

Pell Frischmann

Carbon Reduction Plan

2021 – 2025

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*Pell Frischmann
has committed to
net carbon
neutrality in our
operations by
2025.*

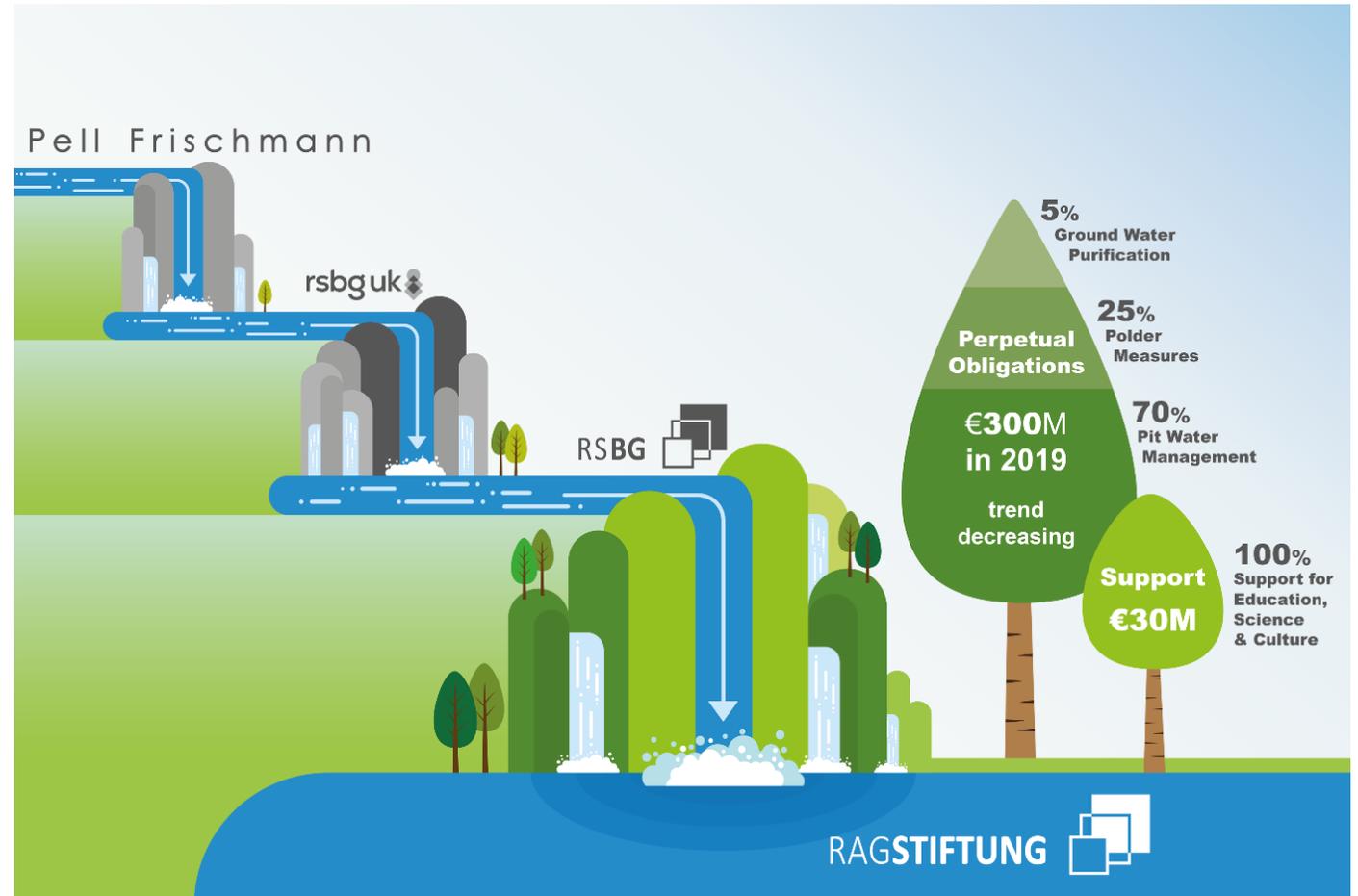
Introduction

As a consultant to the built and natural environment, we have to balance the wants and needs of society with safeguarding the future of the planet. We have a contractual obligation to deliver the professional services required by our clients and an ethical obligation to work with our clients and industry to help shape a more sustainable future.

In June 2019, parliament passed legislation requiring the government to reduce the UK's net emissions of greenhouse gases by 100% relative to 1990 levels by 2050 and recognise that British business is one of the 4 largest contributors. We want to play our part in responding to the global climate and biodiversity emergency.

Furthermore, our business has a 'noble purpose'. RAG-Stiftung, our ultimate parent, is a foundation with the long-term public duty to deal with the environmental and social commitments resulting from the closing of Germany's hard-coal mining industry. Our mission is to generate sustainable funds for the foundation, so our work directly contributes to protecting the environment.

However, we have broader ambitions. We wish to embed this noble purpose in the way we operate, the way we design and deliver our projects, and the legacy that we leave behind. To achieve this we have created a strategy for Pell Frischmann that will move us towards becoming a net carbon zero business and have developed a Carbon Reduction Plan in line with PPN 06/21.

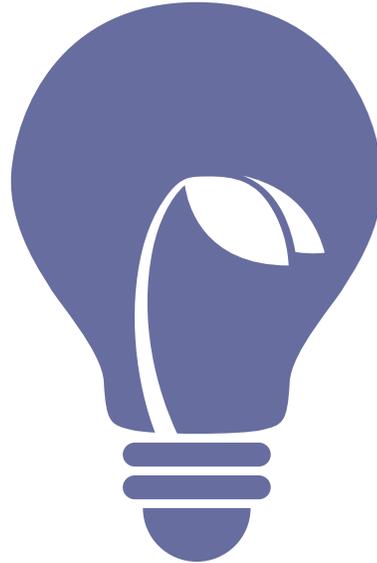


Our Sustainability Strategy

Our ability to contribute to the global sustainability agenda, and deliver our mission, will vary depending on our business 'viewpoint'. Sustainability is never 'just one thing', it can be part of everything that we do and 'how we choose to do it'.

We have created 3 'viewpoints', aligned to our mission, to cover all areas of potential impacts and opportunities when considering our approach. Each of these have an associated business commitment which forms the foundation for our action plans. These viewpoints are:

- **Our People** lie at the heart of our business both in the way we operate and what we deliver.
- **Our Projects** are where we can make the greatest impact, promoting and embedding sustainability into the built and natural environment.
- **Our Places** covers our operational activities and facilities and the communities within which we work.



OUR PEOPLE

“engage, train and empower all staff to live, work and play sustainably”



OUR PROJECTS

“embed and promote sustainability in our projects”



OUR PLACES

“commit to net carbon neutrality in our operations by 2025”

Our Carbon Reduction Plan

Introduction

We are an in-scope organisation with regards PPN 06/21. Our Carbon Reduction Plan:

- Details our organisational carbon footprint.
- Confirms our commitment to achieving Net Zero by 2025.
- Meets the reporting requirements set out in PPN 06/21.
- Will be updated annually.
- Is published and clearly signposted on our website.
- Is approved by our Managing Director and Head of Sustainability.
- Demonstrates a clear commitment to emissions reduction.
- Is aligned to our existing Sustainability Strategy.

Supplier Name: Pell Frischmann Consultants Ltd

Publication Date: 1st August 2021

Commitment: Pell Frischmann is committed to achieving net zero emissions by 2025.

Scope No.	Scale of Scope for Pell Frischmann
1	<ul style="list-style-type: none"> • Liquid, solid fuels and gas use in corporate offices we occupy. • Company vehicles.
2	<ul style="list-style-type: none"> • Electricity use in corporate offices we occupy.
3	<ul style="list-style-type: none"> • Emissions from potable water supplied to our offices. • Emissions from waste in corporate offices we occupy. • Purchased goods, services and consumables (Paper). • Business travel – flights, taxis, hire cars. • Employee commuting.

Our Carbon Reduction Plan

Baseline (2015)

Our Baseline Emissions Footprint is a record of the greenhouse gases that have been produced in the past. They act as our reference point against which emissions reduction can be measured going forward.

tCO₂e for Scope 1&2 Emissions (using DEFRA GHG factors)

Baseline Year: 2015

Scope 1	Gas (kg CO ₂ e)	59,907
	Business Mileage (kg CO ₂ e)	67,264
Scope 2	Electricity (kg CO ₂ e)	171,985
Scope 3	Water (Kg CO ₂ e)	358
	Waste (Recycling) (Kg CO ₂ e)	352
	Waste (Landfill) (Kg CO ₂ e)	6,380
	Purchased Goods/Consumables (Paper) (kg CO ₂ e)	5,774
	Employee Commuting (kg CO ₂ e)	69,199
	Total kg CO₂e	381,219
	Total Tonnes CO₂e	381
	Number of Employees	417
	CO₂e/employee (t)	0.91

Our Carbon Reduction Plan

Current (2015 - 2020)

In our previous 5-years, we have delivered a 43% reduction in total tonnes of CO₂e (from 381 to 217). This has been achieved through:

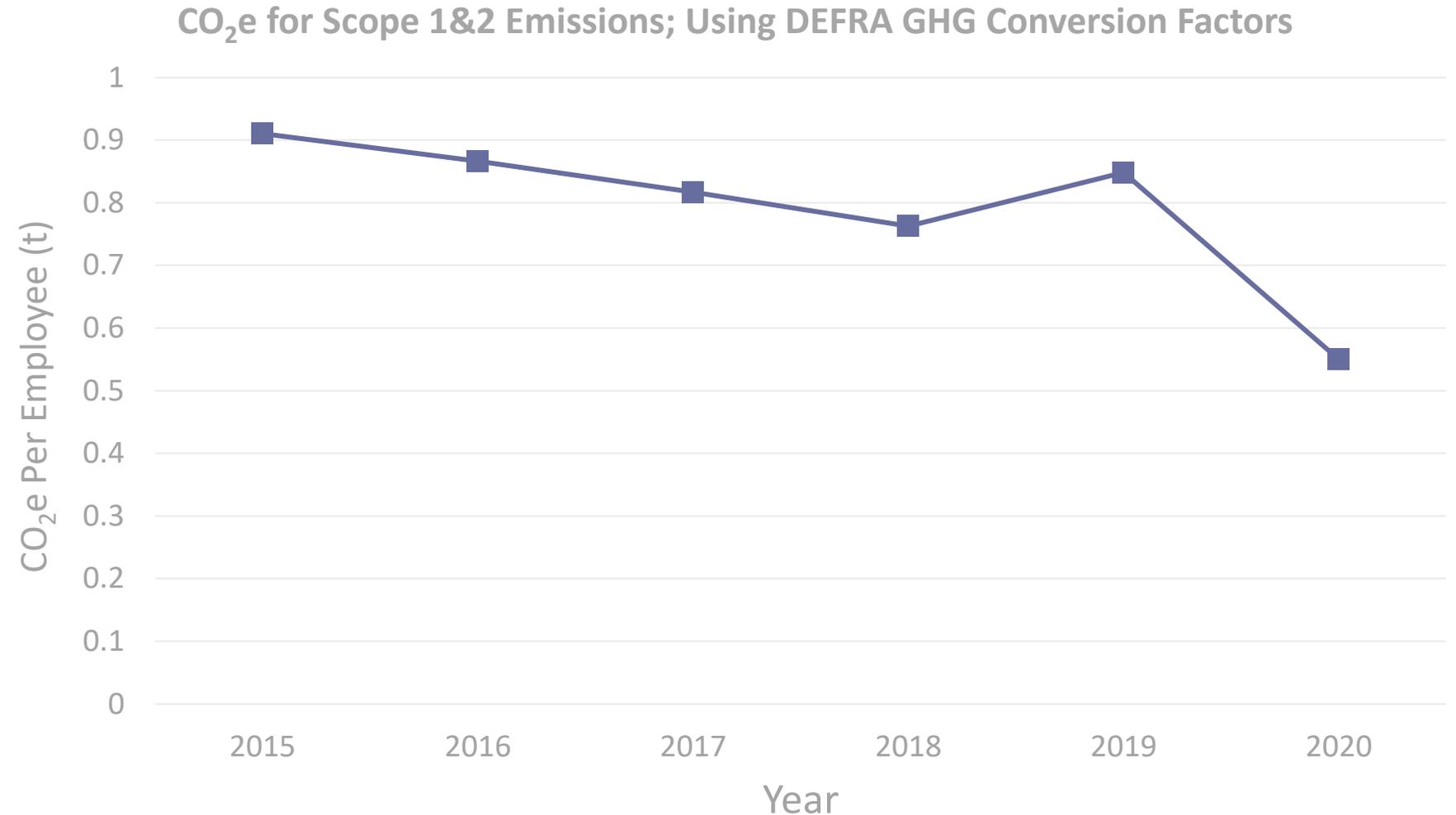
- Re-negotiation of electricity and gas contracts (to renewables contracts) with landlords and suppliers wherever possible.
- Installation of smart meters (water, gas and electricity) wherever possible.
- Introduction of retrofitted low carbon solutions (LED lighting, smart lighting, power down/off IT equipment).
- Purchase of energy efficient equipment and products to replace older, less efficient products.
- Promotion of public transport for work-related travel and reduction in company cars / pool cars.

		tCO ₂ e for Scope 1&2 Emissions (using DEFRA GHG factors)					
		2015	2016	2017	2018	2019	2020
Scope 1	Gas (kg CO ₂ e)	59,907	72,007	55,167	55,167	57,626	59,151
	Business Mileage (kg CO ₂ e)	67,264	93,181	90,258	90,258	90,258	37,107
Scope 2	Electricity (kg CO ₂ e)	171,985	144,152	139,444	147,650	141,885	96,617
Scope 3	Water (Kg CO ₂ e)	358	388	379	357	407	342
	Waste (Recycling) (Kg CO ₂ e)	352	272	276	276	276	69
	Waste (Landfill) (Kg CO ₂ e)	6,380	6,380	6,380	6,380	6,380	1,596
	Purchased Goods/Consumables (Paper) (kg CO ₂ e)	5,774	4,540	5,052	4,351	4,220	1,161
	Employee Commuting (KgCO ₂ e)	69,199	76,002	75,670	84,631	73,181	21,303
Total kgCO ₂ e		381,219	396,922	372,626	389,070	374,233	217,346
Total Tonnes CO ₂ e		381	397	373	389	374	217
Number of Employees		417	458	456	510	441	395
CO ₂ e/employee (t)		0.91	0.87	0.82	0.76	0.85	0.55

Our Carbon Reduction Plan

Current (2015 - 2020)

As well as a 43% reduction in our total tonnes of CO₂e, more importantly, our per employee metric has also reduced significantly (40%) an important metric when potential future business growth is taken into account.



Our Carbon Reduction Plan

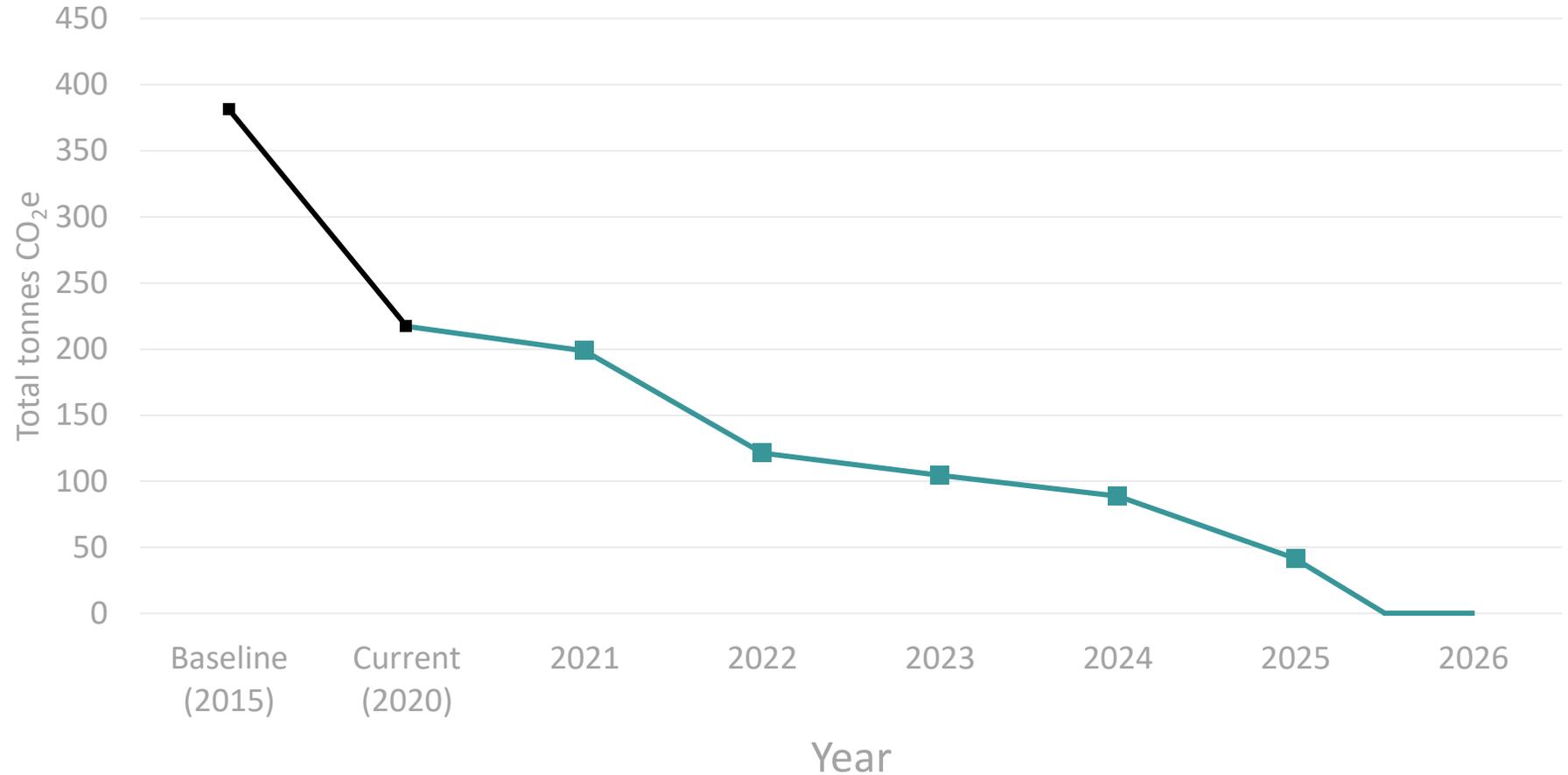
Projections (Baseline, Current, Future)

In order to continue our progress to achieving Net Zero, we have adopted carbon reduction targets.

We project that carbon emissions will decrease over the next five years to net zero tCO₂e by the end of 2025. This is a further reduction of 57% from our 2015 baseline.

Our reductions are not a simplistic linear progression to zero; we have projected the impact on our carbon reduction targets of each activity and can therefore present a more predictable – and therefore accurate – reduction plan.

Projections to Net Zero for CO₂e for Scope 1&2 Emissions; Using DEFRA GHG Conversion Factors



Our Carbon Reduction Plan

CO₂ Reduction Activities

Scope	Topic	Description	Action	Target
1	Gas	All gas usage comes from current heating and hot water systems in place at our offices.	Conversion from gas-based boilers and heating system to electric-based HVAC systems.	Zero GHG Emissions from Gas
	Business Mileage	Business mileage comes from a combination of “pool cars”, a small number of hire cars, and personal car usage in traveling to and from meetings/site; with mileage being claimed back as an expense.	Reduce Reliance on Fossil Fuel Cars by promoting EV car usage (installation of EV charging points, purchase of EV cars in place of current fossil fuel-based cars, company-wide car hire system/contract for EV-only).	75% Reduction in GHG Emissions from Business Mileage
			Reduction in Car Usage completely by: reduction in no. of pool cars, review/changes to expenses policy to disincentivize personal car usage for business travel.	
			Promotion of Sustainable Modes: Company-wide travel booking system promoting sustainable modes, increase in flexible/agile working, promotion of “virtual” meetings, employee training and behavioural “nudge” programme.	
2	Electricity	Increase Energy Efficiency	Achieved via: Flexible/agile working policies reducing office utilization, low energy lighting (e.g. LED), energy efficiency systems (PIR switching etc.), low energy products (servers, cloud-based comms, printers etc.), introduction of Building Management Systems to offices allowing greater control and analysis of electricity usage and efficiency, integration of IoT Technology with the Building Management System to further improve efficiency controls.	Zero GHG Emissions from Electricity Usage
		Renewable / Clean Energy Utility Suppliers	Increased use of renewable energy and purchase of clean energy utility contracts.	

Our Carbon Reduction Plan

CO₂ Reduction Activities

Scope	Topic	Description	Action	Target
3	Water	Our potable water usage comes from our existing gas-fired boilers and general usage (toilets, kettle's, drinking water etc.)	Removal of gas boilers (as defined in Scope 1) reduces water usage significantly.	50% Reduction in GHG Emissions from Water Usage
			Water efficiency products/opportunities (low flow toilets, grey water reuse, automatic taps, tap aerators, spray taps, employee training and behavioural "nudge" programme).	
	Waste & Purchased Consumables	Waste generated via our operations is limited primarily to paper and electronic equipment, already subject to effective waste management processes. Remaining consumables, including non-operational employee-generated waste within the office will follow the "Reduce, Reuse, Recycle" initiative.	Governance: Single-Use Plastics Policy, Sustainable Supplier Approvals Process.	75% Reduction of waste to Landfill; 50% reduction in total waste (incl. recycled)
			Process: Flexible/Agile Working, Paperless Work Process, Virtual "Meeting".	
			Waste Management & Recycling: Procurement (either via landlord or privately) improved waste management contracts to improve recycling quantum and value from waste streams.	
			Education: Employee training and behavioural "nudge" programme.	
	Employee Commuting	Roughly 34% of our people commute to the office by car.	Reduce Reliance on Fossil Fuel Cars by promoting EV car usage (installation of EV charging points). Reduction in Car Usage: reduction in car parking spaces available. Promotion of Sustainable Modes: Promoting sustainable modes via Green / Active Travel Plans, increase in flexible/agile working, promotion of "virtual" meetings, employee training and behavioural "nudge" programme.	50% Reduction in GHG Emissions from Employee Commuting

Our Carbon Reduction Plan

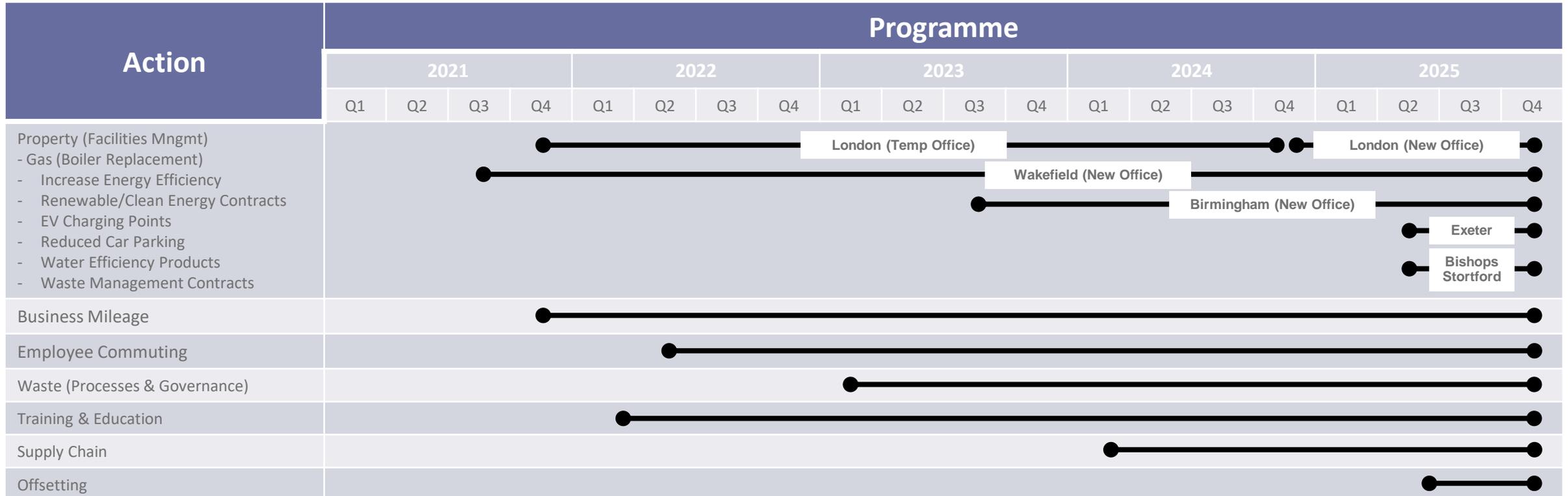
CO₂ Reduction Activities

Scope	Topic	Description	Action	Target
1, 2 & 3	Corporate Operations	Upskill our employees and reduce our day-to-day business impacts.	Deliver employee climate action education campaign; behavioural “nudge” campaign, sustainable design process and training.	
	Supply Chain & Embodied Carbon	Eliminate embodied carbon and carbon emissions through collaboration with our supply chain.	Review existing supply chain and incorporate sustainability and CO2 reduction planning into supplier assessment and approval process. Supplier onboarding and induction (incl. sustainability and carbon reduction training). Measure and reduce whole life carbon on new developments/projects – use digital twins to monitor in real time and new embodied carbon tools developed in house.	
	Offsetting	Deliver carbon and social value benefits for those emissions we cannot eliminate in the medium term.	Offset scope 1 and 2 emissions via internally approved and externally verified offset schemes to deliver both carbon benefit and social value	

Our Carbon Reduction Plan

Programme

The most important elements of our programme are linked to the end of our existing office/facility leases enabling re-procurement of spaces with improved green credentials or greater flexibility to procure bespoke supplier contracts.



Our Carbon Reduction Plan

Measurement & Reporting

In line with our sustainability strategy, we will continue to measure and report upon our carbon footprint and the success of our carbon reduction activities as well as setting new targets and/or activities. This will be done on an annual basis. Our wider sustainability report will also include wider sustainable objectives outside of carbon such as those aligned with the UN Sustainable Development Goals.

Furthermore, in 2021 we will get our carbon reduction plan and footprinting methodology independently assessed by an external party to ensure it is both robust and deliverable.

Our Carbon Reduction Plan

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 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 board of directors (or equivalent management body).

Signed on behalf of the Supplier:

Name: Iain Bisset

Signature: *Iain Bisset*

Position: Managing Director

Date: 1st August 2021

Pell Frischmann