

# Carbon Reduction Plan

Bidder name: Mills & Reeve

Publication date: January 2024

## Commitment to achieving Net Zero

Mills & Reeve is committed to achieving Net Zero emissions by 2050

## Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

**Baseline Year: FYE June 2021 – May 2022**

### Additional Details relating to the Baseline Emissions calculations.

These baseline emissions are based on calculations produced and validated by Net Zero Now, which covers period of our financial year 1<sup>st</sup> June 2021 – 31<sup>st</sup> May 2022. Emissions for both this baseline year and current reporting year are calculated following a market-based methodology. This is an updated baseline (previously the baseline was FYE June 2020 – May 2021), due to Mills & Reeve switching carbon accountants between these years. As part of this switch, a more complete measurement of the required scope 3 categories was undertaken, which establishes a more useful baseline from which to set targets. Additionally, FYE June 2021 – May 2022 is more reflective of business as usual following the return to office post-pandemic.

### Baseline year emissions:

<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>375.036</b>
<b>Scope 2</b>	<b>0.000 (Market-based methodology)</b>
<b>Scope 3</b> (Included categories: Business travel, Employee commuting, Waste generated in operations, Upstream transportation and distribution, Downstream transportation and distribution.)	<b>683.305</b>

<b>Total Emissions</b>	<b>1,058.341</b>
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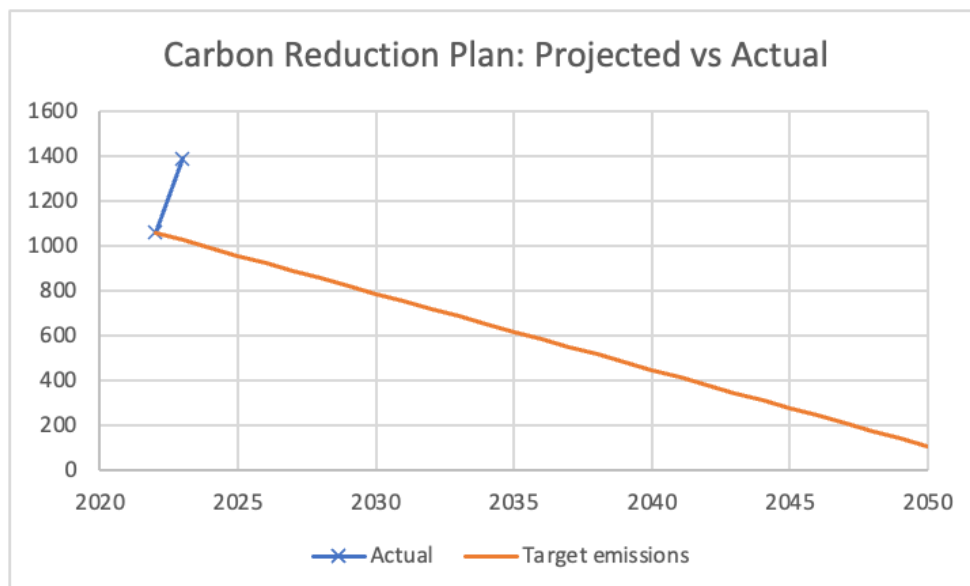
### Current Emissions Reporting

Reporting Year: FYE June 2022 – May 2023	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	157.700
Scope 2	0.000 (Market-based methodology)
Scope 3 (Included categories: Business travel, Employee commuting, Waste generated in operations, Upstream transportation and distribution, Downstream transportation and distribution.)	1,231.131
<b>Total Emissions</b>	<b>1,388.831</b>

**Progress against these targets can be seen in the graph below:**

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to 1,111.065 tCO<sub>2</sub>e by 2027. This is a reduction of 20% and is in line with our net zero target for 2050.



## **Carbon Reduction Projects**

### **Completed Carbon Reduction Initiatives**

The following environmental management measures and projects have been completed or implemented since the original 2021/2022 baseline.

The carbon emission reduction achieved by these schemes equate to 218 tCO<sub>2e</sub>, a 58% reduction against the 2021/2022 baseline and the measures will be in effect when performing the contract.

Briefly provide details of some of your completed carbon reduction projects. This is for information only.

- We gained ISO 14001 in December 2023 giving us a universal international standard for environmental management
- In comparison with our previous financial period, our overall energy consumption has increased by 3% or 117.87 MWh
- Although our consumption has stayed relatively the same, our emissions have dropped significantly due to us being on Biogas instead of Natural gas - we switched our contracts to Biogas in October 2021
- This financial period is the first since 2019 that has not been impacted by the pandemic - meaning a return to business as usual, with the firm continuing to operate a hybrid working model
- We have been able to gain more detail on our supplier spend and more accuracy on our travel
- Our commuting, home working and travel data is now the most accurate it has ever been thanks to the tenacity and expertise we have bought in to the firm
- We have implemented several schemes in the offices to reduce the operating times of building management and now do not heat or cool buildings when they are unoccupied. This was possible thanks to us completing our ESOS phase 3 audits. We are reviewing the recommendations over the next financial year to see what other opportunities there are.
- Single-use plastic takeaway containers removed from our three catering outlets and replaced with biodegradable alternatives
- We now monitor waste and water use across all offices and communicate this along with the monthly energy consumption to staff via our internal sustainability hub

### **In the future we hope to implement further measures such as:**

- Submit our near- and long-term targets to SBTi for validation by September 2024 - we are committed to become net zero for all scopes by 2050 in line with their pathway
- Gather data from our suppliers on their commitments to Net Zero and have greater transparency of our supply chains emissions
- Scoping out the possibility of on-site energy generation – specifically solar panels
- Bite sized training modules on sustainability and wider ESG related matters to provide more education and awareness of our operations, as well as supporting our employees on ways they reduce their own emissions in their day-to-day behaviours
- Set up a lift sharing scheme with MobilityWays initially in our Norwich office alongside a wider consultation plan for sustainable commuting and travel across all of our locations

- Travel, commuting and homeworking accounts for over 1,000 tCO<sub>2</sub>e of our scope 3 emissions total and is certainly a key focus for us
- 2024 will see us turn our focus to partnerships exploring biodiversity and nature based solutions for carbon emissions mitigation
- Explore incentives for employees to switch to renewable energy at home
- Explore possibility for salary sacrifice scheme for electric cars
- Increase uptake of cycle to work scheme

## **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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

## **Signed on behalf of the Bidder:**

Charles Staveley, Senior Partner

Date: January 2024