

Pell Frischmann

Carbon Reduction Plan

2019 – 2040

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*Pell Frischmann has
committed to net carbon
neutrality in our
operations by 2025 and
net zero carbon by 2040.*

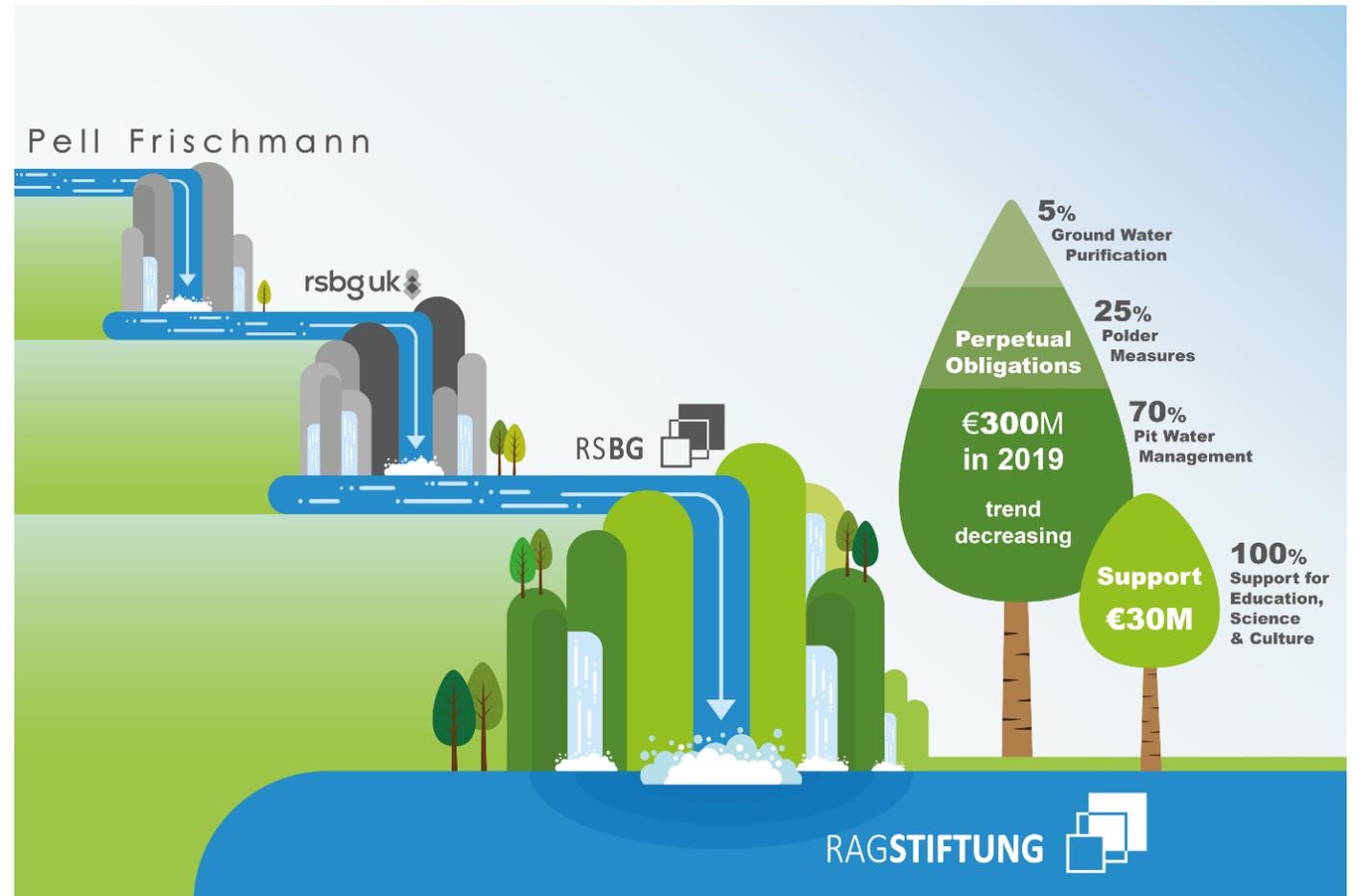
Introduction

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.

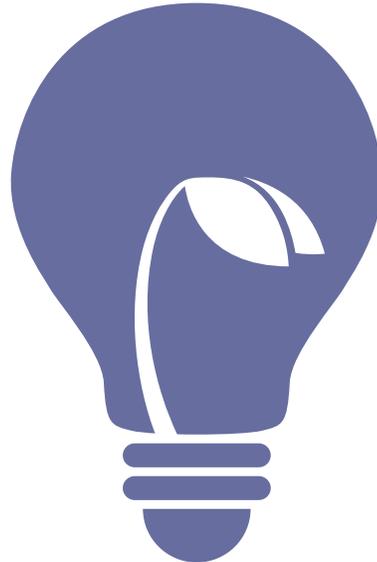


Our Sustainability Strategy

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

Supplier Name: Pell Frischmann Consultants Ltd

Publication Date: 7th November 2022

Commitment: Pell Frischmann is committed to achieving net neutral operational carbon emissions by 2025 and net zero carbon by 2040.

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 2040 and Carbon Neutrality by 2025.
- Meet the reporting requirements set out in PPN 06/21.
- Will be updated annually.
- Is published and clearly signposted on our website.
- Approved by our Managing Director and Head of Sustainability.
- Demonstrates a clear commitment to emissions reduction.
- Is aligned to our existing Sustainability Strategy.

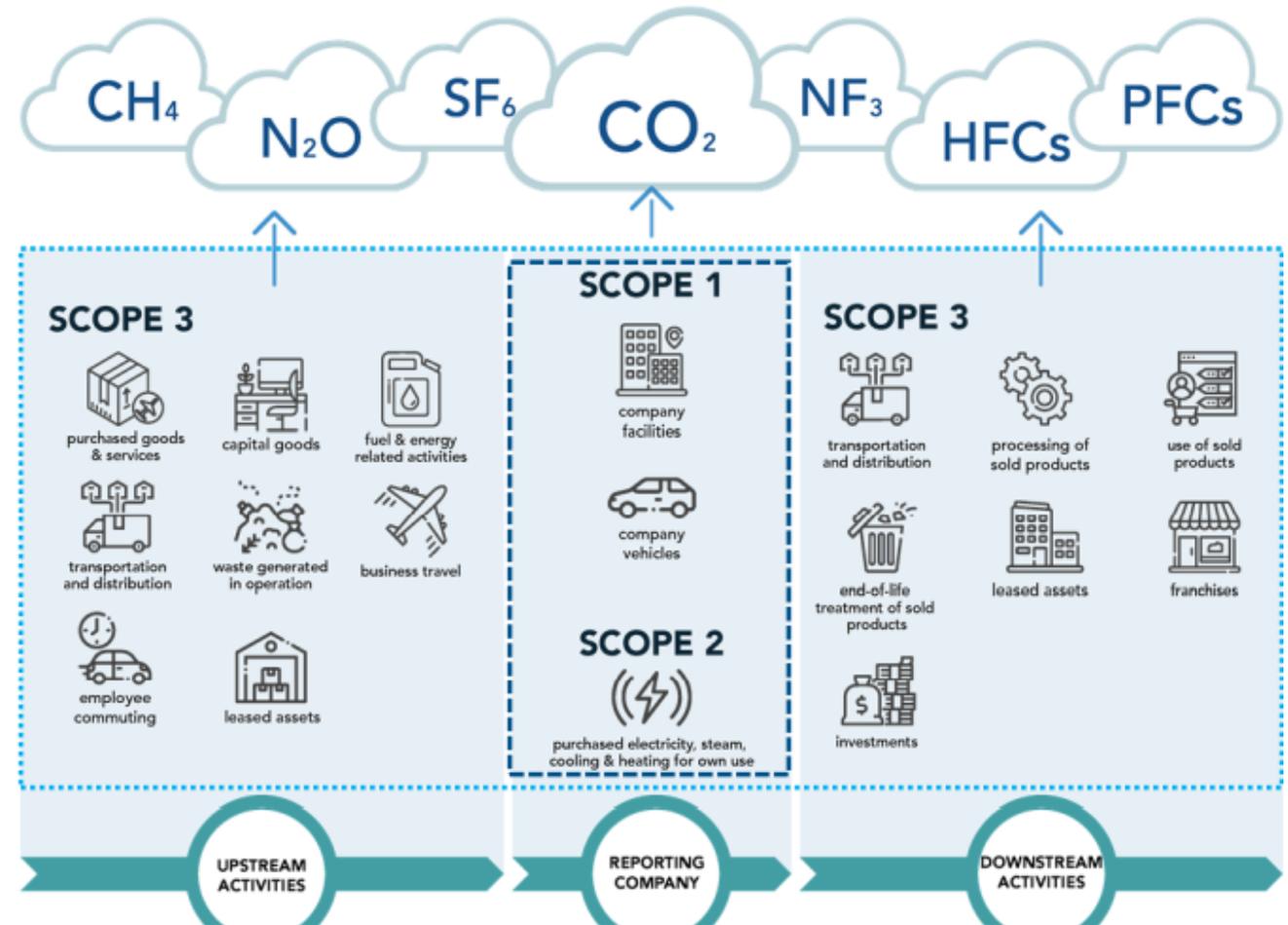


Figure 1: Showing the GHG Protocol Scope 1, 2 & 3 emissions reporting categories.

Our Carbon Reduction Plan

The Difference In Definitions

This year (2022), the UK experienced record breaking temperatures of over 40°C. Within the same week, the high court ruled that the “UK governments net zero strategy is unlawful as it is in breach of the Climate Change Act” as the strategy fails to outline how climate policies will meet the legally binding carbon budgets that are in place to mitigate the worst effects of climate change. The uncertainty around targets, definitions and emerging legislation means that we must set our Carbon Reduction Plan out with our “eyes open”, balancing the conflicting information whilst being clear about our own targets and direction of travel. We will consequently target and monitor ourselves against the most stringent definition, that being the SBTi targets (a partnership between CDP, the UN Global Compact, World Resources Institute and World Wide Fund for Nature). The Science Based Targets Initiative (SBTi) are aligned to limiting global warming to 1.5°C above pre-industrial levels” using the most up to date and recently revised climate science. In the table (right) we lay out these definitions in contrast to the UK Government definitions.

Target	UK Government Definition	Science Based Target Initiative Definition	Our Commitment
Carbon Neutrality	“Purchasing carbon reduction credits equivalent to emissions released, without the need for emissions reductions to have taken place. In other words make no change at all to how you use energy and the emissions from that usage but offset the carbon through purchase schemes, majority of which tend to be tree planting.” (Crown Commercial Services, 2022)		N/A
		“A reduction of 95% of our baseline company Scope 1 & 2 emissions with the final 5% being allowed to be offset through acceptable offsetting methods such as afforestation.” (Science Based Target Validation Protocol for Near-terms Targets, 2021)	2025
Net Zero Carbon	“Reducing emissions in line with latest climate science, and balancing remaining residual emissions through carbon removal credits. This means stopping emitting from the start, so not creating the emissions that you would then offset (as above).” (Crown Commercial Services, 2022)		N/A
		“A reduction of 90% of our baseline company Scope 3 emissions with the final 10% being allowed to be offset through acceptable offsetting methods such as afforestation.” (Science Based Target Validation Protocol for Near-terms Targets, 2021)	2040

Our Carbon Reduction Plan

Baseline (2019)

Our baseline year of the 2019 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.

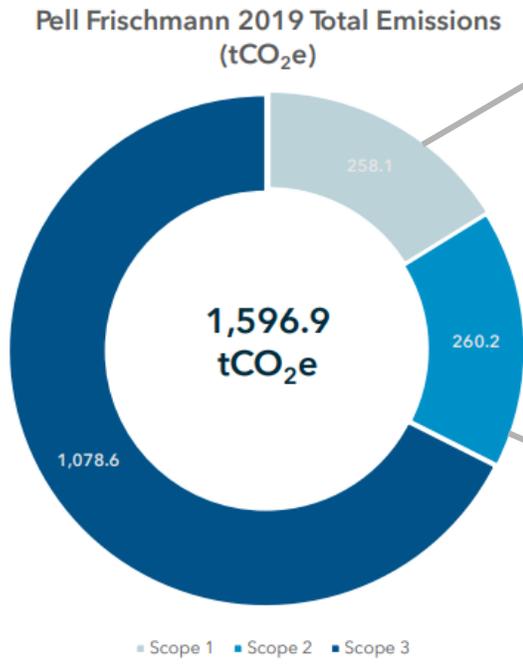


Figure 2: Showing the total Scope 1, 2 & 3 emissions for Pell Frischmann for the baseline year (2019).

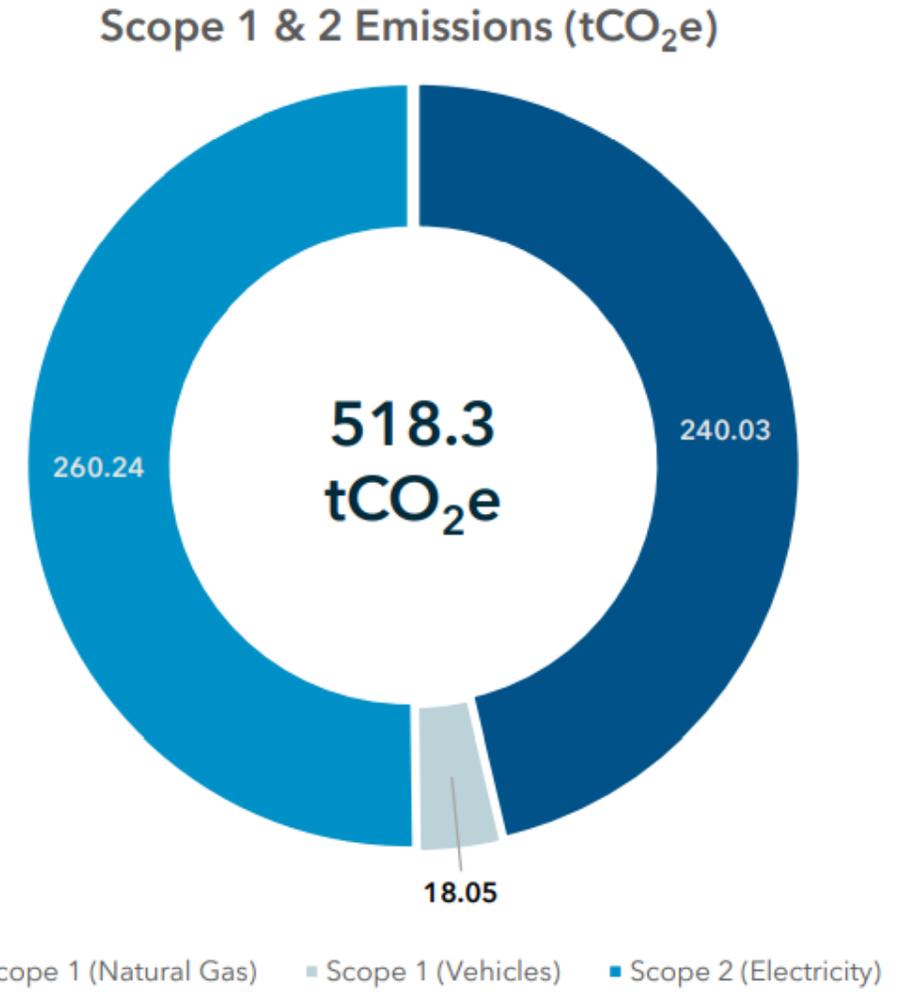


Figure 3: Showing the total Scope 1 & 2 emissions for Pell Frischmann baseline year (2019).

Our Carbon Reduction Plan

Current (2019 - 2021)

In our previous 3-years, we have delivered a 28.6% reduction in total tonnes of CO₂e (from 1596.9 to 1140.28). This has been achieved through:

- Re-negotiation of electricity and gas contracts (to renewables contracts) with landlords and suppliers wherever possible.
- The installation of smart meters (water, gas and electricity) wherever possible.
- The 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.
- The introduction of connected-technologies to enable flexible and at home working, reducing business travel and employee commuting.

Pell Frischmann 2019 vs. 2021 Total Emissions (tCO₂e)

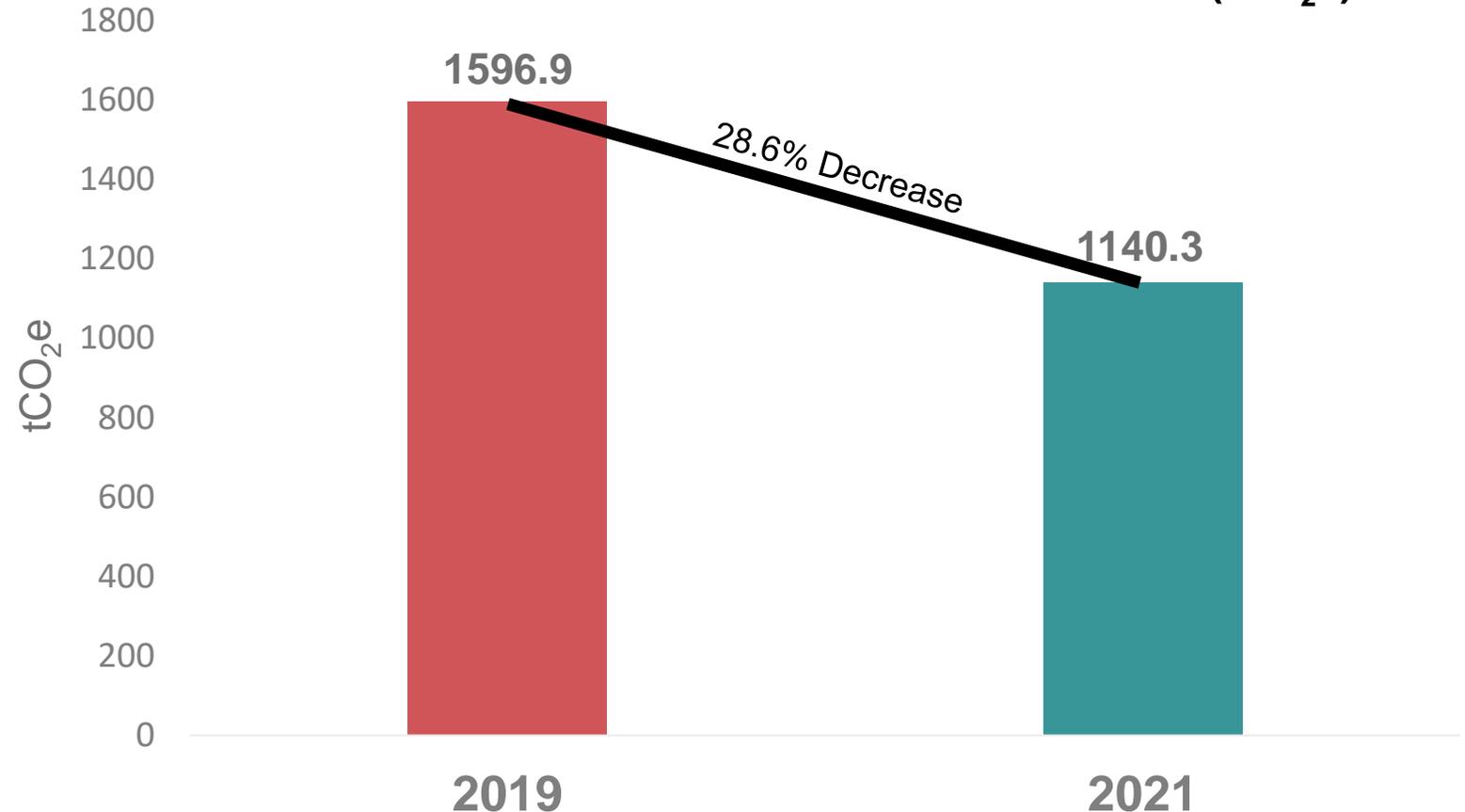


Figure 4: Showing the current total reduction in carbon emissions for Pell Frischmann between the baseline year (2019) and the most recent year (2021).

Our Carbon Reduction Plan

Current (2019 - 2021)

Our relevant footprint calculations for each element of Scope 1, 2 and 3 is shown in Table 1. Due to the COVID pandemic, the year 2020 was not calculated. However, as well as a 28.6% reduction in our total tonnes of CO₂e, more importantly, our per employee metric has also reduced significantly (29.24%) an important metric when potential future business growth is taken into account.

tCO ₂ e for Scope 1&2 Emissions (using DEFRA GHG factors)				
		2019	2021	+ / - In %
Scope 1	1.1: Gas (kg CO ₂ e)	240	93.29	- 61.13
	1.2: Company Vehicles (kg CO ₂ e)	18.1	19.64	+ 7.84
Scope 2	Electricity (kg CO ₂ e)	260.2	114.67	- 55.9
Scope 3	3.1: Purchased Goods & Services	128.7	189.66	+ 32.14
	3.2: Capital Goods	51.7	88.1	+ 41.32
	3.3: Fuel and Energy Related Activities	65.7	50.48	- 23.17
	3.4: Upstream Transportation and Distribution	N/A	N/A	N/A
	3.5: Waste	4.3	6.73	+ 36.11
	3.6: Business Travel	376.6	125.88	- 66.57
	3.7: Employee Commuting Including Teleworking	179.6	147.43	- 17.91
	3.15: Investments	272.2	304.41	+ 10.58
	Total kgCO₂e	1,596,900	1,140,280	- 28.6
	Total Tonnes CO₂e	1,596.9	1,140.28	- 28.6
	Number of Employees	467	472	+ 1.06
	CO₂e Per FTE (tCO₂e)	3.42	2.42	- 29.24

Please note that all other scopes not included in this table are not applicable to Pell Frischmann Consultants Ltd due to the nature of business conducted.

Our Carbon Reduction Plan

Scope 1 & 2 Projections (Baseline, Current, Future)

In order to continue our progress to achieving net neutrality, we have adopted carbon reduction targets.

We project that carbon emissions will decrease over the next 3 years to net neutral tCO₂e by the end of 2025. This is a reduction of 95% from our 2019 baseline with the final 5% being offset.

Baseline (2019) to current (2021), there has been a 56.09% reduction in the Scope 1 & 2 emissions of Pell Frischmann Consultants Ltd. Due to the COVID pandemic, the year 2020 was not calculated, however we have provided a reasonable estimation of this based on our understanding of the impacts COVID likely had on the various elements within Scope 1 and 2.

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

Scope 1 & 2 decarbonisation Projections to Net Neutrality

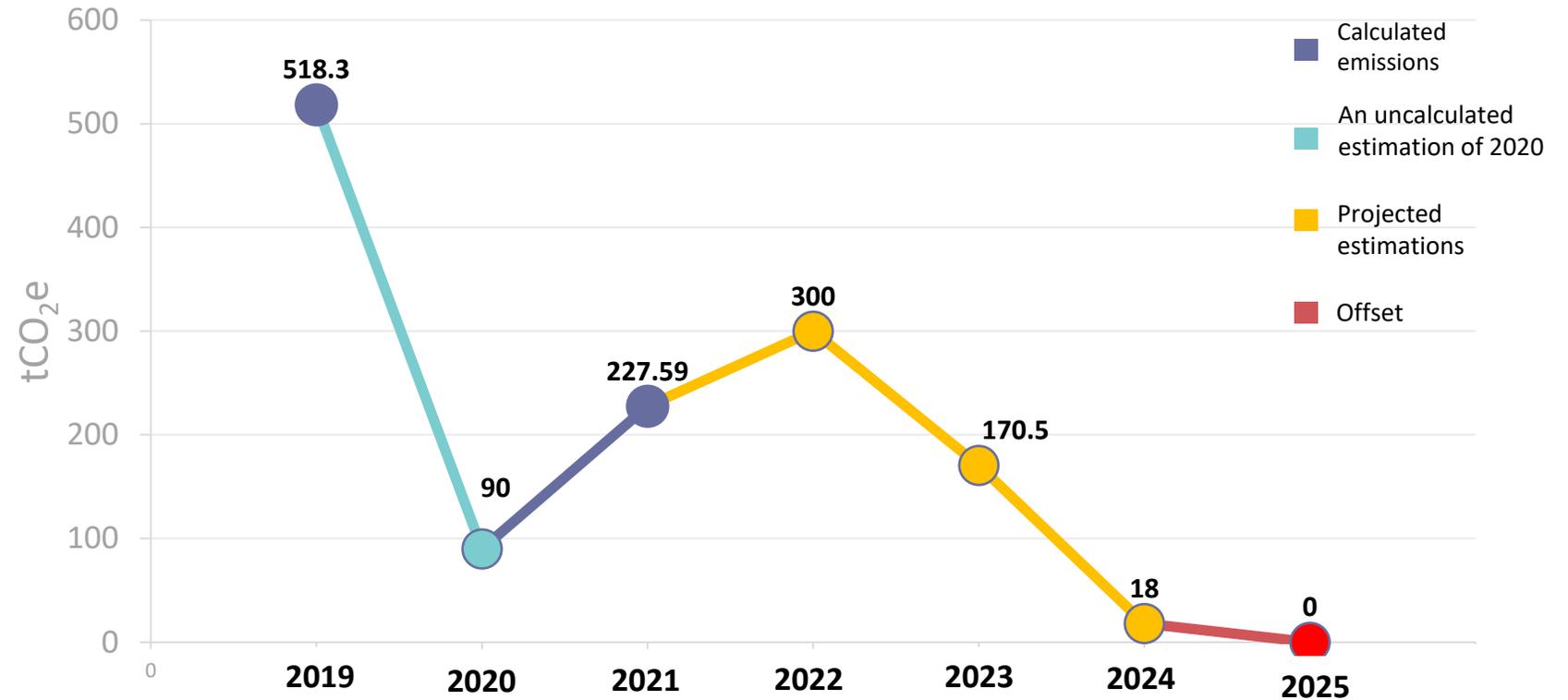


Figure 5: Showing the current projection of reduction in carbon emissions from Pell Frischmann Scopes 1 & 2 between the baseline year (2019) and the year of the net neutrality commitment (2025).

Our Carbon Reduction Plan

CO₂ Reduction Activities

Scope	Category	Description	Action		Target
1	1.1: Gas	All gas usage comes from current heating, cooling (air-conditioning) and hot water systems in place at our offices.	Conversion from gas-based boilers and heating system to electric-based HVAC systems and to remove Gas usage from the businesses utilities.		Zero GHG Emissions from Gas
	1.2: Company Vehicles	Company Vehicle emissions comes from a combination of “pool cars” and a small number of hire cars (vehicles owned and / or operated by Pell Frischmann Consultants Ltd).	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).	Reduction in Car Usage by; reduction in no. of pool cars and hire vehicles.	75% offsetting in GHG emissions from Company Vehicles with a 25% reduction in GHG emissions.
2	Electricity	Indirect emissions associated with the purchase of electricity. Scope 2 emissions physically occur at the facility where they are generated.	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	100 % use of renewable energy utility contracts across all of Pell Frischmann Consultants Ltd offices.	

Our Carbon Reduction Plan

CO₂ Reduction Activities

Scope	Category	Description	Action	Target
3	3.1: Purchased Goods & Services	The upstream emissions associated with the production and processing of all goods and services purchased during the reporting year.	Engaging with specific suppliers to obtain products and services with significantly carbon reduced upstream emissions in line with the Science Based Target criterion.	To reduce the emissions by 90% and offset the other 10% to 0 emissions by 2040.
	3.2: Capital Goods	The upstream emissions associated with capital goods purchased or acquired in the reporting year.		
	3.3: Fuel and Energy Related Activities	The upstream emissions associated with the extraction, production, and transportation of fuels and electricity purchased and consumed across the reporting year.	Ensure Scope 1 & 2 consumption data collected for footprint assessments are accurate and up to date.	To reduce the emissions in line with the REGO contracts capabilities.
	3.4: Upstream Transportation and Distribution	Transportation and distribution of products purchased by the reporting company in the reporting year between a company's tier 1 suppliers and its own operations (in vehicles and facilities not owned or controlled by the reporting company). Transportation and distribution services purchased by the reporting company in the reporting year, including inbound logistics, outbound logistics (e.g., of sold products), and transportation and distribution between a company's own facilities (in vehicles and facilities not owned or controlled by the reporting company).	Work closely with suppliers to collect detailed information on the method of transportation and distance transported for each purchased good.	N/A.
	3.5: Waste	Emissions from third-party disposal and treatment of waste generated by owned or controlled operations including the emissions from disposal of both solid waste and waste water.	Engage with the third party to negotiate zero waste to landfill and implement a high standard of waste prevention and innovation management in all company facilities.	To reduce these emissions by 20% and offset the other 80% to 0 emissions by 2040.

Our Carbon Reduction Plan

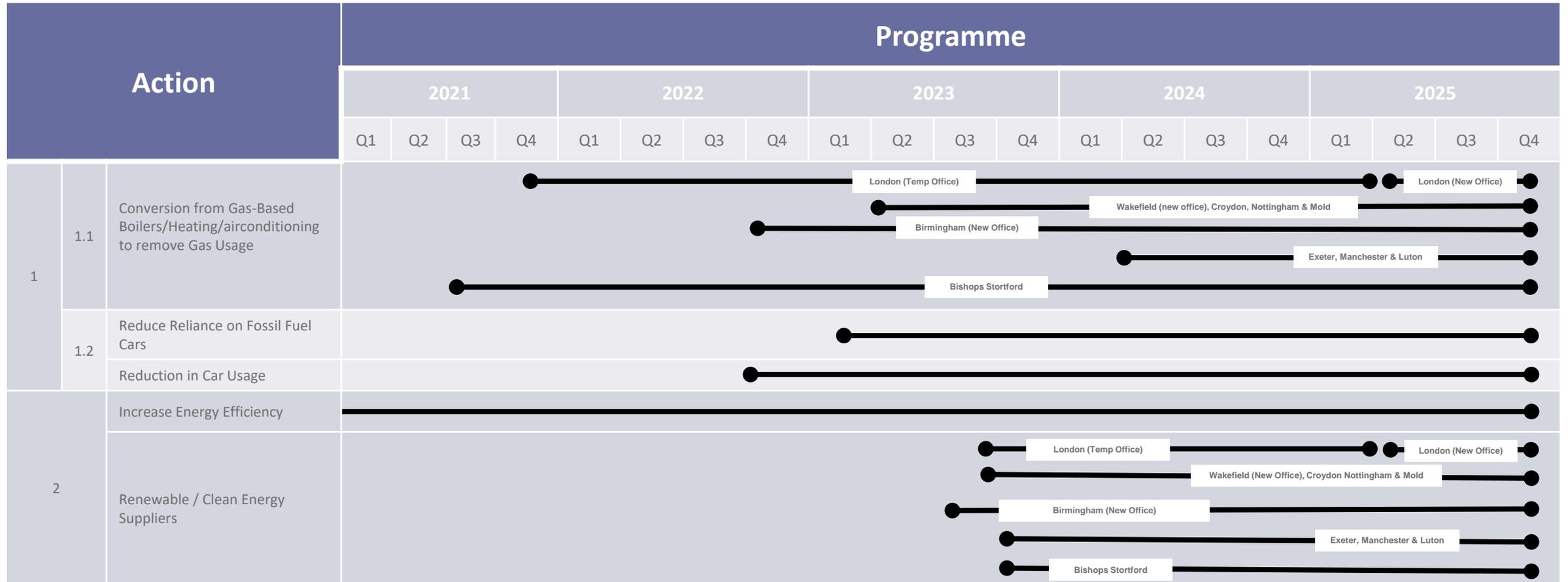
CO₂ Reduction Activities

Scope	Category	Description	Action	Target
3	3.6: Business Travel	Emissions from journeys completed by employees for business related activities in vehicles/modes of transport owned or operated by third-parties. The emissions from employee overnight stays in hotels.	<p>Implement innovative travel plans that reduce the emissions of travel and where possible use electric vehicles / modes of transport.</p> <p>Promotion of Sustainable Modes: Company-wide travel booking system promoting sustainable modes, increase in flexible/agile working, promotion of “virtual” meetings, employee training and behavioral “nudge” program.</p>	To reduce emission by 90% and offset the other 10% to 0 emissions by 2040.
	3.7: Employee Commuting Including	Emissions from employees commuting from their home to the workplace. We have also included teleworking in this scope 3 category.	Change of IT assets to lower emitting models for teleworking emissions. Incentives for home REGO contracts. Provide incentives for electric vehicles.	Reduce emissions by 75% and offset the other 25% to 0 emissions by 2040.
	3.15: Investments	Investments are categorised as a downstream scope 3 category because providing capital or financing is a service provided by the reporting company. For Pell Frischmann Consulting this presents itself in the form of PFI contracts.	Change the investments utility contracts to REGO and wait for the investment to reach completion.	In the interim of awaiting the completion of the investment, reducing the assets scope 1 & 2 emissions by as much as possible prior to asset handover.

Our Carbon Reduction Plan

Programme – Carbon Neutrality

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.

In 2022, our external expert consultant, Eight Versa, conducted a carbon footprinting assessment for our baseline year and our current year (2021). By having this carried out by an independent external party it ensures the validity of our carbon methodology. This ensures that our carbon strategy is both robust and deliverable.

This footprinting exercise and its outputs are now currently being verified and assured by Natural Carbon Solutions to provide a third-party audit of our baseline and achieved reductions.

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: 7th November 2022

Pell Frischmann