



Carbon Reduction Plan

Richard Jackson Limited

Client:

Richard Jackson Limited

Prepared for:

Richard Miall,
Chief Executive,
Richard Jackson Limited

Date:

30 September 2024

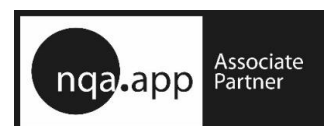
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Auditel's Credentials – Verification Bodies



Commitment to Achieving Net Zero

Richard Jackson is fully committed to achieving Net Zero emissions across all scopes by 2050 at the latest. This will ensure Richard Jackson are aligned with the UK Government's commitment to reducing greenhouse gas emissions by 90% of 1990 levels, as set out in the 2008 Climate Change Act. This Carbon Reduction Plan (CRP) presents Richard Jackson's baseline greenhouse gas emissions and discusses Richard Jackson's strategy to reducing carbon emissions going forward.

Baseline Emissions

Baseline Year: 01/05/2022 – 30/04/2023

Scope	Category	Emissions (tCO ₂ e)
1	Gas for Heating	3.18
	Heating, Ventilation and Air Conditioning (HVAC)	7.12
	Fleet	14.30
	Total	24.60
2	Electricity	22.65
	Total	22.65
3	Purchased Goods and Services	0.14
	Capital Goods	0.002
	Fuel and Energy-Related Activities	34.00
	Upstream Transportation and Distribution	0.09
	Waste from Operations	2.87
	Business Travel	17.02
	Employee Commuting and Homeworking	77.60
	Downstream Transportation and Distribution	0.02
	Total	131.74
All	Total	178.99

Intensity Metrics: 01/05/22 – 30/04/23

Metric	Emissions (tCO ₂ e)
tCO ₂ e per million turnover	30.34
tCO ₂ e per square meter floor space	0.17
tCO ₂ e per employee	2.67

Completed Carbon Reduction Initiatives

In effort to achieve our Net Zero targets, the following carbon management measures have been completed:

- **Reduced Fuel Consumption:** We have introduced several hybrid and electric vehicles into our fleet, lowering our direct fuel consumption from petrol and diesel vehicles.
- **Energy Efficiency:** To minimise energy consumption, we have instigated the process of switching to LED lighting across all offices. We have also installed motion sensors in our Colchester office. Lights are also turned off when rooms are not in use, to prevent unnecessary energy usage.
- **Waste Management:** Our minimal waste policy ensures waste is reduced wherever possible. We aim to recycle 100% of our waste, minimising waste sent to landfill.
- **Introduction of Hybrid Working:** We have adopted a hybrid working policy, with 83% of employees working partially from home. This has reduced emissions associated with employee commuting and lowered our direct energy consumption across our offices.
- **Sustainable Travel Policy:** We have implemented a sustainable travel policy which supports the use of public transport and challenges the need for non-essential travel.
- **Embodied Carbon Management:** We are constantly reviewing our design process to ensure the embodied carbon within our projects is lowered wherever possible. We are committed to setting and reducing annual targets to the embodied carbon in our engineering solutions in line with published data such as RIBA.
- **Promotion of Low Carbon Solutions:** Where possible, we advise clients on alternative, low carbon engineering solutions, hence lowering the operational carbon of the businesses we work with. We also provide training on new technologies, systems and processes.

Planned Carbon Reduction Initiatives

To reduce our carbon impact further, we plan to implement the following carbon reduction initiatives:

- Electrifying our Fleet:** Whilst we have introduced several hybrid and electric vehicles into our fleet over recent years, we are committed to transitioning to a fully electric fleet by 2035.
 - Commitment for all company cars to be hybrid by 2025 and fully electric (or equivalent) by 2030.
 - Commitment for all company site vehicles and vans to be hybrid by 2030 and fully electric (or equivalent) by no later than 2035.
- Encouraged use of Electric Vehicles:** We plan to introduce a salary sacrifice scheme designed to encourage the use of Electric Vehicles (EVs) amongst employees. This would reduce the number of petrol and diesel vehicles on the road, hence reducing commuting and grey fleet emissions. We will also install EV charging facilities at our Colchester office by 2030 and will continue to work with our landlords to get charging points installed at all other office locations.
- Installation of Solar Array:** To lower our grid dependency, we plan to install solar panels at our Colchester office in the near future, bringing us closer to having a self-sufficient energy supply.
- Renewable Energy:** We will continuously review our energy usage and switch to 100% renewable tariffs where within our control. We will continue to review the carbon impact of our rented offices.
- Car Sharing:** We will encourage car sharing amongst employees through raising awareness.
- Sourcing Local:** We plan for all supplies to be locally sourced from no more than three miles away from office locations by 2035. We will ensure that supplies are delivered through low-carbon forms of transport.
- Supplier Engagement:** We will work with our suppliers to better understand their Net Zero goals and will aim to work only with suppliers with shared goals and values.

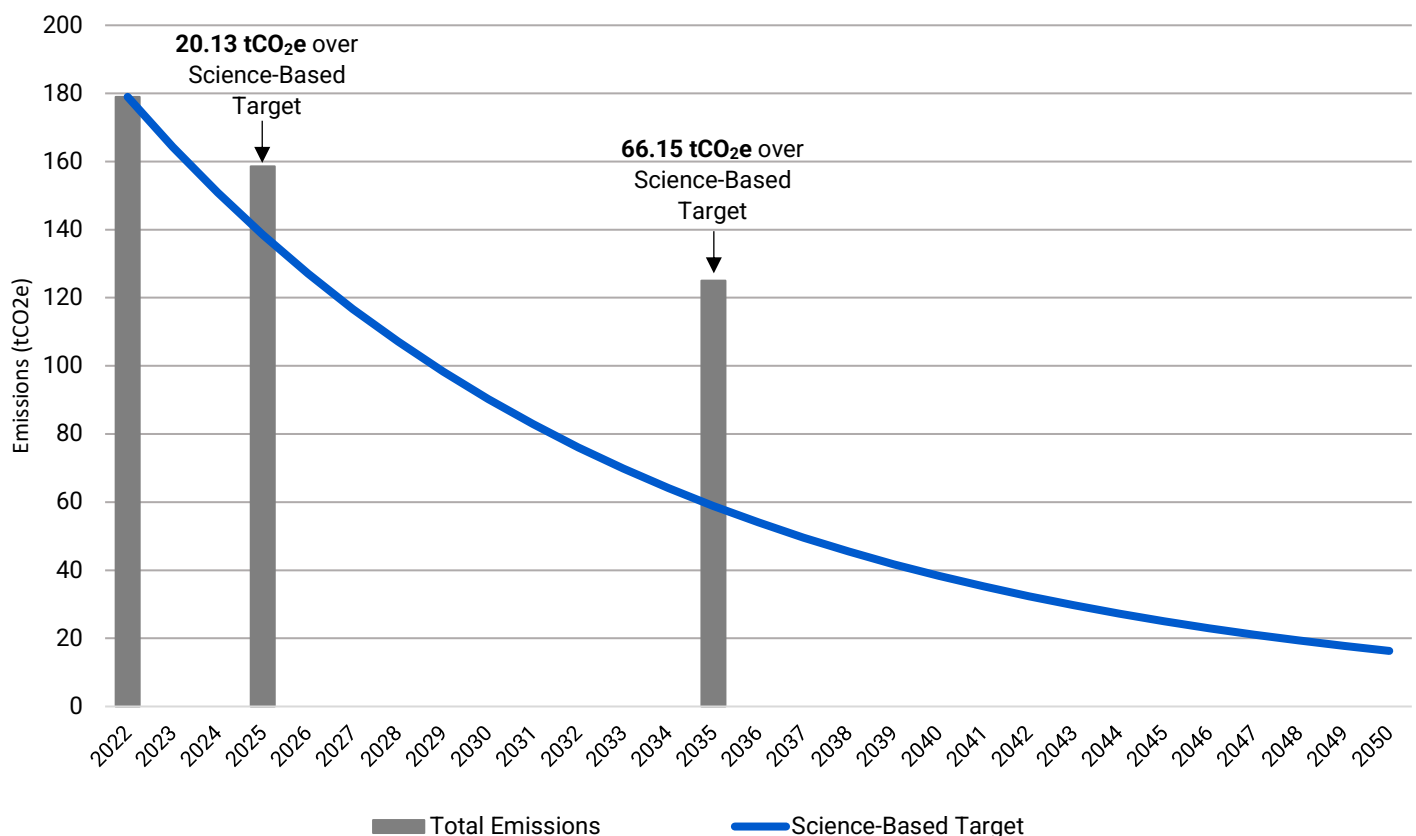
Based on these initiatives, we are expected to reduce our total carbon footprint by 30% by 2035. As shown below, we are expected to show a 70% reduction in Scope 1 emissions, followed by a 58% reduction in Scope 1 emissions, and an 18% reduction in Scope 3 emissions. A further breakdown of our reduction targets by initiative can be found in Appendix A.

Scope	Baseline (tCO ₂ e)	2025 Target (tCO ₂ e)	2035 Target (tCO ₂ e)	% Decrease by 2035
1	24.60	20.90	10.30	58%
2	22.65	22.65	6.68	70%
3	131.74	115.05	108.03	18%
Total	178.99	158.60	125.01	30%

Science-Based Targets

The planned reduction strategies discussed above have been mapped against our Science-Based Target (SBT) to become Net Zero by 2050. The SBTs are calculated based on a 95% reduction in Scope 1 and 2 emissions and at least a 90% reduction in Scope 3 emissions, from baseline emissions (2022/2023), in order to achieve Net Zero emissions by 2050. This is per the guidance set out in [The Science Based Targets Initiative Corporate Net-Zero Standard](#).

As shown below, whilst the initiatives discussed above will facilitate noticeable emission reductions, they will not alone, allow us to achieve the yearly reductions required to meet our SBTs. Over-time we hope that improving technology will allow us to make more ambitious carbon reduction targets, making our carbon management plan better align with the SBTs we have set.



Declaration and Sign Off

This CRP has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for CRPs. 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 UK 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 CRPs and the Corporate Value Chain (Scope 3) Standard.

This CRP has been reviewed and signed off by the board of directors (or equivalent management body). This CRP has been reviewed and signed off by:

Richard Miall

Chief Executive

Richard Jackson Limited

Date

30 September 2024

Appendix

Appendix A. Planned carbon reduction initiatives and associated reduction.

Time Scale	Description of Initiative	Scope Category Impacted	Target Year of Completion	Reduction (tCO2e)
Short Term	Switch all company cars to hybrid models.	Scope 1 Fleet and Scope 3 Fuel and Energy-Related Activities.	2025	4.82
	Introduce a salary sacrifice scheme designed to encourage the use of electric vehicles amongst employees.	Scope 3 Employee Commuting, Scope 3 Business Travel and Scope 3 Fuel and Energy-Related Activities.	2025	10.38 ¹
	Encourage employees to car share through training days and raising awareness.	Scope 3 Employee Commuting, Scope 3 Business Travel and Scope 3 Fuel and Energy-Related Activities.	2025	5.19 ²
	Procurement of 100% renewable electricity at our Colchester office.	Scope 2 Electricity and Scope 3 Fuel and Energy-Related Activities.	2026	21.44
Medium Term	Switch all company cars to electric models.	Scope 1 Fleet and Scope 3 Fuel and Energy-Related Activities.	2030	10.49

¹ At present, the expected level of uptake is unknown. Therefore, this calculation assumes an average reduction in emissions of 10%.

² Due to the constraints surrounding behavioural change initiatives, it is difficult to quantify the carbon impact of car sharing. A conservative calculation of a 2% reduction in commuting and grey fleet emissions was applied.

	Switch company vans to hybrid models.	Scope 1 Fleet and Scope 3 Fuel and Energy-Related Activities.	2030	0.46
	Switch company vans to electric models.	Scope 1 Fleet and Scope 3 Fuel and Energy-Related Activities.	2035	1.20
	Installation of solar panels at our Colchester office.	Scope 2 Electricity and Scope 3 Fuel and Energy-Related Activities.	2030	Unknown
	Install EV chargers at our Colchester office to encourage uptake of salary sacrifice scheme.	Scope 3 Employee Commuting, Scope 3 Business Travel and Scope 3 Fuel and Energy-Related Activities.	2030	Unknown