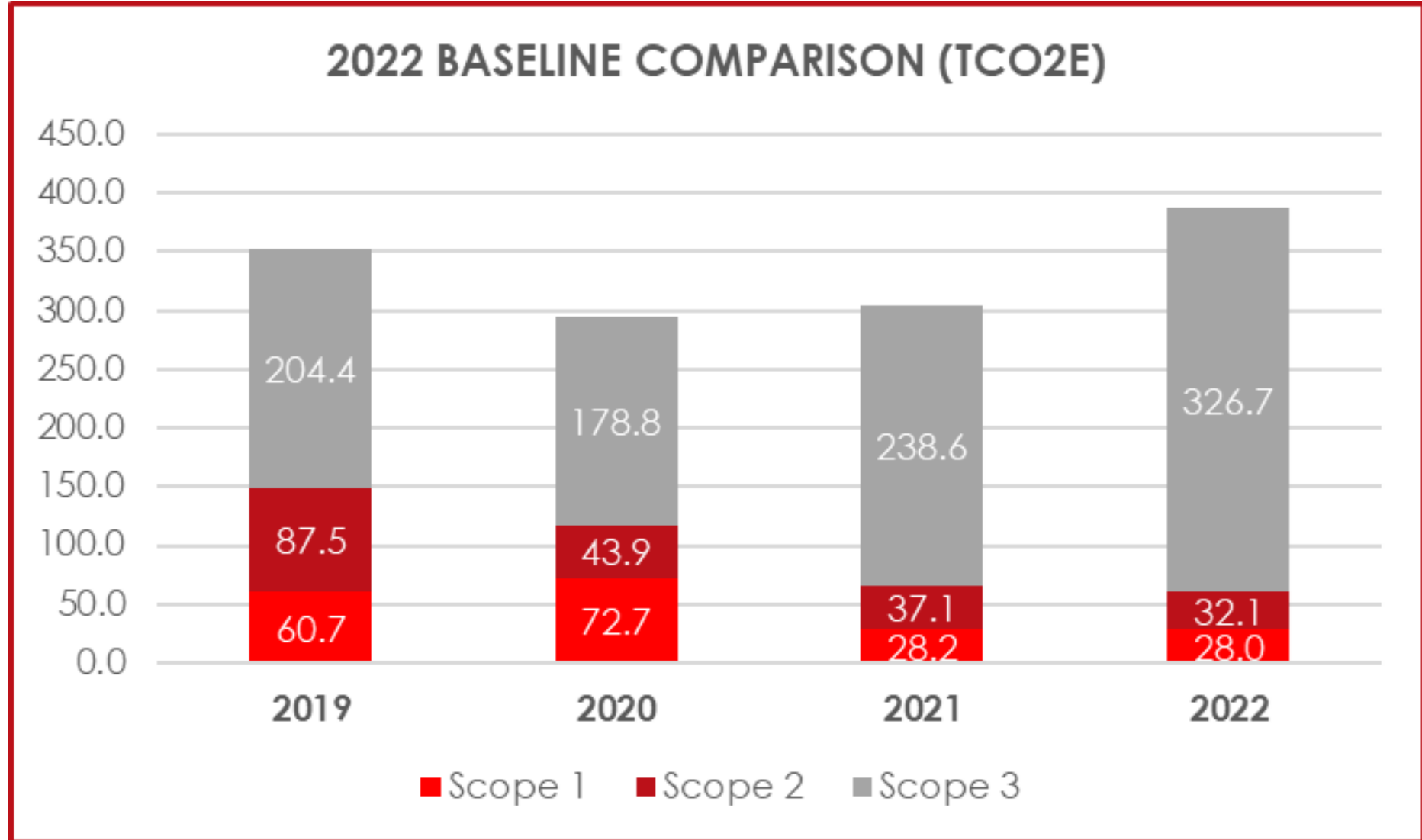


At BWB we recognise that our planet is facing a climate emergency and we have committed to playing our part in tackling climate change. In 2020 we made a 'Pledge to Net Zero', joining other organisations in the environmental services sector in a commitment to achieve net zero carbon emissions by 2050. This paper reports on progress made in the 2022 calendar year against our baseline assessment undertaken in 2019.



## Summary

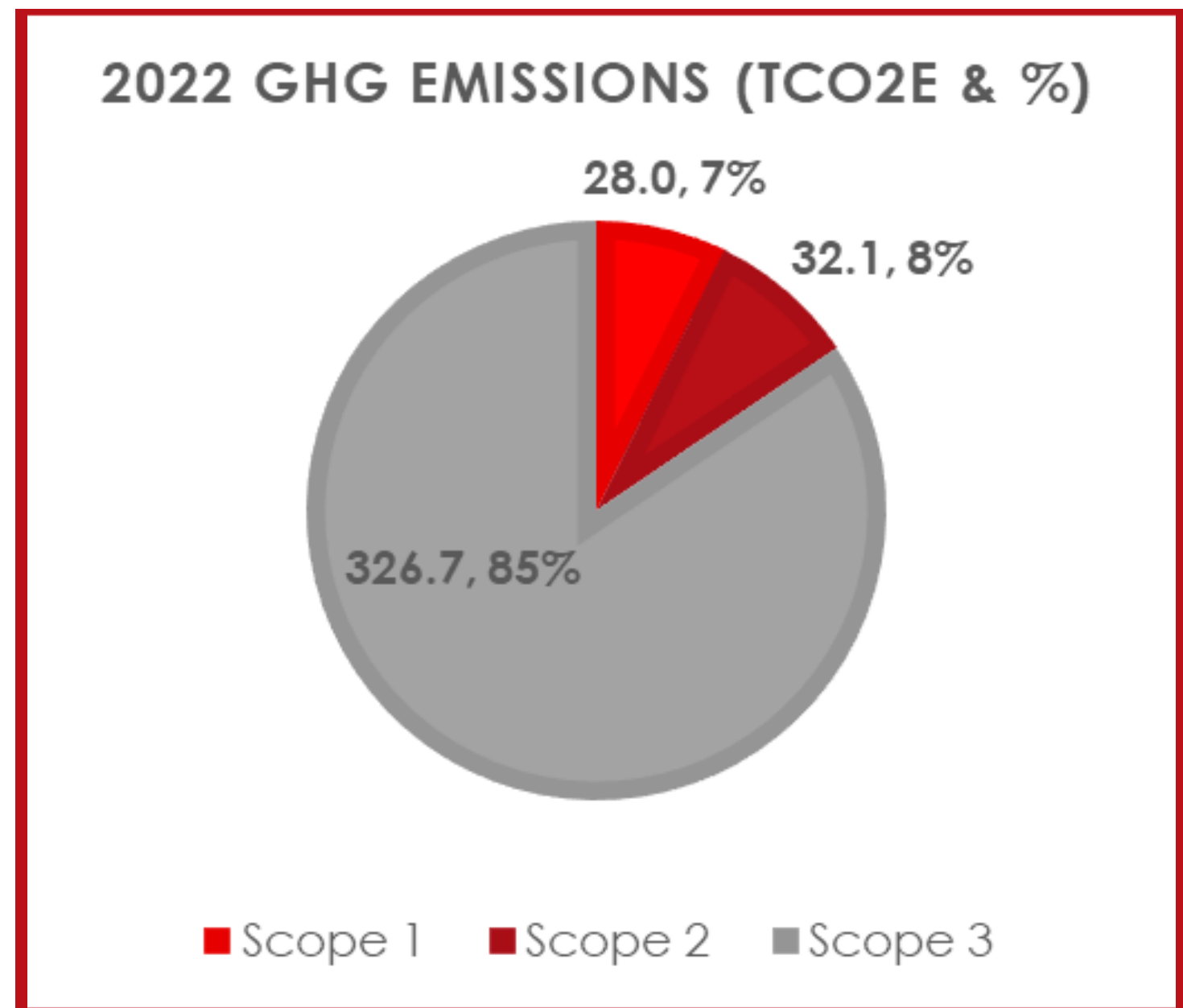
Compared to our 2019 baseline:

- Scope 1 emissions from our company fleet and air conditioning systems have reduced 54%
- Scope 2 emissions associated with energy use in our offices have reduced 63%
- Scope 3 emissions, other indirect emissions associated with our activities, have increased 60%

We have made significant progress in reducing our Scope 1 and Scope 2 emissions which have decreased by 59% compared to our baseline year and are down 8% since 2021.

Our Scope 3 emissions have increased, however, which has resulted in a 10% increase in our total greenhouse gas emissions since 2019. Significant business growth and expansion of our Scope 3 inventory since 2019 are the principal contributors to this net increase.

Despite the increase in Scope 3 emissions, carbon intensity per employee is down 20% compared to our 2019 baseline with an estimated 1.1 tCO<sub>2</sub>e per employee in 2022 (based on average annual staff numbers), compared to 1.38 tCO<sub>2</sub>e per employee in 2019.



## Scope 1 & 2

The considerable reduction in our Scope 1 and 2 emissions has been achieved by transitioning most of our company fleet to hybrid and fully electric vehicles, switching two of our offices to certified green energy tariffs and reducing our leased office space in London and Birmingham.

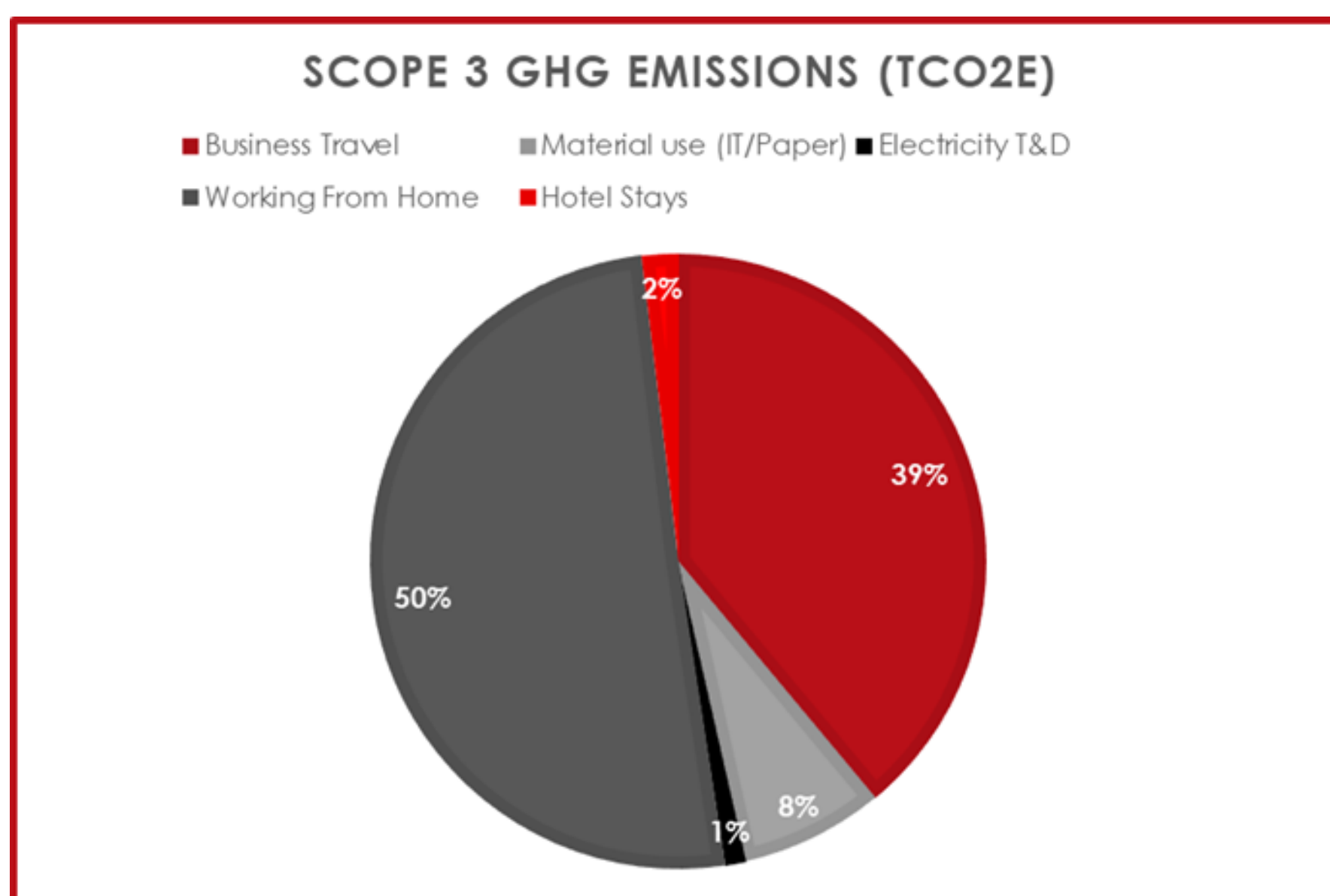
We will continue to build on this and have replaced two of our three remaining diesel vans with hybrid models since the start of 2023. We will be working with our landlords to encourage a switch to renewable energy supplies where they are not already in place and looking to implement energy saving measures across all our offices.

## Scope 3

The increase in our Scope 3 emissions compared to our 2019 baseline was not unexpected due to the significant growth in the company over this period. The company headcount has grown by 38% since 2019 and by 19% since 2021. In addition, we have expanded our Scope 3 inventory as we strive to continually improve our emissions reporting and reduction efforts.

Our scope 3 emissions account for 85% of our total emissions and include electricity transmission and distribution, estimated energy consumption from working at home, IT and other large electrical equipment purchases which were not included in the baseline. Hotel stays have also been included for the first time in 2022. Scope 3 is expected to expand further to encompass other areas including employee commuting, and emissions associated with our supply chain and waste. As a result, we are planning to recalculate our baseline to enable a meaningful comparison with like-for-like over time and ensure that we can remain committed to achieving our targets of a 30% reduction in Scope 1, 2 & 3 emissions by 2025.

While our overall Scope 3 emissions have increased, those associated with business travel are 37% lower than in 2019. By continuing to use virtual meeting technology where appropriate and encourage the use of public transport instead of driving we are managing to maintain some of the significant reductions that resulted from the pandemic lockdown measures. This year we have also launched a salary sacrifice electric vehicle scheme to incentivise people to switch to electric vehicles and support a reduction in the emissions associated with our grey fleet business mileage.



## Sustainable Design

In addition to reducing the emissions associated with our operations, we recognise the significant impact the design and consultancy solutions we provide can have on carbon emissions and the environment. We are committed to designing for climate change, and a net zero future, providing solutions that support the UK's transition to a low carbon economy and net zero by 2050.

In December 2022 we launched our Sustainable Design Action Plan, setting out our strategy for increasing our knowledge and capability within the business as we aspire to deliver better sustainable solutions to our clients and reduce the emissions associated with our projects. Due to the importance of this initiative the Executive Board has made a significant investment to ensure demonstrable progress is made with Sustainable Design. A Q1 review against the Action Plan objectives has been carried out and confirms that we are on-track with our ambitious transition across 2023 for carbon and climate change to be key considerations in the schemes that we design.