

Carbon Reduction Plan

October 2022

Our Commitment to Net Zero

ByrneLooby commits to achieving Net Zero before 2040. We will reach our Greenhouse Gas (GHG) emission targets by reducing emissions generated across our workplaces and through our daily operations guided by our ISO accredited policies and procedures that promote sustainable and environmentally friendly working practices.

Corporate Carbon Reduction Plan

ByrneLooby address emissions across our workplaces and operations by adopting environmental management measures and targets to achieve goals set out in our net-zero carbon strategy. This strategy is aligned with Procurement Policy Note (PPN) 06/21 in the UK, and other similar policies within our other markets.

We measure our workplaces and operational GHG emissions annually, following the required reporting standards and use our environmental management measures and targets to ensure we are exceeding our emissions reduction targets. We compare our carbon emission measurements against our baseline emissions (the record of the greenhouse gases that we produced in the past before introducing our Carbon Reduction Plan) across scopes 1, 2 and 3 to ensure we meet our 2040 zero targets. Our approach ensures we make impactful changes in our operations, our company culture and across all of our global offices.

Ethical Responsibility and Our Care of Duty For Our Clients

ByrneLooby is also committed to our responsibility to assist clients in improving resilience and helping them in their journey towards reducing their carbon emissions and achieving net-zero goals. Our pillar of Technical Excellence prioritises continued innovation, such as introducing new technologies and green innovation across our projects. Our pillar of Commitment to Clients guides our ethical duty to provide them with sustainable schemes that improve the quality of life and preserve natural resources and ecosystems for future generations. We have an in-house Environmental and Sustainability team who work with companies, governments and private entities to reduce their carbon by developing strategic carbon reduction plans and our experts advise clients on sustainable solutions and provide Environmental Management Plans (EMPs).

“ByrneLooby has committed to achieving Net Zero before 2040”

OUR CARBON REDUCTION PLAN

Our Baseline emissions footprint is a record of the greenhouse gases that have been produced in 2019 prior to the introduction of any strategies to reduce emissions. The baseline measurements shall serve as a reference point for which future emission reductions will be benchmarked against.

Baseline emissions footprint

Baseline year: 2019

tCO₂e for scope 1, 2 and 3 Emissions (using DEFRA GHG factors)

SCOPE	CATEGORY	Total (tCO ₂ e)
Scope 1	Natural Gas	14.9
Scope 2	Electricity	83.6
Scope 3	Waste Generated from Operations	1.5
	Staff commuting	338.4
	Business Travel - Flights	43.5
	Business Travel - Expense Claims (Cars)	79.1
	Business Travel - Company Transport (Fuel)	24.9
Total tonnes of CO₂e		571
Number of Employees		210
tCO₂e/employee		2.7

Current emissions reporting

Reporting year: 2021


tCO₂e for scope 1, 2 and 3 Emissions (using DEFRA GHG factors)

SCOPE	CATEGORY	Total (tCO ₂ e)
Scope 1	Natural Gas	11.3
Scope 2	Electricity	55.9
Scope 3	Waste Generated from Operations	2.3
	Staff commuting	97.5
	Business Travel - Flights	32.6
	Business Travel - Expense Claims (Cars)	66.4
	Business Travel - Company Transport (Fuel)	30.8
Total tonnes of CO₂e		285
Number of Employees		215
tCO₂e/employee		1.3

The following environmental management measures and projects have been completed or implemented since the 2019 baseline which resulted in a 50% total reduction of CO₂e:

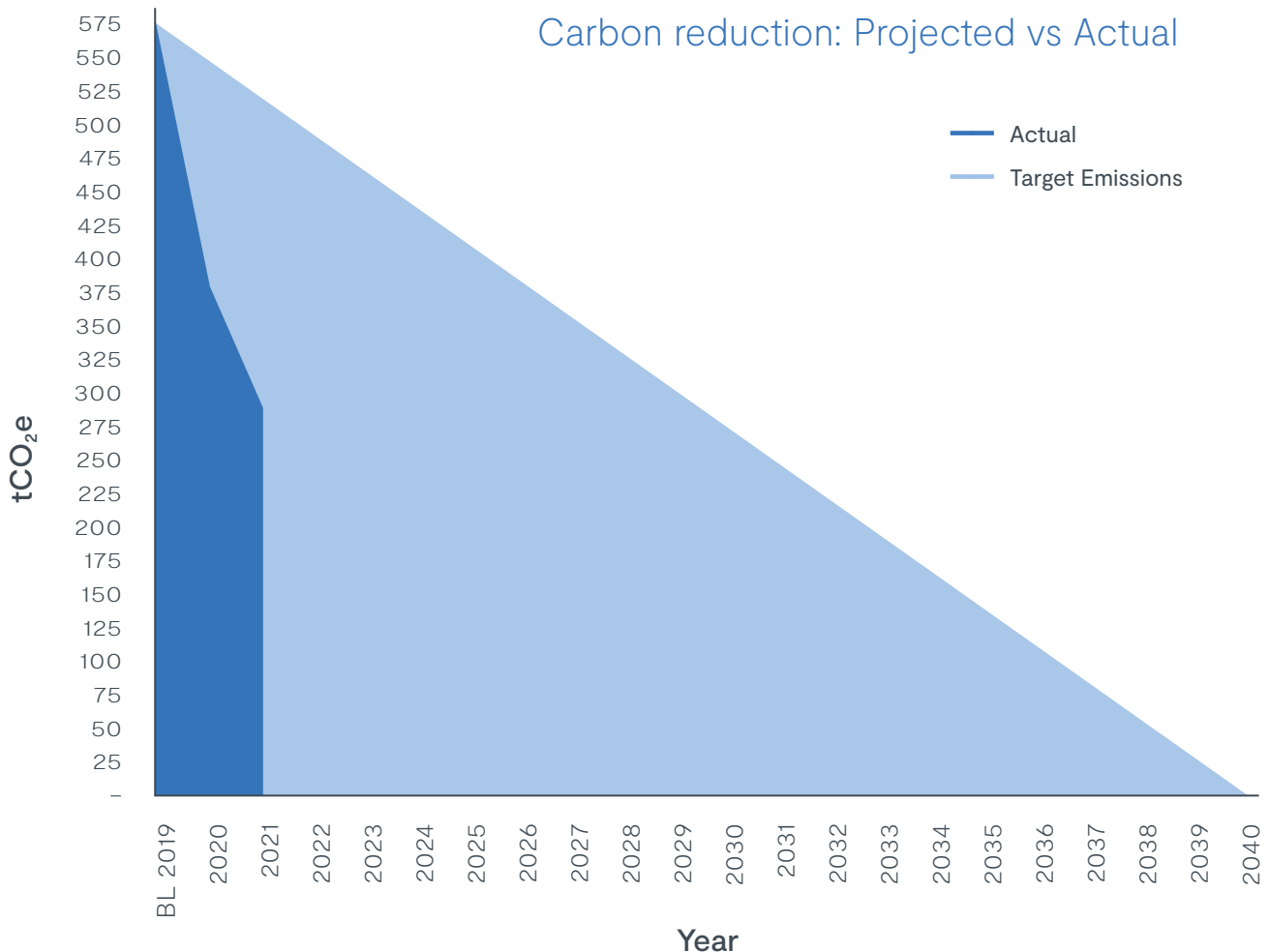
- Introduced energy efficient low carbon equipment, lighting and heating systems.
- Where possible, we procured certified 100% renewable electricity contracts.
- Encouraged staff to utilise more sustainable modes of transport and introduced electric car charging points at our offices.
- We ran an innovative communications campaign to educate and drive awareness around events such as World Environment Day.
- Replaced non energy efficient IT equipment (printers, monitors).
- Staff undertook Green Building and BREEAM training.

In addition to these initiatives, the continued decrease against the baseline position, with respect to staff commuting, has been due the encouragement of hybrid working arrangements post the Covid-19 pandemic.

 **50%** decrease | Our current target period achieved a 24% decrease in scope 1,2 and 3 emissions in 2021 from 2020 and a 50% reduction from the 2019 baseline.

ACTIONS AND PROJECTIONS

We anticipate that by implementing our current actions along with future initiatives and projects we will reach net zero as demonstrated in the graph below:



Carbon reduction: initiatives and projects

In the future we plan to implement the following initiatives and projects to achieving our Net Zero Carbon targets:

- Continue to identify opportunities to reduce our energy usage within our offices focusing on thermal insulation and air tightness.
- Continue to promote flexible / agile working arrangements to limit private and business commuting.
- Recruit a dedicated Carbon Manager who will be responsible for identifying opportunities to reduce carbon through smart design solutions, project delivery processes and adopting relevant standards and codes focused on carbon reduction.
- Continue to invest in new and smart IT, telecoms and ventilation systems.
- Encourage staff to adopt more sustainable modes of transport to reduce commuter emissions.
- Introduce a Building Management System (BMS) to control ventilation, lighting, power systems, fire systems, and security systems across all our offices.
- Run innovative carbon reduction communication campaigns to educate and drive awareness to all staff internally.
- Implementation of BREEAM standards across our current and future offices.
- Ensure ISO 14001 implementation to monitor, control and improve our environmental performance and responsibilities.
- Adopt Science Based target initiatives (SBTi) to set targets and provide guidance to ensure we satisfy future emission targets.

DECLARATION

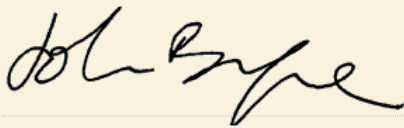
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans

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, Scope 2 and Scope 3 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 ByrneLooby:



John Byrne
Country Manager, UK & Ireland
October 2022

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>

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