Watkins Payne

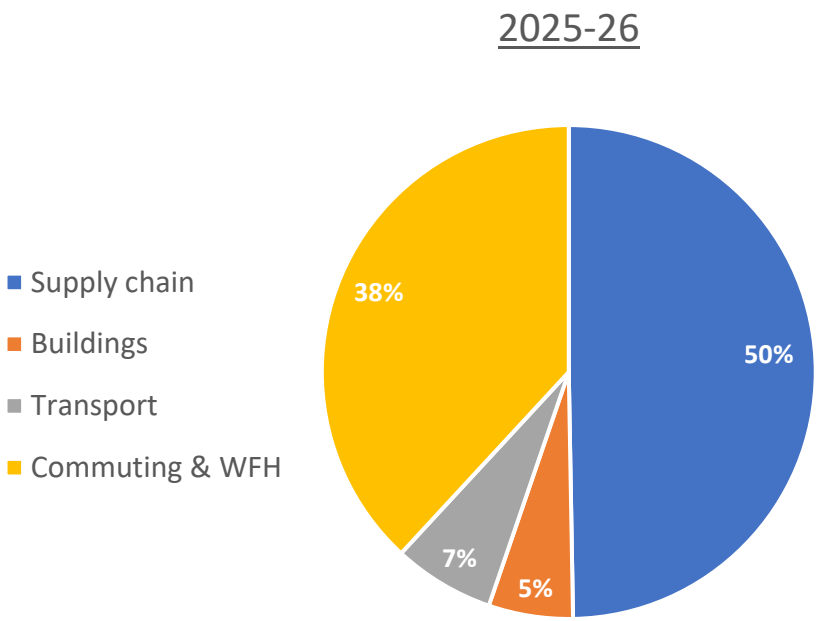
Carbon Reduction Policy

January 2027



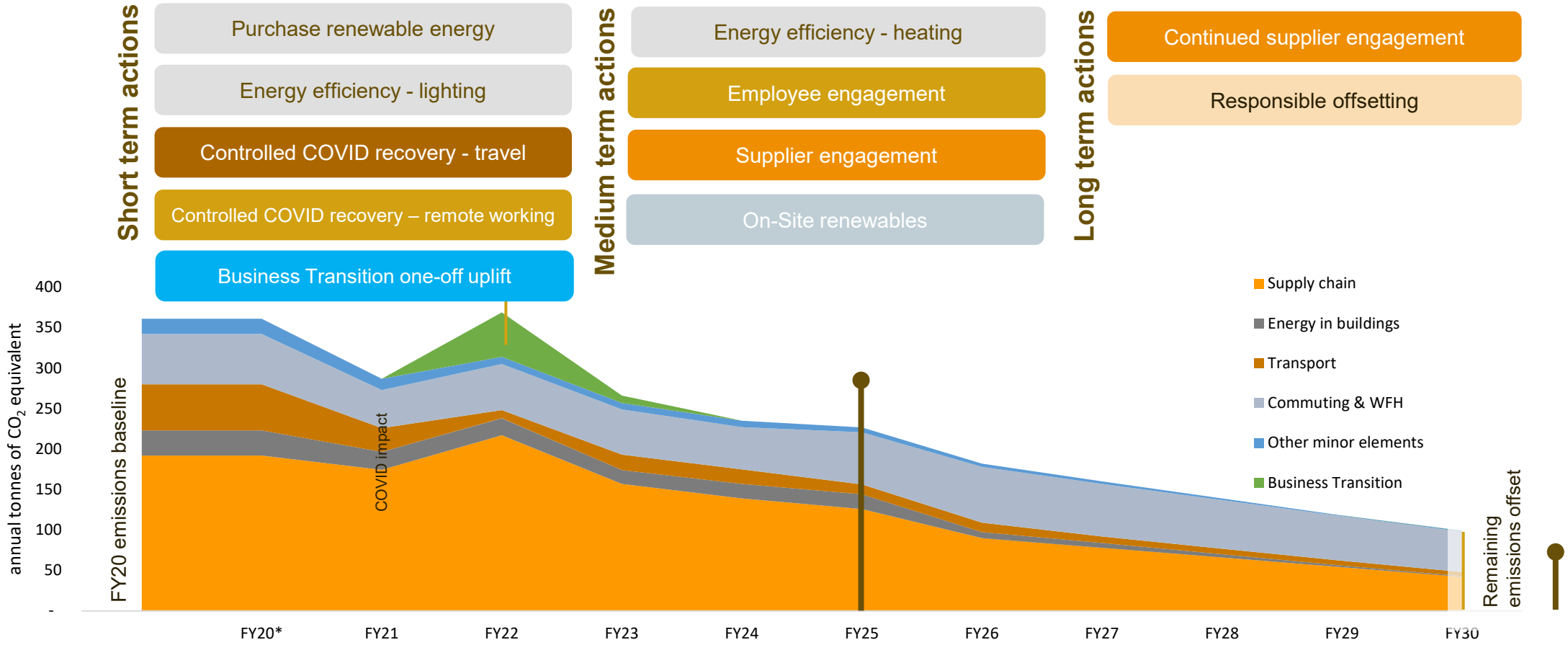
Our GHG Emissions Footprint

Here's where our emissions come from (2025-26):



Last year 2024-25	tCO_2e	%
• Supply chain	125	57%
• Buildings	18	8%
• Transport	10	5%
• Commuting & WFH	64	29%

Roadmap to 2030



*FY20 refers to financial year May 2019 to April 2020, and so on.

Zero emissions across Watkins Payne's direct operations

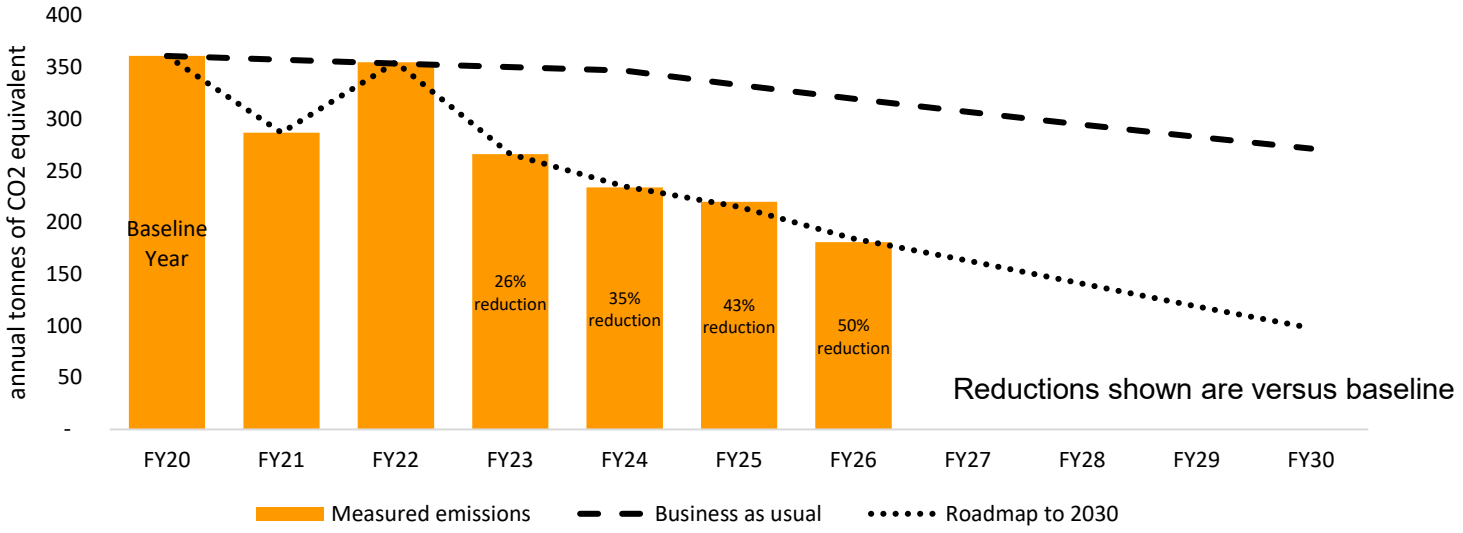
Net zero across Watkins Payne's whole value chain

Progress so far

Total emissions have reduced 18% since prior year and 50% compared to the baseline year. This has been driven by good reductions in electricity use, and by a continued reduction in supplier emissions. There have also been reductions in business travel and waste emissions. The only increase is a slight uplift in employee commuting emissions. Increased monitoring is in place to mitigate this.

Large reductions were seen in FY 2021 and a subsequent increase in FY 2022 were due to the impact of Covid on normal business practises. Reductions remain on track to meet projected targets.

Emissions reductions to date



Key milestones

- ☑ 2021/22 Signed up to the WorldGBC Net Zero Buildings Commitment
- ☑ 2021/22 GHG emissions measured & 2030 roadmap in place
- ☑ 2021/22 Targets approved by the SBTi
- ☑ 2022/23 Move to more energy efficient London office
- ☑ 2024/25 Zero emissions across Watkins Payne's direct operations
- ☑ 2025/26 Installation of solar at Sunbury office
- ☐ 2029/30 WorldGBC Net Zero Buildings Commitment reached
- ☐ 2029/30 Net zero across Watkins Payne's whole value chain

Watkins Payne Carbon Reduction Plan

Our Sustainability Commitments

At Watkins Payne we are dedicated to reducing our impact on the environment, through a science-based approach. Our current targets are approved by the Science Based Targets initiative (SBTi):

- zero emissions in our direct operations by the end of 2024 – which we have achieved
- Net zero across the organisation by 2030 – which we are well on the way to achieving

As climate standards evolve, we will continue to review our targets and roadmap to ensure alignment with emerging SBTi requirements, including development of a formal transition plan and future target updates beyond 2030.

Our Progress

Emissions scope & category tCO_2e	**Baseline reporting period** 2019-2020	**Current reporting period** 2025-2026	**Savings** compared with baseline
Scope 1	28	0	100% ⇩
Scope 2	24	7	69% ⇩
Scope 3*	309	174	44% ⇩
TOTAL	**361**	**181**	**50%** ⇩

**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_2e	% reduction Vs 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 & continued reduction of peak energy usage
- Strengthening supply chain engagement and increasing the use of more supplier specific emissions data
- Maximising the benefits of the newly installed solar PV system at our Sunbury Office
- Further implementation of initiatives and improvement of data quality of business travel and employee commuting categories

Watkins Payne SBTi Target Update

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.	Our current SBTi target uses a baseline calendar year of 2018 for the calculation of target reductions. We have compared data from full year 2025 for this purpose in the data outlined below. By 2025, we had reduced absolute Scope 1 and Scope 2 emissions by 84% compared with our 2018 baseline. This was achieved through the removal of company fleet vehicles, the transition away from natural gas heating and continued energy efficiency improvements. Electricity consumption reduced during the year by 43%, while Scope 2 emissions reduced further as a result of lower electricity grid emission factors and our procurement of 100% renewable electricity tariffs. As a result, market-based Scope 2 emissions are now zero, meaning our 2030 Scope 1 and 2 reduction target has been achieved ahead of schedule. The installation of solar PV at our Sunbury office in early 2026 is expected to deliver additional reductions in purchased electricity consumption in future reporting years. 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.

Emissions category tCO2e	2018	2025	% change
Natural Gas	3.99	0	-100%
Refrigerants	0	0	
Fleet	28.09	0	-100%
Scope 1	**32.08**	**0**	**-100%**
Scope 2			
Location based electricity	30.25	10.05	-67%
Market based electricity	32.49	0	-100%
Total scope 1 & 2	**62.33**	**10.05**	**-84%**

As climate standards continue to evolve, we are preparing for future updates to the Science Based Targets initiative (SBTi) Corporate Net-Zero Standard. Our current targets remain valid, and our primary focus remains delivery of existing commitments through to 2030.

Future target reviews will focus on continued strengthening of supplier engagement, continuous improvement of Scope 3 emissions reporting and developing a long-term transition pathway to support ongoing decarbonisation efforts beyond 2030.

Watkins Payne

Andrew Thrower

Director I Watkins Payne