



# Carbon Reduction Plan For ERMINE

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Created by: Positive Planet



ERMINE

positive  
planet

# Our Commitment

ERMINE is committed to achieving Net Zero emissions by 2050.

## 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 our market-based scope 2 emissions to 0 by 100% by 2030 through procurement of a 100% renewable electricity tariff.
3. 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 2050.
- Neutralise any residual emissions using verified carbon offsets.

**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.

# Our Carbon Footprint

## Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to 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 1<sup>st</sup> January 2024 – 31<sup>st</sup> December 2024.

Baseline Year: 2024	
Ermine applies the <b>operational control approach</b> to determine the boundaries of its carbon footprint. Under this approach, emissions from activities and assets where the organisation has the authority to introduce and enforce operating policies are included in Scope 1 and Scope 2 reporting. These emissions are associated with activities of ERMINE’s head office only, as site level data was unavailable.	
Emissions	Total (tonnes CO <sub>2</sub> e)
Scope 1	10.2
Scope 2*	Market-based: 2.4 Location-based: 1.4
Scope 3 including: <ul style="list-style-type: none"> <li>- Capital Goods</li> <li>- Fuel &amp; Energy Related Services</li> <li>- Business Travel</li> <li>- Transportation &amp; Distribution (Upstream)</li> <li>- Transportation &amp; Distribution (Downstream)</li> <li>- Employee Commuting &amp; Home Working</li> <li>- Operational Waste &amp; Water</li> <li>- Franchises &amp; Investments</li> </ul>	93.3
<b>Total Emissions*</b>	<b>Market-based: 105.9 Location-based: 104.9</b>

\*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

## Carbon Intensity Metrics

Baseline year: 2024	Carbon intensity metric
Employees (tCO <sub>2</sub> e per FTE)	9.6
Revenue (tCO <sub>2</sub> e per £m)	18.6

Based upon 11 FTEs (full-time employee equivalents), and a £5.7 million revenue during the measurement period. We are using market-based emissions to calculate our intensity metrics.

# Current Emissions Reporting

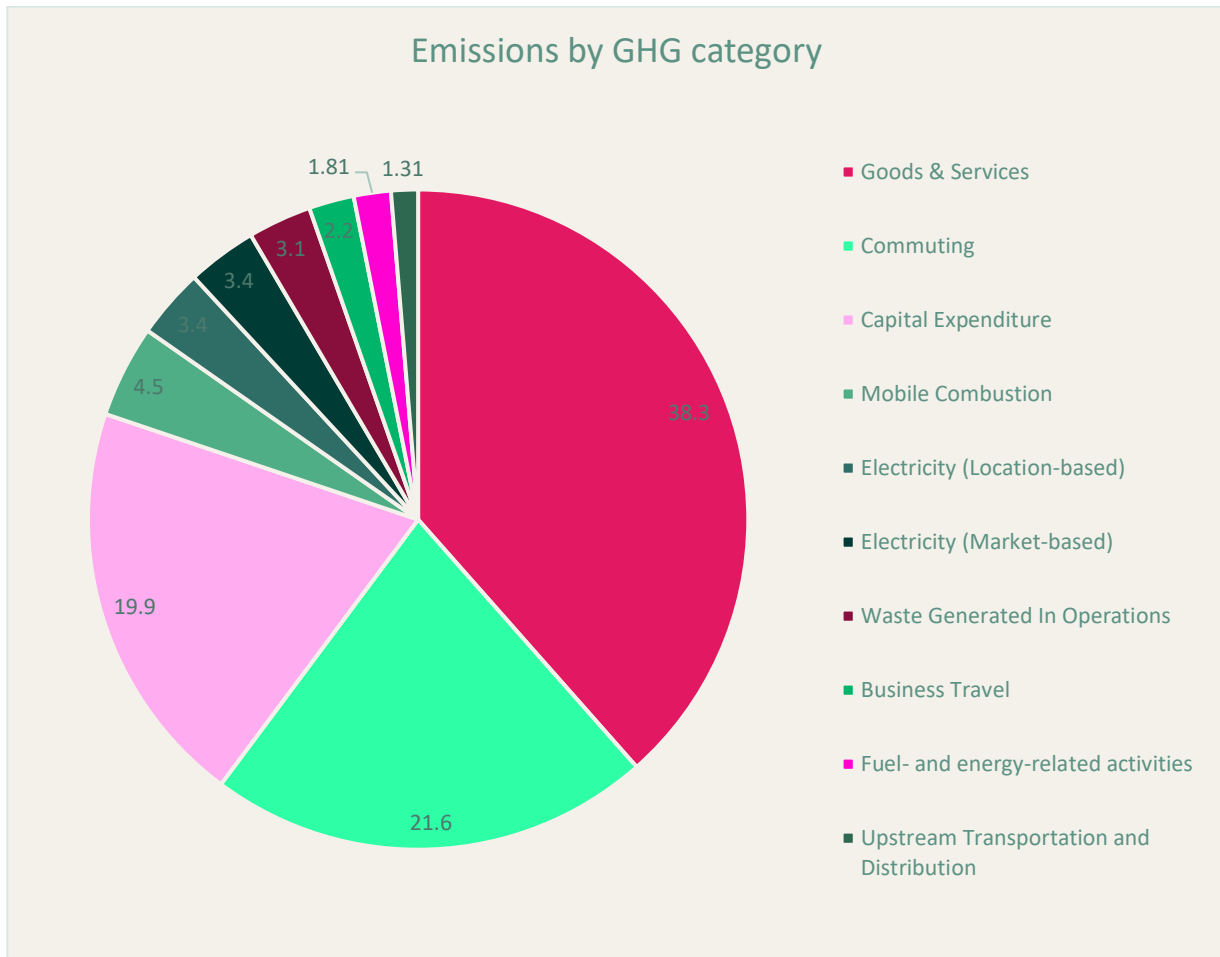
Current Reporting Year: 2025	
<p>These emissions are associated with our head office operational footprint, including emissions from office utilities, office staff commuting, business travel and goods and services bought by head office. Emissions related to site activities have yet to be measured.</p> <p>This year's reporting includes emissions associated with purchased goods and services, which had not been included in the base year.</p>	
Emissions	Total (tonnes CO <sub>2</sub> e)
Scope 1	4.53
Scope 2*	Market-based: 3.4 Location-based: 3.4
Scope 3 including: <ul style="list-style-type: none"> <li>- Purchased Goods &amp; Services</li> <li>- Capital Goods</li> <li>- Fuel &amp; Energy Related Services</li> <li>- Business Travel</li> <li>- Transportation &amp; Distribution (Upstream &amp; Downstream)</li> <li>- Employee Commuting &amp; Homeworking</li> <li>- Operational Waste &amp; Water</li> <li>-</li> </ul>	88.15
<b>Total Emissions*</b>	<b>Market-based: 96.09 Location-based: 96.09</b>

## Carbon Intensity Metrics

Current year: 2025	Carbon intensity metric
Employees (tCO <sub>2</sub> e per FTE)	6.01
Revenue (tCO <sub>2</sub> e per £m)	14.78

Based upon 16 FTEs (full-time employee equivalents), and a £6.5 million revenue during the measurement period. We are using market-based emissions to calculate our intensity metrics.

## Carbon Emissions Breakdown



The biggest measured category for emissions is Goods & Services, with 38.3tCO<sub>2</sub>e. This includes the procurement activities associated with ERMINE’s head office. The second largest emissions category is Commuting, with a total of 21.6tCO<sub>2</sub>e. This includes emissions associated with homeworking. The third largest category was Capital Expenditure, totalling 19.9tCO<sub>2</sub>e. This includes spend on property renovation, office furniture, equipment, electronics and vehicles. Emissions from Mobile combustion include the use of the three company owned diesel vehicles. Within the Waste category, this also includes the emissions associated with water use. Finally, the Upstream Transportation & Distribution category includes emissions from postage and storage.

*\*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.

<b>Measurement Results</b>	
<b>By Scope</b>	tonnes
Scope 1	4.53
Scope 2 (Location-based)	3.4
Scope 2 (Market-based)	3.4
Scope 3	88.15
<b>By Category</b>	
Office Utilities	2.89
Company Cars	5.04
Business Travel	2.21
Employee Commuting	21.56
Procurement	58.17
Distribution	1.31
Waste	3.1
Indirect Energy Emissions	1.81
<b>Total</b>	
Location-based	96.09
<b>Market-based</b>	96.09

# Carbon Reduction

## Our Net Zero targets

ERMINE is committed to achieving Net Zero by 2050. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year. To keep us on track, we have also set the following near-term targets to 2030.

## Our near-term targets:

1. Reduce scope 1 emissions by 42% by 2030.
2. Reduce our market-based scope 2 emissions to 0 by 100% by 2030 through procurement of a 100% renewable electricity tariff.
3. Reduce Scope 3 emissions by 42% by 2030.

## Our long-term targets:

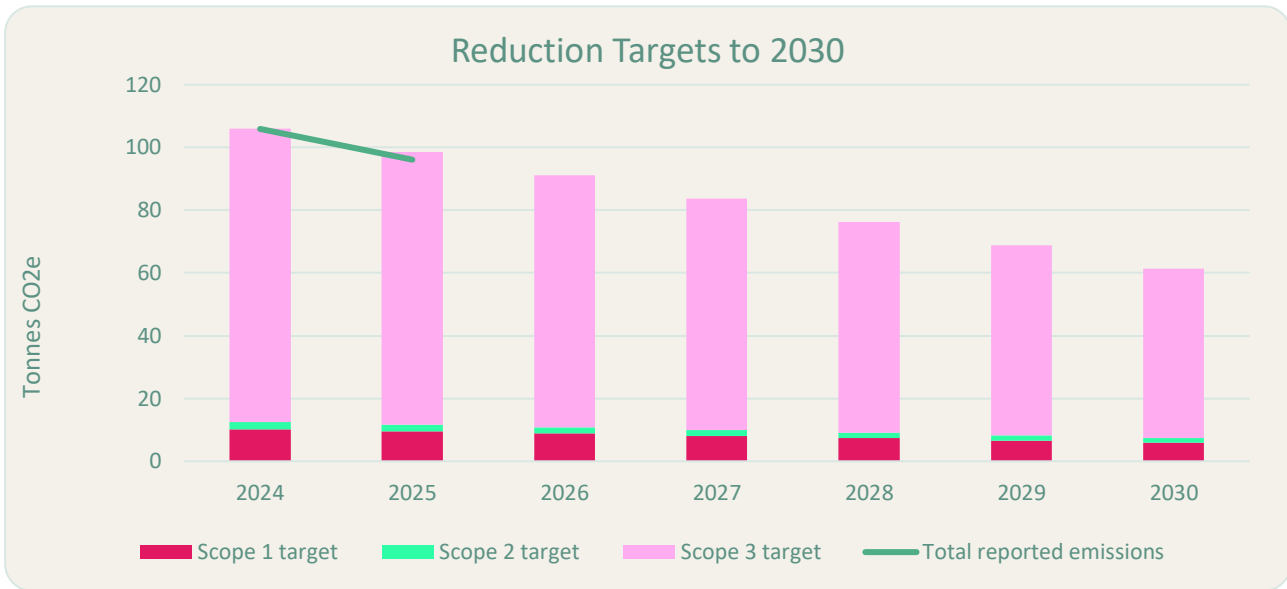
- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2050.
- Neutralise any residual emissions using verified carbon offsets.

## Progress

Emissions	Total Carbon Footprint (tonnes CO <sub>2</sub> e)		% Change
	Baseline year: 2024	Current year: 2025	
Scope 1	10.2	4.53	-56%
Scope 2	1.4	3.4	+143%
Scope 3	93.3	88.15	-6%
<b>Total emissions</b>	<b>105.9</b>	<b>96.09</b>	<b>-9%</b>

Emissions	Carbon intensity metric		% CHANGE
	Baseline year: 2024	Current year: 2025	
Employees (tCO <sub>2</sub> e per FTE)	9.6	6.01	-37%
Revenue (tCO <sub>2</sub> e per £m)	18.6	14.78	-21%

We are on track to achieve our near-term targets and will therefore continue to maintain and accelerate our progress.



## Completed Carbon Reduction Initiatives

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

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2023	1,2,3
ERMINE works with Tree Nation to support tree planting initiatives through its Forest of ERMINE	2025	1,2,3
Achieved ISO 14001 certification in October 2025, which included looking at site activities.	2025	1,2
Company fleet electrification strategy in place. For remaining ICE vehicles, once leases runs out these will be replaced with electric or hybrid vehicles. ERMINE already operate 3 EVs.	2025	1,2
For staff members who drive company vehicles, a vehicle check list is in place to ensure vehicles are maintained and run efficiently.	2025	1
ERMINE have adopted Passivhaus principles and implement Passive Purple within their builds.	2025	3
All ERMINE sites have an Environmental Aspects Plan.	2025	3

## Future Carbon Reduction Plans

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

Activity No.	Activity	Target Date	Category
1	Encourage the landlord/management company at the office to procure a REGO-backed 100% renewable electricity tariff. This change will reduce <b>market-based</b> emissions (from chosen tariff) from the office (common areas) to 0 tCO <sub>2</sub> e.	2028	Purchased Electricity
2	Total <b>location-based</b> electricity emissions (National Grid energy mix) are still 2.89 tCO <sub>2</sub> e so there is an opportunity to reduce energy use.  We will implement behaviour change initiatives within the workplace for reduction of emissions, including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate. We will assign roles and responsibilities to Green Team members.  High-level monitoring of energy use is key to understanding further pinch points.	2027	Purchased Electricity
3	Encourage the landlord to implement <b>energy efficiency</b> measures to reduce the overall amount of electricity consumed at sites. Optimise operational procedures and implement energy management systems (such as ISO 14001 which ERMINE achieved in 2025). Examples of reduction measures include: <ul style="list-style-type: none"> <li>- upgrading lighting and introducing more sensor lighting, and aligning sensor times to usage patterns (eg 3 minutes for corridors, 20 minutes for working spaces)</li> <li>- installing timers on sockets/equipment</li> <li>- reviewing and renewing inefficient equipment (when at end of life), and actively consider the energy efficiency</li> </ul>	2027	Purchased Electricity

	<p>of equipment when new purchases are required (eg laptops, fridges, dishwashers)</p> <p>Invite colleagues from different sites to openly explore challenges and barriers to collaboratively find solutions for reduction.</p>		
4	<p>To completely reduce market and location-based energy emissions to zero, encourage the landlord to <b>install on-site renewable energy</b> generation technologies such as solar PV panels, solar heating, heat pumps (following an energy audit to assess feasibility and payback periods), to generate 100% of heating and energy demand. Consider removing on-site stationary combustion (gas) heating.</p> <p>If the UK Grid is 100% powered by renewable energy before this point, your Scope 2 location-based (and market-based) electricity emissions will already be zero. You would still need to consider gas emissions unless removed (or better technology is available).</p>	2030	Stationary Combustion Purchased Electricity
5	<p>Continue to review and follow ERMINE's strategy for company vehicle electrification for the remaining ICE fleet:</p> <ul style="list-style-type: none"> <li>- determine which vehicles to electrify first, dependent on which vehicles are used most, which vehicles are most polluting, and which vehicles are oldest.</li> <li>- determine if fleet size can be reduced by using active transport (such as using e-bikes or e-cargo tricycles for shorter use cases).</li> <li>- determine a timeframe for vehicle electrification and commit to this.</li> </ul>	2026-2030	Mobile Combustion Purchased Electricity (EVs)

6	Electrify site operations by phasing out diesel generators and plant: Replace diesel-powered plant and equipment on construction sites with electric alternatives or plant compatible with renewable fuels like HVO. Integrate battery storage where grid access is limited. Where possible, instead of using generators the site team will try to connect to the grid. Future consideration given to solar-powered eco units, cost dependent.	2030	Scope 1
7	Introduce mandatory site energy audits and consumption benchmarks: Conduct energy audits on all construction and refurbishment sites to identify high-consumption processes and set performance benchmarks. Use data to drive site-specific reduction strategies.	2027	Electricity
8	Retrofit site compounds with energy-efficient systems: Upgrade lighting to LEDs, improve insulation in temporary cabins, and install timers/sensors for heating and cooling systems in site welfare facilities.	2026-2030	Electricity

Based upon the above completed and planned initiatives, it is projected that Scope 1 & 2 carbon emissions will decrease to **by 42%** by 2030. ERMINE have made significant reductions in their Scope 1 emissions, however this figure will be impacted by the addition of site level data, therefore new targets will be set if the reporting boundary changes.

**We also aim to implement the further initiatives below to reduce Scope 3 emissions:**

Activity No.	Activity	Target Date	Category
1	Consider <b>training and engagement</b> for the Green Team, leadership, and the wider employee base, starting with the Green Team Carbon Awareness Training. Including and not limited to, creating spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy Training for all applicable to roll out to	2026-2030	Commuting & Home Working Business Travel

	<p>further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.</p> <p>Environmental impacts are increasingly part of construction regulations. Aim to train project teams and subcontractors on low-carbon construction methods: Deliver regular training on best practices such as efficient site set-up, modular/off-site construction, reduced waste practices, and carbon-aware design choices.</p>		
2	<p>Implement a <b>Sustainable Procurement Policy</b>. Encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms.</p> <p>Commit to a Sustainability Audit or Survey to request further information regarding credentials – Plan to send these to the top 10 suppliers by spend. This data collection will support reduction journey by gathering important data for future measurements &amp; encourage supply chain integration towards Net Zero.</p> <p>Complete this audit within two phases:</p> <ol style="list-style-type: none"> <li>1. Identify suppliers for engagement</li> <li>2. Formulate and collect data (survey/scoring)</li> </ol> <p>Once completed prioritise suppliers with lower carbon footprints as part of the above phased approach. This may also involve purchasing second hand/refurbished (furniture, IT equipment) and extending the lifespan of purchased items.</p> <p>Develop and monitor procurement policy for all new suppliers to align to Net Zero goals.</p> <p>ERMINE already engage with suppliers at the start of partnerships. Create supplier engagement and low-carbon procurement framework: Collaborate with key suppliers and subcontractors to request emissions data and set expectations for science-based targets.</p>	2026 onwards	Purchased Goods & Services

	Prioritise vendors with Environmental Product Declarations (EPDs).		
3	<p>Review logistics partners/couriers and utilise the above Sustainable Procurement Policy. Work with providers to gather their emissions data, and/or switch to lower-carbon providers. Prioritise purchasing from local suppliers to limit delivery mileage.</p> <p>As the majority of emissions from this category are associated with storage, ERMINE will be downsizing the amount of storage units they use to increase efficiency.</p>	2027	Upstream Distribution
4	<p>Develop and implement a <b>Sustainable Travel Policy</b> to support environmental impact of choices when travelling, staying in hotels and commuting more formally. The priorities within this policy will support active travel and low emission travel options where appropriate.</p> <p>Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes, such as bike to work or car sharing opportunities.</p> <p>Utilise the emissions travel hierarchy:</p> <ul style="list-style-type: none"> <li>- Digital communication</li> <li>- Walking and cycling</li> <li>- Public and shared transport</li> <li>- EV's and car sharing/clubs</li> <li>- ICE vehicles and car sharing/clubs</li> <li>- Air travel</li> </ul> <p>Consider creative ways to engage and support the workforce to influence change.</p> <p>Examples include setting an internal organisation carbon credit scheme (limit that to a number of tCO<sub>2</sub>e per year), extra holiday days for low emission travel choice, bonuses, subsidised travel, equal mileage payments for diesel/petrol/EVs/cycling.</p>	2026	Business Travel Commuting
5	<p>Pilot circular construction practices on demolition projects: Trial reuse and deconstruction strategies for recycling waste. Improved recording of the waste generated.</p>	2027	Waste

	Site waste is currently collected in skips partnering with Go Green to increase recycling rates. Data on waste type and disposal is recorded through Smart Waste. Information from these waste collections will be included when measuring site emissions from 2026.		
6	In addition to adopting Passivhaus principles, adopt PAS 2080 or equivalent to manage embodied carbon in project delivery: Integrate carbon management into project design and procurement decisions, starting with high-emission materials like steel, concrete, and insulation. Require contractors and consultants to follow PAS 2080 or similar guidance.	2027	Production goods
7	<p>Commit to measuring <b>site level data</b> for the 2026 reporting year, including:</p> <ul style="list-style-type: none"> <li>• Fuels, gas and electricity used on sites</li> <li>• Site waste</li> <li>• Machinery and generators data</li> <li>• Production goods purchased (including embodied carbon tracking for key materials)</li> <li>• Subcontractor information</li> <li>• Travel to sites.</li> </ul> <p>Once measured, this will show a more complete footprint of ERMINE’s activities as a business.</p>	2026	Site data

### Near-Term Reduction Projections (Scope 3)

Based upon the above completed and planned initiatives, it is projected that (as a minimum) Scope 3 carbon emissions will further decrease over the next seven years from the current normalised measurement of 88 tCO<sub>2e</sub> to 54.1 tCO<sub>2e</sub> by 2030. This is a **reduction of 42 %** and will keep us on track to Net Zero.

# 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<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

This Carbon Management Plan has been reviewed and approved by ERMINE Executive Team.

**Signed on behalf of ERMINE:**

*Phil Burrows*

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**Name: Philip Burrows**

**Position: Director**

**Date: 02/06/2026**

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<sup>1</sup> <https://ghgprotocol.org/corporate-standard>

<sup>2</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>