

Carbon Reduction Plan
2024-25 Annual Report

Our Commitment to Net Zero

As of this year, CampbellReith is a Net Zero Carbon company for our Scope 1 and Scope 2 emissions, and Carbon Neutral for Scope 3 through the offsetting of all other relevant emissions. We are committed to remaining a Carbon Neutral company and progressing towards becoming fully Net Zero by 2030, and to continuing to monitor, measure, and report our emissions whilst identifying opportunities to further reduce our emissions and implement the changes necessary to do so.

We recognise that our greatest impact is through our designs rather than operations, and therefore that addressing this source of emissions has a greater impact on driving emissions reduction as we look ahead to the UK's 2050 Net Zero target. While these are outside of relevant Scope 3 emissions, we nevertheless have committed to significantly reducing the impact of our designs over the coming years through our pledge to cut the embodied carbon emissions of our designs by 75% by 2040.

"Achieving full carbon neutrality five years ahead of our original target highlights the importance we place on doing our part to help create a sustainable built environment. Together with the significant reduction in our emissions, this goes to show that when it comes reducing our environmental impact, we practice what we preach. Following the successful development and integration of improved tools into our project works, next year we aim to share similarly positive news about the progress we have made in improving the sustainability of our designs."

Aidan Wingfield - Head of Sustainability



Our Net Zero Targets

Our Carbon Reduction Targets reflect our commitment to achieving net zero emissions through responsible business transparent reporting. By focusing on Scope 1, 2 and 3 emissions we are creating a clear pathway towards a more sustainable future.



Scope 1

Net Zero by 2025

Achieved in 2025

Scope 2

Net Zero by 2025

Achieved in 2023

Scope 3

Net Zero by 2030

Carbon Neutral 2025



Emissions Baseline & Reporting Year (2024-2025)

Over the reporting year (2024-25) we have measured a 32.7% reduction in emissions compared to our baseline, which represents substantial progress towards our goal of achieving a 40% reduction in emissions against our baseline by 2030. These emissions have been fully offset.

Baseline Emissions:

Emissions	Sources	Total (tCO ₂ e)
Scope 1	Combustion - natural gas: 43.36 Refrigerants - air conditioning: 0.02 Company Vehicles: 5.238	48.61
Scope 2	Purchased Electricity: 16.572	16.57
Scope 3	Scope 1 – purchased goods and services: 0 Category 2 – capital goods: 6.8 Category 4 – upstream transportation and distribution: 0* Category 5 – waste generated in operations: 1.28 Category 6 – business travel: 27.56 Category 7 – employee commuting and working from home: 34.58 Category 9 – downstream transportation and distribution: 0*	70.22
Total Emissions		135.40
*Categories are not applicable to CampbellReith		

Reporting Year (2024-2025) Emissions

Emissions	Sources	Total (tCO ₂ e)
Scope 1	Refrigerants – Air Conditioning: 0.07 Company Vehicles: 1.27	1.34
Scope 2	Purchased Electricity: 20.48	20.48
Scope 3	Scope 1 – purchased goods and services: 0.33 Category 2 – capital goods: 1.95 Category 4 – upstream transportation and distribution: 0* Category 5 – waste generated in operations: 0.15 Category 6 – business travel: 45.16 Category 7 – employee commuting and working from home: 21.64 Category 9 – downstream transportation and distribution: 0*	69.23
Total Emissions		91.05
*Categories are not applicable to CampbellReith		

Emissions Offsetting

A total of 3.52 tonnes of emissions resulting from our Scope 2 emissions (purchase of electricity) has been determined to not have been offset through our purchase of renewable energy. For the purpose of calculating our total emissions requiring offset, this has been combined together with our Scope 1 and 3 emissions, amounting to 74.09 tonnes requiring offset.

We have offset these emissions through the purchase of 75 tonnes of carbon offsetting, all verified through either the Gold Standard scheme, or the Plan Vivo Carbon Standard. This has supported:

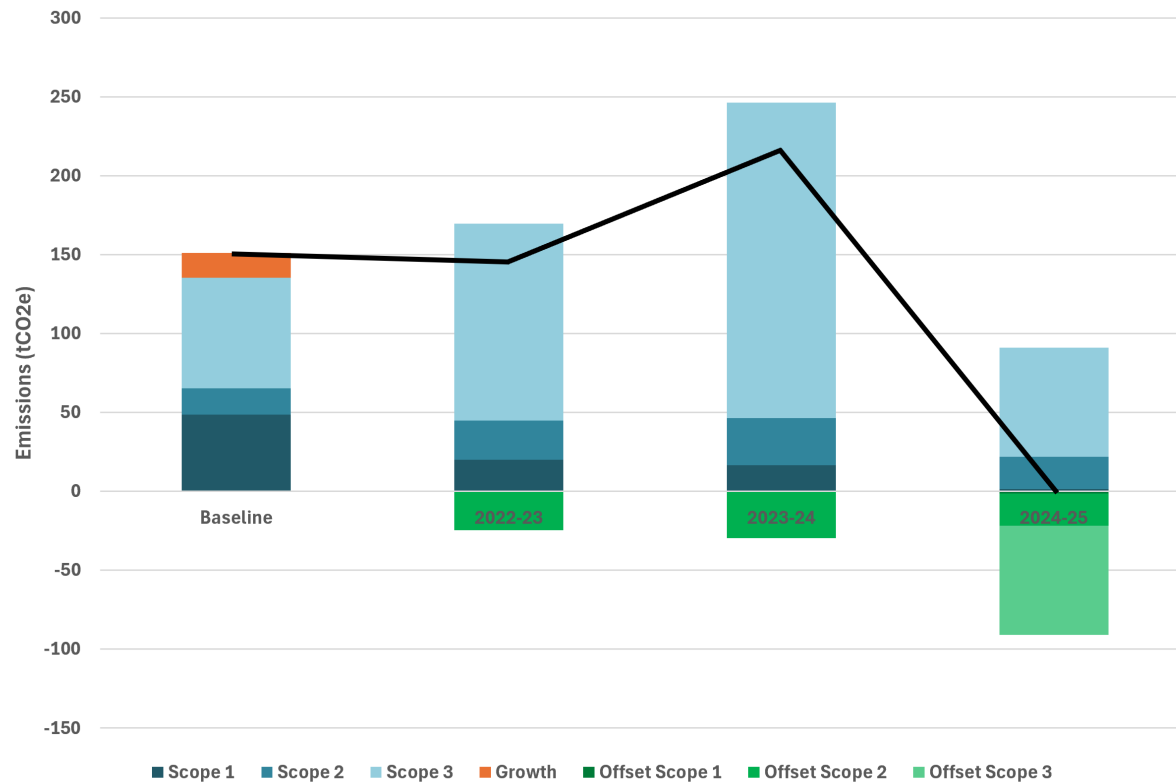
- Distribution of biogas digesters to rural farming communities in Indonesia, enabling transition to 100% renewable energy through the use of sustainable fuels, reducing the household use of fossil fuels.
- Reforestation efforts in Nicaragua, storing CO₂ whilst increasing wildlife habitats and restoring local ecosystems.
- Installing energy infrastructure in the form of wind and solar power in India, replacing the reliance on fossil fuels.
- Providing clean drinking water infrastructure in rural Uganda without the need to burn firewood, thereby reducing deforestation in addition to CO₂ emissions. This project saves over 200 hours per year, per household, and is also certified under the Gold Standard Gender Equality Framework for the reduction in gender disparities it creates.

In addition to this offset, 150 trees have been planted through our offsetting partner providing matched contributions.



Emissions Reductions

Our total carbon emissions have been reduced by 44.35 tonnes since our 2021-22 baseline. This represents a 32.7% decrease in emissions across all of the carbon reduction projects we have adopted throughout the intervening years.



Carbon Reduction Measures

Over the reporting period we have implemented several new carbon reduction measures, and have seen the benefits materialise from previous initiatives.

- **Carbon Offsetting:** For the first time we have fully offset all emissions included in this report, becoming a fully Carbon Neutral company, and taking a crucial step towards becoming fully Net Zero.
- **Scope 1 and 2 Net Zero:** We have achieved greater than 90% reductions in both our Scope 1 and Scope 2 emissions, and have robustly offset the residual emissions, meeting our first Net Zero target.
- **Sustainable Travel Days:** We have introduced a new company benefit incentivising staff to use more sustainable, but slower, methods of travel to reach their holiday destinations. This enables additional days of annual leave to be gained to cover the difference in the time the methods with lower environmental impacts result in.
- **Data Centres:** We have begun the process of migrating to the use of data centres for digital storage rather than physical servers in our offices. Early indicators show a significant emissions reduction from the improved efficiency, reducing our associated Scope 3 and Scope 2 emissions.
- **Energy Efficient Equipment:** With the first full year of monitoring since the switchover to more energy efficient IT equipment, we have witnessed a 31% year-on-year reduction in full Scope 2 emissions.
- **Staff Commuting:** A 79% reduction in emissions has been recorded since our baseline year, evidencing the positive impact which has resulted both from office relocations, and our efforts to raise awareness amongst staff of the sustainable commuting benefits available to them.

For the next reporting period, we will look to continue our efforts to reduce emissions, with particular focus on Scope 3. For the first time, following efforts to gather data across all our projects, we will also seek to disclose our downstream impacts from projects, to enable us report on our progress against our ambitious 2040 target.



Declaration

This Carbon Reduction Plan Annual Report has been completed in accordance with the PPN 006 reporting standard for Carbon Reduction Plans, together with the associated guidance.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard. Emissions have been calculated using the appropriate conversion factors for greenhouse gas company reporting published by the UK Government.

Scope 1 and 2 emissions have been reported in accordance with SECR requirements where applicable, 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. Additional Scope 3 emissions have been voluntarily reported where possible as part of our commitment to best practice and transparency.

This CampbellReith Carbon Reduction Plan, 2024-25 Annual Report, has been reviewed and signed off by the LLP Members Board.

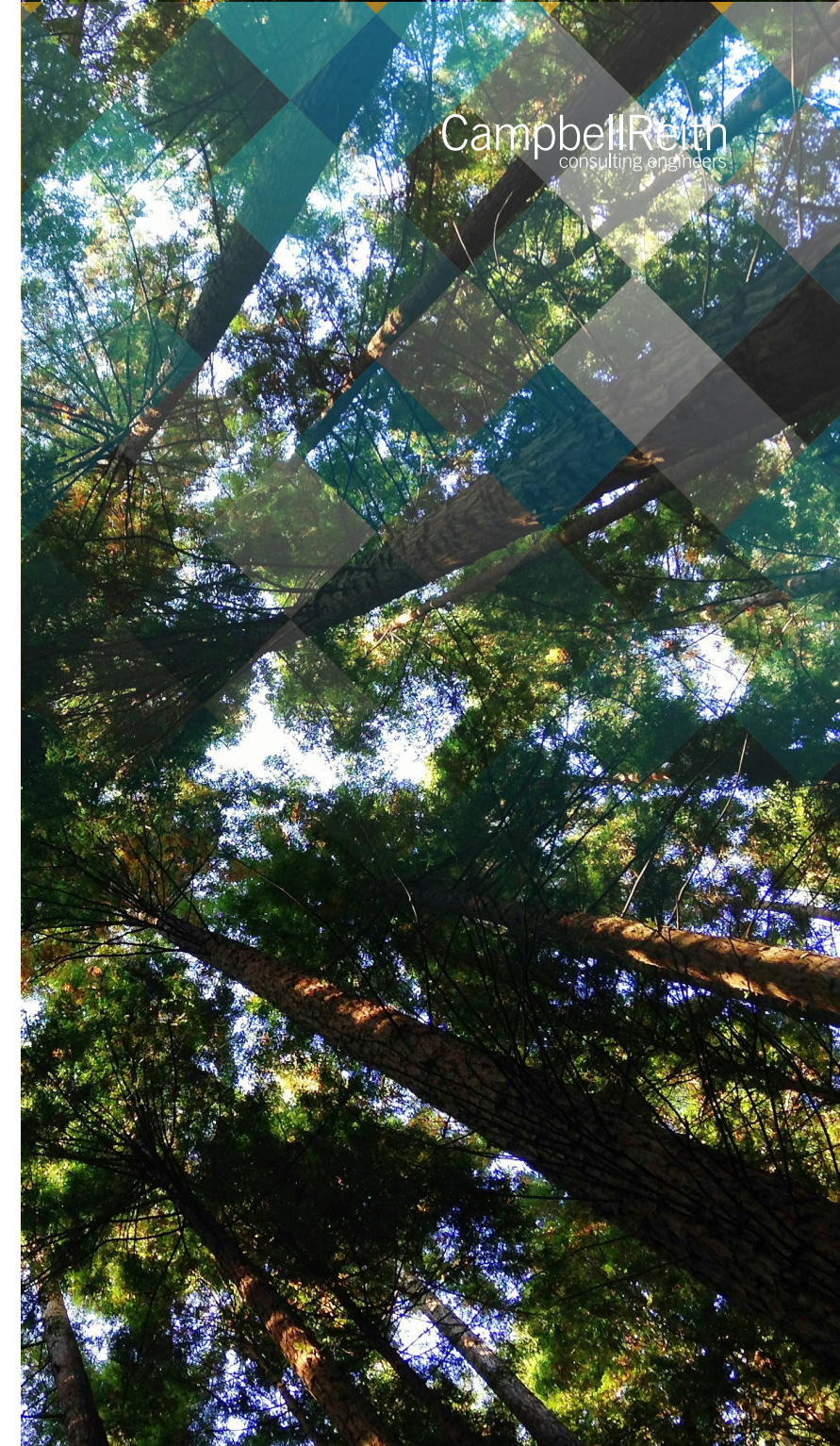


Jamie Siggers

Partner

Date: 30/07/2026

Signed on behalf of Campbell Reith Hill LLP



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