



# Carbon Reduction Policy

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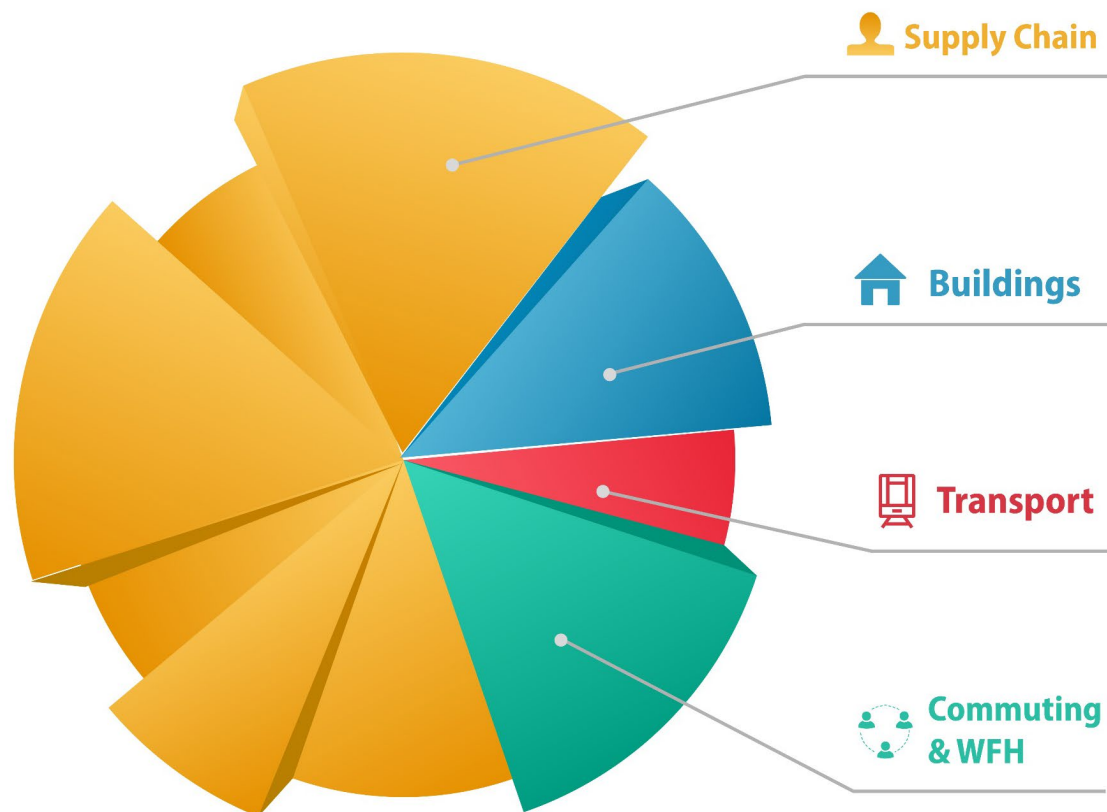
January 2026





# Our GHG Emissions Footprint

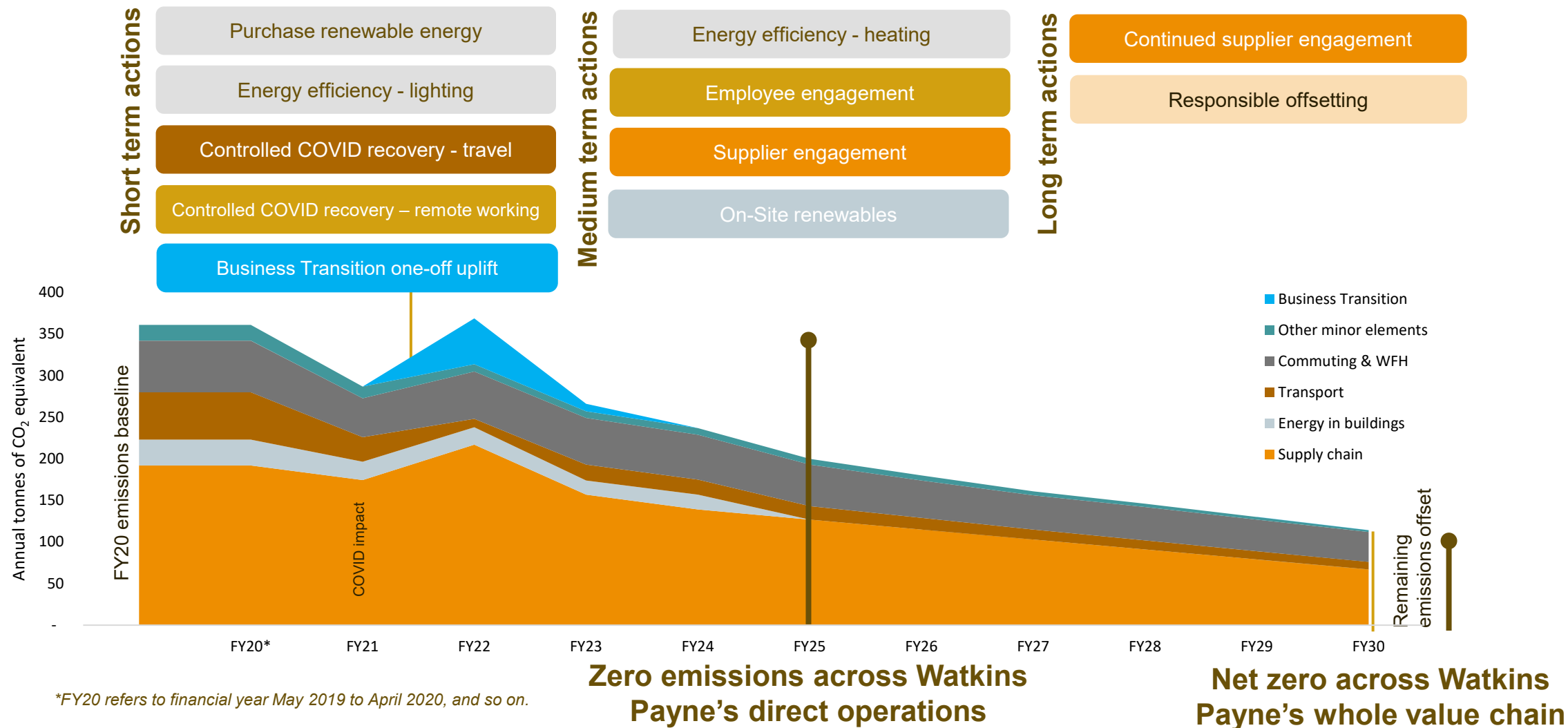
Here's where our emissions come from (2024-25):



2023 - 2024	tCO <sub>2</sub> e	%
Supply Chain	139	59%
Buildings	26	11%
Transport	18	8%
Commuting & WFH	52	22%



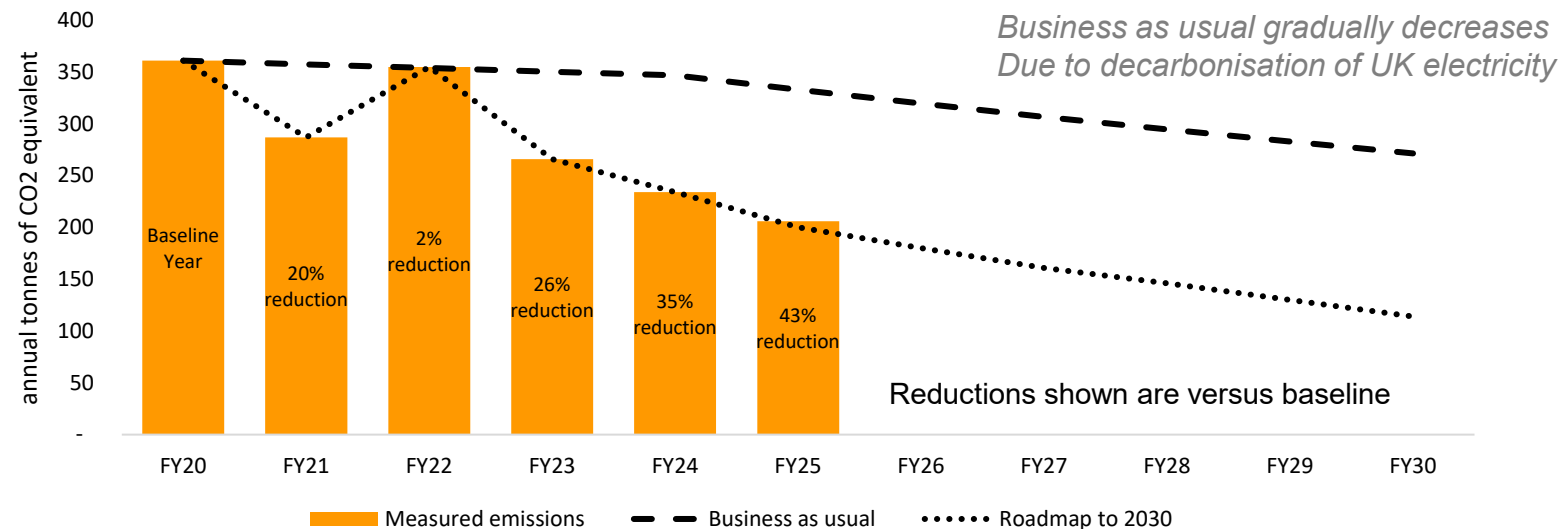
# Roadmap to 2030



# Progress so far (to be updated annually)

We have seen recent fluctuations in the decarbonisation of the UK grid, due to an increased reliance on gas and variability in renewable generation. However, the UK still has a target to reach 95% clean power by 2030, so we expect increased investments in renewables in the coming decade. Overall, the trajectory remains downward.

## Emissions reductions to date





# Watkins Payne Carbon Reduction Plan

## Our Sustainability Commitments

At Watkins Payne we are dedicated to reducing our impact on the environment. We are working towards:

- zero emissions in our direct operations by the end of 2024
- Net zero across the organisation by 2030

Our targets have been approved by the Science Based Targets initiative (SBTi) and we are a signatory to the WorldGBC Net Zero Buildings Commitment.

## Our Progress

Emissions scope & category tCO <sub>2</sub> e	Baseline reporting period 2019-2020	Current reporting period 2024-2025	Savings compared with baseline
Scope 1	28	0	100% ↓
Scope 2	24	12	50% ↓
Scope 3*	309	194	37% ↓
<b>TOTAL</b>	<b>361</b>	<b>206</b>	<b>43% ↓</b>

*\*Scope 3 emissions include purchased goods and services; fuel and energy related activities; waste generated in operations; business travel; and employee commuting and remote working.*



# Watkins Payne Carbon Reduction Action

## Our Actions

The following measures have been implemented since the 2019/20 baseline.

Emissions reduction actions	Estimated annual saving, tCO <sub>2</sub> e	% reduction Compared with scope 1 & 2 baseline
Relocation of the London office to an efficient, fossil-fuel-free site	7	50%
Switch electricity supply to a renewable sources from a supplier who only provides 100% renewable contracts (complete by 2024 end)	12	50% (location based)
Upgrade lighting in the Sunbury office to LEDs	3	20%
Employee commuting – reduction in car travel & increase in public transport use	8	16%
Introduction of business travel policies and move to public transport use	6	70%

Steady progress has been made across scopes 1, 2 and 3 to mitigate the post pandemic emissions increase and to continue towards our emissions reduction goals. Future initiatives will include:

- Increased energy monitoring through sub-metering & reduced peak energy usage
- Supply chain engagement
- The installation of on-site renewables such as solar PV
- Wider ESG initiatives - for example green travel policies, reducing waste, greening the website, employee volunteering and improving working environments with plants



# Watkins Payne SBTi Target Update

## Target & Actions towards it

Target	Actions towards meeting SBTi target
Reduce absolute scope 1 and 2 emissions 50% by 2030 from an FY2018 base year and to measure and reduce its scope 3 emissions.	<p>The SBTi requires that a baseline calendar year of 2018 is used for the calculation of target reductions. We have compared data from full year 2024 for this purpose in the data outlined below.</p> <p>By 2024, we have decreased absolute scope 1 and 2 emissions by 67% compared to 2018. This was achieved through eliminating scope 1 emissions through both the removal of company fleet vehicles and removal of natural gas for heating. In 2024 electricity usage reduced by 32%. Also, all purchased electricity now comes from 100% renewable tariffs, therefore market-based emissions are zero, meeting our 2030 reduction goals. Continued efficiency measures will aim to reduce location-based usage further in the coming years.</p> <p>A relevancy assessment is made annually of scope 3 categories and the data collected and measured accordingly. Reductions have been made this year particularly in waste; business travel and supply chain categories through a series of ongoing employee and supplier engagement programmes.</p>

Emissions category tCO2e	2018	2024	% change
Natural Gas	3.99	0	-100%
Refrigerants	0	0	0
Fleet	28.09	0	-100%
<b>Scope 1</b>	<b>32.08</b>		<b>-100%</b>
<b>Scope 2</b>			
Location based electricity	30.25	20.71	-32%
Market based electricity	32.49	0	-100%
<b>Total scope 1 &amp; 2</b>	<b>62.33</b>	<b>20.71</b>	<b>-67%</b>



*Andrew Throuwer*

Director | Watkins Payne