



Carbon Reduction Plan 2024

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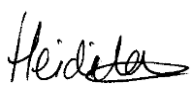
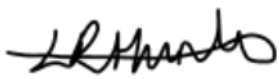
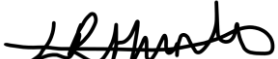
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Contents

1	Background.....	5
2	Commitment to achieving Net Zero	5
3	Current Emissions Reporting.....	6
4	Carbon Emissions Data Results & Reduction Initiatives	8
5	Declaration	15

1 Background

Our core purpose at Thomson [environmental consultants](#) (“Thomson”) is to [enable business and nature to thrive together](#). We advise, create, manage, and monitor projects at the interface of human development and the natural environment. Our outputs and interventions directly impact the sustainability of the projects we are engaged on and assist our clients in achieving their goals and commitments. During the reporting period 2024 we operated out of 6 regional offices: Guildford (Head Office), Cardiff, Birmingham, Leeds, Manchester and East Anglia.

Except for Guildford, all our offices are leased with fully serviced agreements.

Reducing our carbon footprint is at the core of our ESG Strategy. We believe that reducing emissions must be the first step on this journey and will seek to offset only those emissions that cannot be avoided. Our ESG Strategy can be found on our website. [ESG Strategy - Thomson Environmental Consultants](#).

2 Commitment to achieving Net Zero

As a signatory of the [UN SME Climate Commitment](#), Thomson is **committed to achieving Net Zero emissions by 2050** and will accelerate this progress as we gain further insights into our emissions and the technology we wish to adopt matures.

This carbon reduction plan sets out our emissions for the Financial Year 2024, as well as how we plan to reduce them. We are systematically identifying our emissions and putting in place measures to directly address the sources of these.

To progress towards achieving Net Zero, we **commit to halving our greenhouse gas emissions by 2030**, which means reducing our emissions from 676.7 tCO₂e in 2021 to 338.3 tCO₂e by 2030. Given our ambition to grow the business to two times our 2023 position by 2028 this will be a challenging target, particularly with regards to travel.

We will **measure and report** on our progress **annually**.

3 Current Emissions Reporting

This is the third Carbon Reduction Plan that we have made publicly available. Our Carbon Reduction Plans will be updated annually and made available on the Thomson website. (<https://www.thomsonec.com/>).

Reporting Period

Our reporting period is 1st November - 31st October.

Baseline Year 2021

As set out in our first Carbon Reduction Plan, published 18th June 2024, we have used 2021 CO2 emissions data as our baseline, following the disruption to working patterns caused by the COVID 19 pandemic.

Scope 1

Thomson's Scope 1 emissions are direct greenhouse (GHG) emissions that occur from sources that are controlled or owned by Thomson. These currently consist of emissions associated with:

- Fuel combustion for heating at Thomson offices (natural gas)
- Fuel use by company owned vehicles (used for site-based activities)
- Fugitive (accidental) GHG emissions such as losses of refrigerant gas from air conditioning systems at Thomson offices

Scope 2

Our scope 2 emissions are made up of indirect emissions from the generation of purchased electricity for our office buildings. With the exception of the Guildford office which is managed by ourselves, our other offices in the UK are leased and electricity is included within our service charges.

Scope 3

Our Scope 3 emissions reporting currently includes water, waste, employee commuting, home working, business travel by private car, travel by train and air, hotel stays, and electricity T&D

losses. From this year onwards we include also car hire data. Emissions from travel and commuting have been identified as the most significant for our business.

We do not have any emissions associated with investments, leased assets and franchises.

We are currently also investigating our emissions associated with the materials and products we purchase and use.

Third Party Verification

The emission activities and scopes relevant to our business have been reviewed and verified by environmental consultants Equilibria Group Ltd. for our baseline year 2021 and for 2022. The resulting first Carbon Reduction Plan was developed in collaboration with Equilibria and forms our starting point for tracking and reporting our progress in future years. We have reported progress on the same basis in 2024 but this has not been independently verified.

4 Carbon Emissions Data Results & Reduction Initiatives

The following table presents our carbon emissions data results for 2024 along with supporting notes and our targets to improve data quality where needed. Under each Scope we have also included the list of initiatives that we have identified and plan to implement to help deliver our ambitious reduction target.

Scope 1						
	2023		2024		2023-24	
Activity	2023 Emissions (tCO ₂ e)	% of Total Emissions	2024 Emissions (tCO ₂ e)	% of Total Emissions	% Change 2023-24	Notes
Natural gas	22.1	5.0%	20.0	4.7%	-10%	Currently gas data is available for Guildford only and data for the other offices is estimated based on the percentage of staff at each location.
Company vehicles	72.3	16.3%	69.8	16.3%	-4%	Fuel data for company owned vehicles is based on actual consumption taken from the fuel cards associated with these vehicles.
Refrigerants	0.0	0.0%	0.0	0.0%	n/a	As for the previous year, there were no leakages from air conditioning systems in our offices, resulting in zero emissions for 2024.
Total Scope 1 Emissions (tCO₂e)	94.5	21.2%	89.7	20.9%	-5%	The decrease in Total Scope 1 emissions for 2024 reflects the decrease in gas and fuel usage as detailed above.

Scope 1 Reduction Initiatives

Natural gas

- We are undertaking a **property strategy review** to ensure that the office locations that we occupy meet the needs of our business as we get lease breaks. As part of this, we will be assessing the energy efficiency and footprint of our office locations and should any new locations be selected in the future, the EPCs will be an important consideration. We will minimise our footprint which will in turn reduce our usage.
- For our leased offices, we aim at getting as much office-specific data as possible from our landlords to replace the current estimates.

Company vehicles

- To address our company owned fleet emissions, we will revise our travel policy and have **established a travel hierarchy** based on the most emission efficient mode of transport.
- We carried out a **review of our fleet vehicles** and assess whether they are required, the right type and based at the right office. We will be reducing the size of our fleet to better reflect utilisation needs. As we will be moving to a hire as and when required approach, we would expect emissions to reduce as we will be able to hire more energy efficient less carbon intensive vehicles.
- We will aim at **replacing our company fleet** ideally before the end of their depreciation cycle by electric vehicles (EV) where possible and hybrids where EVs are not available to fulfil the required role. As part of our property strategy review, we will also assess the provision of **EV charging points** at our offices.

Scope 2						
	2023		2024		2023-24	
Activity	2023 Emissions (tCO ₂ e)	% of Total Emissions	2024 Emissions (tCO ₂ e)	% of Total Emissions	% Change 2023-24	Notes
Electricity	15.9	3.6%	18.8	4.4%	+19%	Electricity data is currently available for Guildford only and data for the other offices is estimated based on the percentage of staff at each location. We have seen a steady increase in people returning to the office and have grown our workforce which has contributed to this increase.
Total Scope 2 Emissions (tCO₂e)	15.9	3.6%	18.8	4.4%	+19%	The increase in Total Scope 2 emissions for 2024 reflects the increase in electricity related emissions.

Scope 2 Reduction Initiatives
<p><u>Electricity</u></p> <ul style="list-style-type: none"> We are undertaking a property strategy review to ensure that our offices meet the needs of our business. As part of this, we will be assessing the energy efficiency of our office buildings and should any new locations be selected in the future, the EPCs will be an important consideration. For our leased offices, we aim at getting as much office-specific data as possible from our landlords to replace the current estimates.

Scope 3						
	2023		2024		2023-24	
Activity	2023 Emissions (tCO2e)	% of Total Emissions	2024 Emissions (tCO2e)	% of Total Emissions	% Change 2023-24	Notes
Electricity transmission & distribution	1.4	0.3%	1.7	0.4%	+21%	The increase in electricity consumption in 2024 is also reflected in these associated emissions.
Commercial waste	0.2	0.0%	0.4	0.1%	+97%	Waste data is currently recorded for the Guildford office. Our waste is either recycled or goes to energy recovery, none goes to landfill. Compared to other emission factors, waste is minimal.
Water supply	0.1	0.0%	0.2	0.0%	+125%	Similar to gas and electricity, water data is currently available for the Guildford office only, and data for the other offices is estimated based on the percentage of staff at each location. Compared to other emission factors, water consumption is minimal.
Staff commuting by car	178.1	40.0%	137.9	32.2%	-23%	We assume that staff work on average 2 days per week in the office. Individuals living more than 45 miles away from their assigned office were surveyed for a more accurate number of days travelled into the office.
Home working	43.9	9.9%	50.9	11.9%	+16%	Data used for home working was based on the assumption that staff work on average 3 days per week at home, see above.

Car travel	87.4	19.7%	94.8	22.1%	+8%	Employee business mileage is based on expense data. The exact fuel type of each vehicle is not known, so an average vehicle conversion factor has been used. The increase in emissions for 2024 is due to an increase in business travel using staff cars. This is due to a growth in revenue and staff numbers. The passenger incentive had been introduced at the end of the reporting period, and accounted for 1% of all mileage claims.
Air travel	0.2	0.1%	0.0	0.0%	-100%	Compared to other emission factors, air travel was minimal in 2023 and not happening in 2024.
Train travel	0.1	0.0%	0.5	0.1%	+704%	Compared to other emission factors, train travel was minimal in 2023 and increased in 2024. We are encouraging greater train travel where it is operationally and economically viable.
Hire car travel	5.8	1.3%	2.3	0.5%	-60%	Decrease in hire car travel in 2024
Hotel stays	17.4	3.9%	31.3	7.3%	+80%	The number of hotel stays is based on actual data provided by our travel company. The increase in emissions for 2024 is due to an increase in business travel needing overnight stays. This is as a result of the geographic location of the contracts we have.
Total Scope 3 Emissions (tCO2e)	334.5	75.2%	320.0	74.7%	-4%	The overall decrease in Total Scope 3 emissions is due to more accurate commuting data, offset by an increase in business travel.

Scope 3 Reduction Initiatives

Waste & Water

- For our leased offices, we aim at getting as much office-specific data as possible from our landlords to replace the current estimates.

Staff commuting by car

- Based on our 2022 commuting survey, it is mainly cost, followed by mileage and charging infrastructure that deter staff from purchasing an EV. We aim at **improving knowledge around driving more sustainable cars such as hybrids and Evs** and we are exploring options of offering a salary sacrifice scheme for acquiring an EV. Uptake will be at staffs discretion.
- We will **promote cycling** to the office by improving our communication around **provisions for cyclists** at our offices, safer cycling and the government Cycle to Work scheme. As part of our **property strategy review** we will assess the provision of bike storage, showers and changing rooms at all offices.
- We will look at how else we can encourage staff to use **public transport or car sharing**, where these options are available.
- In addition, we will aim at **improving our data capture** on frequency of commuting and modes other than cars that staff are using for commuting to be able to report on these fully.

Business travel

Our business travel is mainly related to field work and site visits and accounted for 46% of our total monitored CO₂ emissions in 2024 (combined Scope 1 & Scope 3 factors). It is therefore imperative that we act to reduce these emissions, while protecting as far as possible our commercial operations.

- In the short-term, we will **ensure that travel policies are worded to minimise carbon-intensive travel** (e.g. using the appropriate mode of transport and reducing travel that is not strictly necessary).
- We will develop a **targeted Travel Strategy** focusing on any further opportunities to reduce our emissions associated with car use as a business. Given the field based nature of our work this will be challenging.

Other Scope 3 - Suppliers

- Over the next five years we plan to streamline our suppliers and work with those who are aligned with our sustainability policies and goals. We have already made efforts to gather information from suppliers to report on this in the future, and we will continue to prioritise this to ensure we can provide reporting of our downstream transportation and distribution emissions.

TOTAL COMPANY EMISSIONS							
	2021	2022	2023	2024	% Change 2023-24	2030 Target	Notes
Total Emissions (tCO2e)	676.7	596.5	444.8	428.6	-4%	338.3	The decrease in Total emissions for 2024 is mainly due to reduced use of company vehicles and more accurate commuting by car data.

5 Declaration

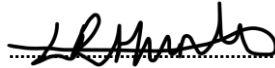
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors

Signed on behalf of the Supplier:


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Date: 04/09/2025

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

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

³<https://ghgprotocol.org/standards/scope-3-standard>