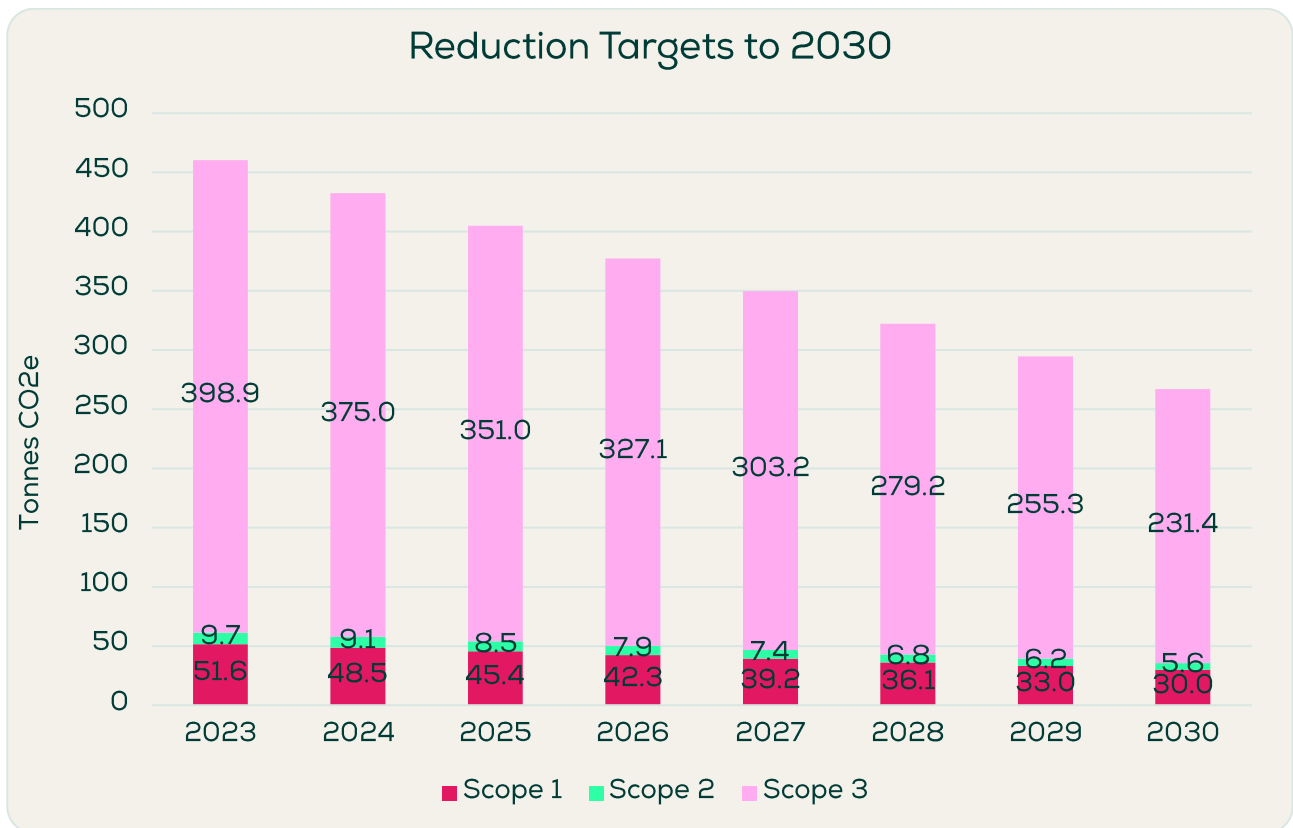
To reach these targets, we will need to reduce scope 1 emissions by 3.1 tCO_2e each year, our market-based scope 2 emissions by 0.6 tCO_2e each year and our scope 3 emissions by 23.9 tCO_2e each year.

Completed Carbon Reduction Initiatives

The following carbon reduction initiatives were implemented before the creation of this report.

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 some 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 switch 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 Sustainability Officer to gain a Carbon Literacy certification and an AIEMA accreditation.	2023	1, 2, & 3
Achieve ISO 14001 Environmental Management System accreditation.	2023	1, 2 & 3

Future Carbon Reduction Plans

We will prioritise and implement the below carbon reduction actions over the next year.

Activity No.	Activity	Target Date	Category
1	**Supply Chain Decarbonisation** We will look to do an initial screening of our current supply chain (providers of goods and services) to assess the current position. We will also build a sustainability assessment into our supplier screening/onboarding process to allow sustainability to be part of procurement decisions. We will look to prioritise suppliers with strong sustainability credentials (those who measure and report emissions, those with Net Zero targets, and those with published reduction action plans), and communicate our targets and expectations with current suppliers. We will also provide Carbon literacy training for staff members involved in procurement.	2024	Goods & Services
2	**Employee Engagement and Awareness** We will create a course for GSP employees to increase their knowledge of the climate crisis and how to take action to mitigate it. 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.	2024	All scopes and categories
3	**Travel** Glaston Hall is not very easily accessed by public transport, there are no rail links and only an infrequent bus service. To reduce emissions from commuting we will look to promote car sharing amongst office-based staff by	2024	Business Travel, Commuting

	providing a platform where this can be organised amongst teams. We will look into the feasibility of EV charging point installation onsite.		
4	**Gas Use** Look to renew the sustainability report for Glaston Hall and follow up on conversations to improve efficiencies.	2024	Stationary Combustion
5	**Ongoing Development** Support our Sustainability Officer to maintain up-to-date training and awareness of environmental policy, training and targets.	2024	All scopes and categories
6	**Accreditation** Maintain our ISO 14001 Environmental Management System accreditation through continuous improvement. Draw upon findings and recommendations of audits to assess and reduce carbon emissions.	2024	All scopes and categories
7	**Data Quality Improvements** We will work to continuously improve the quality of data available for our carbon footprint measurements. This year we will look to implement a system for the collection of high-quality business travel data. Meet with relevant team members to discuss potential solutions and implement them over the year. Consider adding additional fields to expense forms or using a basic tracker. We were able to give start and end airports for air travel and mileage for employee vehicle reimbursement, but spend was given for rail and hotels.	2024	Business Travel

Declaration and Sign-off

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

This Carbon Management Plan has been reviewed and approved by the Gateley Smithers Purslow Executive Team.

Signed on behalf of Gateley Smithers Purslow:

Name: Andrew Bussey

Position: Managing Director, Gateley Smithers Purslow

Date: 28 May 2024

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[1]   https://ghgprotocol.org/corporate-standard

[2]   https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting