



Commitment to achieving Net Zero

Briggs and Forrester Group Ltd is committed to achieving net zero emissions across our business and supply chain by 2040. Our vision is to secure the future of our planet, for the sake of our business and our people, by becoming the leader in sustainability within the M&E sector. We want to create a net zero future, based on our excellence at every level ethos.

We will achieve this through maintaining and improving our strong, professional relationships with our clients and supply chain partners, through continued adoption and implementation of digitisation and new technologies, and training and development of our employees and supply chain partners.

We have laid out long-term ambitions across three areas: Our Business, Our People and Our Product, and have set objectives and key performance indicators that will drive the delivery of our vision and measure our success.

Progress against our sustainability objectives will be reviewed and published on an annual basis.

Carbon Emissions

tCO ₂ e	2023/24 Reporting Year	2019/20 Baseline Year
Scope 1	1597	1339
Scope 2	142	160
Scope 3	15	14
Location-Based Total	1754	1513
Scope 2-Market Adjustment	(142)	-
Market-Based Total	1612	1513

Carbon Intensity

tCO ₂ e per £ million turnover	2023/24 Reporting Year	2019/20 Baseline Year
Location-Based Total	6.46	6.78
Market-Based Total	5.94	6.78

Scope 1 (Direct): Direct emissions from sources owned or controlled by the reporting company. E.g., emissions from company premises and vehicles.

Scope 2 (Energy Indirect): Indirect emissions for the generation of purchased energy for the reporting company's own use. E.g., electricity, steam, heating, and cooling.

Scope 3 (Other Indirect): All other indirect emissions, not included in Scope 2, that are a result of the reporting company's activities but occur at sources not owned or controlled by the reporting company.



Baseline & Current Emissions Reporting

The Group's Carbon reporting is undertaken in line with our financial year, November to October. Carbon emissions are calculated using financial data and applying the appropriate GHG Protocol carbon conversion factors for the reporting period.

Emissions from 2022/23 are reported using both location and market-based reporting methodologies for scope 2 emissions. The location-based reporting applies an average emissions factor for all scope 2 emissions as determined by the UK national grid mix. The market-based reporting applies appropriate emissions factors which reflect the Group's purchased electricity tariffs, e.g. renewables.

Scope 1: Due to the limitations of available data surrounding vehicle mileage, all data relating to fossil fuel consumption for vehicles was assumed to fall into scope

Scope 2: All electricity consumed for electric vehicles is accounted for in scope 2.

Scope 3: Baseline Scope 3 emissions recorded are only from transport and distribution losses for grid electricity, all from fixed premises. Later periods include electricity transport and distribution losses, in addition to emissions from water supply and treatment and waste from fixed premises, which were not recorded in the baseline year. Further work is ongoing to capture and report on Scope 3 emissions.

Carbon Performance Progress

In comparison with our 2020 baseline year, our 2024 market-based emissions show:

- 100% decrease in emissions from electricity (for office heating and power),
- 45% decrease in emissions from gas (for office heating)
- An increase of 24% in transport emissions.

Overall, this is a 6.537% increase in our scope 1 and 2 emissions (6.543% increase for all scopes) but a 12.4% decrease in our carbon intensity (emissions per million-pound turnover) from the baseline year.

Recorded scope 3 emissions have increased due to the capturing and reporting of waste and water consumption data during the period that was not recorded in the baseline year.

NOTE: All tCO₂e values stated in this Carbon Reduction Plan include any corrections from any previously published information or reports due to data refinement or improvements in quality or quantity.

Current emissions reporting now includes both market-based and location-based emissions values to account for renewable energy purchases.



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2020 baseline. The carbon emission reduction achieved by these schemes equates to a reduction of 320 kgCO₂e per million turnover - a 4.67% reduction against the equivalent 2020 baseline and the measures will be in effect when performing the contract.

- Over 30 tonnes of waste recycled from our offices (over 83% of waste produced).
- Over 700 hours of sustainability training completed with the Supply Chain Sustainability School.
- 75 trees planted via the Creating Tomorrows Forests as part of our 75th birthday anniversary celebrations, sequestering around 75 tonnes of carbon over their lifetime.
- Average emissions of company fleet cars are now 29 g/km (67 g/km including commercials). Over 90% of our car fleet are alternatively fuelled and more than half of these are full electric.
- All office electrical tariffs switched to a green energy supplier – 100% Rego certified renewables.
- Agile Working Policy to allow employees to work from home, where possible, to reduce travel and improve work-life balance.
- Installation of PV panels to our Northampton Head Office. The installation generated 25,707 kWh of electricity during 2023/2024, equating to avoided emissions of 5322 kgCO₂e.
- Improved controls systems installed in our Northampton Head Office to reduce energy consumption.

Future Carbon Reduction Initiatives

In the future we plan to implement further measures such as:

- Further development of emissions reporting systems and expansion of scope 3 reporting.
- Further roll out of electric vehicle charging points to our other UK regionally offices.
- Energy audits of all our offices.
- Replacement of office heating and cooling systems with those with improved energy efficiency and / or using renewable technologies.
- Further reductions to fleet emissions through adoption of alternative fuelled vehicles.
- Development of EPD library for embodied carbon reporting on projects.
- Achieving a Science Based Targets initiative (SBTi) approval of our Carbon Reduction Plan.
- Further encouraging the use of technologies to reduce the need to travel to offices and sites, such as using Microsoft Teams, Open Space etc.
- Further roll out of sustainability training for our people, including net zero and carbon literacy courses and specific detailed content for teams across different roles.
- Continued implementation of our digitalisation technologies across projects to drive efficiencies, capture information effectively and reduce waste and rework.
- Continued support of agile and remote working to minimise unnecessary travel.
- Create Carbon Reduction Plans across all our offices.



Emissions Reduction Targets

We have adopted the following carbon reduction targets.

By 2040:

- Net zero across our business and supply chain.

By 2030:

- Reduce our direct emissions from our baseline year by more than 60%.
- 100% of offices to have access to EV charging points.
- Generate renewable energy for our own use.
- Maximum fleet vehicle emissions to be 40 g/km.
- Our top 25% suppliers and 10% subcontractors by spend to be net zero.
- 100% of our supply chain will have completed at least one of our sustainability learning pathways.

Based on our baseline turnover and emissions we project to decrease our scope 1 and 2 carbon emissions to 570 tCO₂e by 2030. This would be equivalent to 2.56 tCO₂e per million turnover - a 54% reduction from our 2020 baseline reporting year, and a 67% reduction from 2024.

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 standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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.

This Carbon Reduction Plan has been reviewed and signed off by the Executive Board of Briggs & Forrester Group Ltd.

Signed on behalf of Briggs & Forrester Group Ltd:

Paul Burton
Group Chairman and Chief Executive