

Carbon Reduction Plan

Bidder name: Mills & Reeve

Publication date: January 2025

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 the period of our financial year 1 June 2021 – 31 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, we established a more complete measurement of the required scope 3 categories, which provides 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: FYE June 2021 – May 2022 | |
| EMISSIONS | TOTAL (tCO₂e) |
| Scope 1 | 375.036 |
| Scope 2 | 0.000 (market-based methodology) |
| Scope 3 (Included categories: Business travel (including hotel stay), Employee commuting (including homeworking) Waste generated in operations, Upstream transportation and distribution, Downstream transportation and distribution.) | 681.224 |
| Total Emissions | 1,056.260 |

Current Emissions Reporting

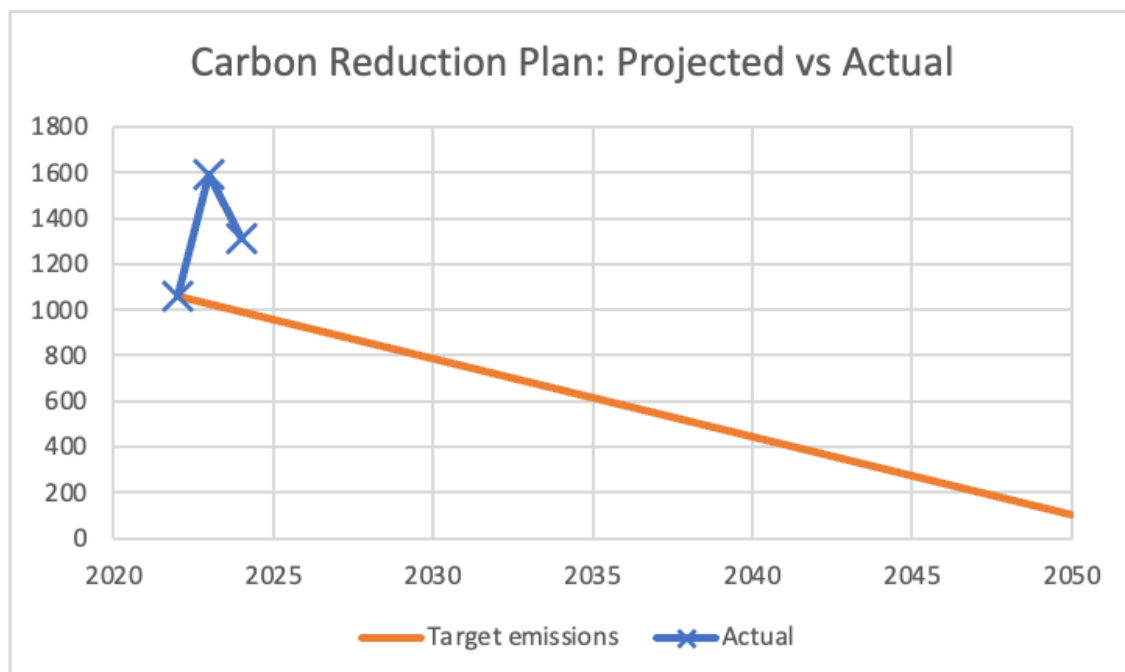
| Reporting Year: FYE June 2023 – May 2024 | |
|--|----------------------------------|
| EMISSIONS | TOTAL (tCO ₂ e) |
| Scope 1 | 259.791 |
| Scope 2 | 0.000 (market-based methodology) |
| Scope 3 (Included categories: Business travel (including hotel stay), Employee commuting (including homeworking) Waste generated in operations, Upstream transportation and distribution, Downstream transportation and distribution.) | 1052.253 |
| Total Emissions | 1,313.044 |

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we've adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to 957.442 tCO₂e by 2028. This is a reduction of 20% and is in line with our net zero target for 2050.

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



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2021/2022 baseline. The carbon emission reduction achieved by these schemes equate to 114 tCO₂e, an 11% reduction against the 2021/2022 baseline and the measures will be in effect when performing the contract.

We gained ISO 14001 in December 2023, and continue to maintain the standard.

In comparison with our previous financial period, electricity consumption has decreased by 14% or 508.41 MWh. We're still on 100% renewable electricity across our owned offices, but efforts to increase energy efficiency have reduced electricity consumption. For example, we've implemented several schemes in our offices to reduce the operating times of building management and now don't heat or cool buildings when they are unoccupied.

Gas consumption has increased by 4% compared to our previous financial period, but we are still on a biogas contract which we intend to maintain. The move of the Birmingham offices to a BREEAM rated excellent building in June 2024, that is powered by an entirely electric heating system, will produce a significant gas reduction in our 2025 FYE calculation.

We've continued to engage with our supply chain to start collecting direct emissions data and hope to see this reap benefits in 2025.

We submitted our near- and long-term targets to SBTi in November 2024, for validation by early 2025 – we're committed to becoming net zero for all scopes by 2050 in line with their pathway.

We also launched our flagship biodiversity project in Norfolk with long standing client Albanwise Environment to restore a wetland and ultimately generate carbon offsets in the future.

Our commuting and homeworking data continues to be monitored and again we've seen another increase in engagement from staff (68% survey response rate). This data continues to be validated by MobilityWays, who provide year on year analysis and comparison data.

We continue to monitor waste and water use across all offices and communicate this along with the monthly energy consumption to staff via our internal sustainability hub. We're committed to sharing our full GHG emissions publicly.

We set up a sustainability advisory group to support the sustainability directional approach linked to firmwide strategic objectives.

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

Early 2025 will see the launch of a lift sharing scheme with MobilityWays for the whole firm alongside a wider consultation plan for sustainable commuting and travel across all of our locations.

Launching a supplier platform tool which will be able to gather data from our critical 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.
Comply with ESOS phase 4 reporting requirements and produce our first action plan in 2025.

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.

Partnering with energy monitoring organisations to implement a project to look at smart technology which can be used efficiently in our largest building spaces to monitor usage and offer solutions for reduction initiatives.

Design and deliver internal awareness training programme with external support – (becoming a carbon literate organisation).

Declaration and Sign Off

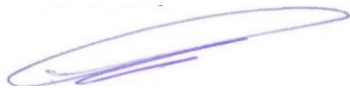
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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:



Date: 21 January 2025

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>