

CARBON REDUCTION PLAN

Supplier name: Rider Levett Bucknall UK Limited

Publication date: March 2026

Commitment to achieving Net Zero: RIDER LEVETT BUCKNALL UK Limited is committed to achieving net zero emissions for its UK operations by 2040, as per The Climate Pledge, or by 2050 at the latest in line with the 2015 Paris Agreement.

RLB UK commits to:

- Regular reporting
- Carbon elimination
- Credible, verified carbon offsets with co-benefits linked to the Sustainable Development Goals
- Supporting nature-based solutions via voluntary additional tree planting where possible

Our baseline and latest available annual emissions report are set out below in response to the requirement for major Government suppliers to publish a Carbon Reduction Plan in line with Policy Procurement Notice 06/21.

In 2020 we moved our baseline year from 2010/11 to 2019/20.

In 2024, we started working with Planet Mark to calculate and verify our carbon emissions, allowing for more robust data collation and processing.

BASELINE EMISSIONS FOOTPRINT

Baseline Year 2019/20 (1 May 2019 – 30 April 2020)

EMISSIONS	TOTAL (tCO ₂)	COMMENTS
Scope 1	62.32	Sources include office heating and company vehicle emissions.
Scope 2	34.73	Sources include lighting and small power, and district heating.
Scope 3 (total)	1117.12	<i>Sources include:</i> Business travel (air, road, rail, and associated well-to-tank and transmissions and distribution losses); waste-related emissions; and well-to-tank and transmissions and distribution losses associated with Scope 1 and 2. <i>Excluded:</i> 4. Upstream transportation and distribution – we did not measure products purchased nor the related transportation and distribution of any products purchased. 7. Employee commuting – this was not calculated in our baseline year. 9. Downstream transportation and distribution – RLB does not manufacture any product to distribute.
<i>Subcategories</i>		
5. Waste generated in operations.	1.61	

6. Business travel (air, road and rail)	1,119.76	This excludes emissions from hotel stays.
Total Emissions	1,214.17	
Total emissions after offset	758.17	Purchased 456 tCO ₂ e Gold Standard Carbon Offsets.

Additional Details relating to the Baseline Emissions calculations

This Baseline includes:

- Scope 1 (gas, fuel use in company-owned vehicles)
- Scope 2 emissions (electricity and district heating)
- Scope 3 emissions (employee business travel from road, air and rail; emissions resulting from our waste disposal; consequential emissions associated with our direct and indirect use of energy and our wider business travel including the well-to-tank and transmission and distribution losses associated with these, and radiative forcing for air travel.)

Our baseline does not include employee commuting, hotel stays and taxis nor wider emissions in our value chain from purchased goods and services as we have gradually scoped these in over time.

We will incorporate Scope 3, Category 7: Employee Commuting from 2025/26.

CURRENT EMISSIONS REPORTING

Reporting Year: 2024/25 (1 May 2024 – 30 April 2025)

EMISSIONS	TOTAL (tCO ₂)	COMMENTS
Scope 1	29.57	The majority of emissions come from gas consumption as RLB UK has one company-owned vehicle).
Scope 2	22.45	Sources include lighting and small power, district heating, onsite heat and steam (excluded in baseline figures) and fleet plug-in hybrid electric vehicles (PHEV, excluded in baseline figures).
Scope 3 (total)	3,583.54	<i>Sources include:</i> 1. Purchased goods and services. 3. Fuel- and energy-related activities 5. Waste 6. Business travel (air, road, hotel stays, rail) <i>Excluded:</i> 2. Capital goods 4. Upstream transportation and distribution. 7. Employee commuting (we will calculate emissions arising from commuting in the 2025/26 carbon accounting year) 8. Upstream leased assets 9. Downstream transportation and distribution 10. Processing of sold products 11. Use of sold products

		12. End-of-life treatment of sold products 13. Downstream leased assets 14. Franchises 15. Investments Well-to-tank emissions are once again included in these calculations as part of Planet Mark's extended Scope 3 calculations.
<i>Subcategories</i>		
1. Purchased goods and services.	1,862.8	Calculated using spend-based data for our first year
3. Fuel- and energy-related activities	41.19	Includes emissions from the extraction, production and transportation of fuels, electricity and other energy purchased and consumed but occurring off-site. Includes emissions from Well to Tank and Transmission and Distribution Losses.
5. Waste generated in operations.	1.1	Includes emissions from third-party disposal and treatment of waste generated. Includes both solid waste and wastewater.
6. Business travel (air, road, rail and hotel stays)	1,678.79	Includes emissions from the transportation of employees for business-related activities in vehicles owned or operated by third parties, such as aircrafts, trains, buses, and passenger cars. It does not include employee commuting or travel in company-owned vehicles. It includes WTT emissions.
Total Emissions	3,635.88	Market-based figure
Total Emissions after offset	2,612.88	Purchased 1023 tCO ₂ e ICROA-accredited Carbon Offsets which have social co-benefits.

EMISSIONS REDUCTION TARGETS

RLB has continued to experience significant growth following the period when our new baseline was established. Average annual employee numbers have risen from 637 in 2019/20 to 1,083 in 2024/25. Our carbon intensity (pre-offsets) has increased over this period from 1.91 tCO₂e/employee/year in 2019/20 to 3.4 tCO₂e/employee/year in 2024/25. This is due to collating more Scope 3 data since our baseline year,

In order to continue our progress to achieving net zero carbon, we have adopted the following carbon reduction initiatives:

- We will work with our landlords to encourage the move to REGO-certified electricity tariffs, and we will review office moves in line with our net zero target.
- Having calculated our supply chain emissions using spend-based data, we will move to activity-based data calculations and engage with our suppliers to collate their reported emissions.
- We will develop a supplier engagement programme to work together with our supply chain on carbon reduction initiatives.

- Our unavoidable emissions arising from business-critical activities will continue to be offset via the purchase of Gold Standard or VCS carbon offsets aligned to the Oxford Principles. In 2024/25 our unavoidable carbon emissions included our emissions from Scopes 1, 2, and Scope 3: Business Travel (excluding road domestic flights, Business Class flights taken out of policy; and including hotel stays). More details regarding our offset purchase will be found in our ESG Report 2025.

SUMMARY OF OUR TARGETS

TARGET	Date and Percentage (where applicable)
Renewable electricity across all offices by 2030.	Purchased REGO-certified renewable electricity for 100% of our UK offices.
Develop net zero pathway	Once we have collated Employee Commuting emissions data and have our full Scope 3 emissions calculated, we will work with Planet Mark to develop interim net zero targets and a decarbonisation pathway.
Net Zero by 2040, or 2050 at the latest	Achieve net zero in UK by 2040 in line with The Climate Pledge, or by 2050 at the latest, in line with the Paris Agreement.

CARBON REDUCTION PROJECTS

Completed Carbon Reduction Initiatives

The following carbon reduction initiatives have been completed or implemented since our 2019/20 baseline.

Key measures included:

- Installation of LED lighting with PIR controls.
- Use of modern VRF heating, ventilation and cooling systems.
- Tight operational control of equipment including small power uses.
- Signed up to The Climate Pledge committing RLB to net zero carbon emissions by 2040.
- Cementing our travel hierarchy to reduce travel and encourage use of telecommuting. Since 2020 we have adopted a hybrid working model, supported bike-to-work schemes (including e-bikes) and offer annual rail passes via salary sacrifice.
- In 2022, we introduced a salary sacrifice scheme for electric vehicles. In 2025 we expanded this offer to include secondhand EVs.
- Purchase of Renewable Energy Guarantee of Origin (REGO) backed green electricity with zero emissions where we are responsible for electricity procurement.
- Purchase of Gold Standard Carbon or VCS offsets with co-benefits equivalent to our annual unavoidable business activities since 2016.

In the future we will implement further measures such as:

- Further energy efficiency projects in our offices to aligned to our ESOS Phase 3 audit recommendations, focusing on carbon reduction from vehicle use.
- Focus on achieving SKA Gold in all new office selection/fit out.
- Adhering to our office moves policy to move away from gas and towards fully electric offices.
- Prioritising landlords on renewable energy tariffs.
- Complete our Scope 3 emissions calculations by calculating Employee Commuting.

DECLARATION AND SIGN OFF

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

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 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 Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard – with the exception for this report of Scope 3 emissions associated with Employee Commuting. These emissions will be updated in our next year's report.

This Carbon Reduction Plan has been reviewed and signed off by the Board of Directors.

A handwritten signature in black ink, appearing to be 'Mark Weaver', is written over a horizontal line.

Signed on behalf of the Rider Levett Bucknall UK Ltd Board
Mark Weaver, Director
March 2026