

# Carbon Reduction Plan 2025

## Commitment to Achieving Net Zero

Sanderson Solutions Group Plc is committed to achieving Net Zero emissions by 2050.

## 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. Sanderson appointed an external consulting firm, The Green Element ([www.greenelement.co.uk](http://www.greenelement.co.uk)), in order to ensure that these calculations had been produced according to best practice.

Baseline Year Emissions: July 2019/June 2020	
Additional Details relating to the Baseline Emissions calculations.	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	14.06
Scope 2	27.37
<b>Scope 3 listed categories</b>	
Upstream transportation and distribution	0.0
Waste generated in operations	0.0
Business travel – non mileage	64.56
Business travel – mileage	23.31
Employee commuting	151.73
Downstream transportation and distribution	0.0
<b>Scope 3 all categories total</b>	495.86
<b>Total Emissions</b>	537.29

*As a provider of professional services, no goods are transported as part of our operations or service delivery. Upstream and downstream categories have therefore been assessed as not relevant and emissions are reported as 0 tCO<sub>2</sub>e.*

## Previous Years Emissions Reporting

Sanderson Solutions Group has been through substantial changes since measurement began in 2019 with a number of growth phases supported through acquisition. Therefore, we also closely monitor our intensity calculations to identify underlying progress, this is highlighted in the second table. The high and low emissions created during the pandemic and shortly afterwards also impact on our data although since 2021/2022 this has normalized.

Reporting Year:	2020/2021	2021/2022	2022/2023	2023/2024
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>			
<b>Scope 1</b>	14.26	32.84	19.17	25.56
<b>Scope 2</b>	32.32	44.64	52.36	54.28
<b>Scope 3 listed categories</b>				
Upstream transportation and distribution	0.0	0.0	0.0	0.0
Waste generated in operations	0.0	0.0	0.0	0.0
Business travel – non mileage	29.81	23.33	74.37	38.52
Business travel – mileage	10.76	8.42	26.85	13.91
Employee commuting	70.07	54.84	174.8	90.64
Downstream transportation and distribution	0.0	0.0	0.0	0.0
<b>Scope 3 all categories total</b>	228.99	179.22	571.23	295.88
<b>Total Emissions</b>	275.57	256.70	642.76	375.99

Reporting Year:	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Intensity ratio 1: tCO <sub>2</sub> e (gross Scope 1,2 + 3) / per full-time employee	3.47	1.29	1.22	1.16	0.86	1.12

## Most Recent Emissions Reporting

The following table shows the emissions for the most recent Financial Year for Sanderson.

Reporting Year:	July 2024/June 2025
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	10.40
<b>Scope 2</b>	14.66
<b>Scope 3 listed categories</b>	
Upstream transportation and distribution	0
Waste generated in operations	1.29
Business travel – non mileage	84.95
Business travel – mileage	26.07
Employee commuting	344.26
Downstream transportation and distribution	67.67
<b>Scope 3 all categories total</b>	524.26
<b>Total Emissions</b>	549.32

## Carbon Reduction Projects

### Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019/2020 baseline. It must be noted that the company has grown significantly in the intervening period and that the intensity calculations using the total emissions against the number of employees have fallen from 3.47 to 0.85, which is a significant achievement.

This has so far been achieved by:

- Minimising travel by using technology to reduce the need for face-to-face meetings. Where travel has been required, we are maximising the use of public transport, in particular train travel.
- Introduction of flexible working, reducing need to commute 5 days a week. At least 50% of all employees travel less than 5 days a week, working 3 days in the office and 2 from home
- Discouraging printing through marketing campaigns and the systematic reduction in the number of printers available to colleagues. All archiving has been digitised.
- Electricity usage - Switching to 100% renewables and encouraging energy efficiency at all Sanderson offices
- Introducing motion sensitive LED lighting in the group Headquarters.
- Introducing a modern zonal HVAC system utilizing heat exchangers to replace gas powered central heating via radiators.

### Sanderson Emissions Reduction Targets

As a professional services business we have a limited number of target areas that will have significant impact on our emissions, but this does provide focus. Power usage in our offices and travel associated with commuting or business meetings will therefore continue to remain the central theme of our actions.

A list of projects and initiatives underway or in planning at Sanderson are as follows:

- Increasing the energy efficiency of our office spaces. This is particularly relevant to the Sanderson headquarters in Bristol which is the largest office space in the group. Whilst we have reduced commuting through the introduction of a hybrid working pattern that has meant that at certain times our spaces have large variations in the number of colleagues occupying them whilst heating and cooling remain consistent. A review of these patterns and changes to the occupation patterns will be required.
- Reducing passive electricity consumption. Whilst the energy intensity of the technology that we use in our offices has reduced significantly over the years through the removal of desktop computers and large VDUs, we have still not changed habits of turning off equipment fully at the end of the day rather than leaving it on standby mode. A campaign will be required to drive changes and measure the success of this initiative.
- Continuing to minimise travel. This is an ongoing initiative to reduce travel during commuting and business meetings. Financial incentives to encourage cycling and the use of electric vehicles through salary sacrifice schemes need to be maximised and the close scrutiny of air travel in particular should continue.

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

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) Standard<sup>3</sup>.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

### Signed on behalf of the Company:



Steve Phillips

Group Business Enablement Director

Sept 2025

<sup>1</sup><https://ghgprotocol.org/corporate-standard> <sup>2</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting> <sup>3</sup><https://ghgprotocol.org/standards/scope-3-standard>