



Carbon Reduction Plan

Supplier name: Gleeds Management Services Limited

Publication date: 06/12/2021 (updated with improved data since original publication on 30/09/2021).

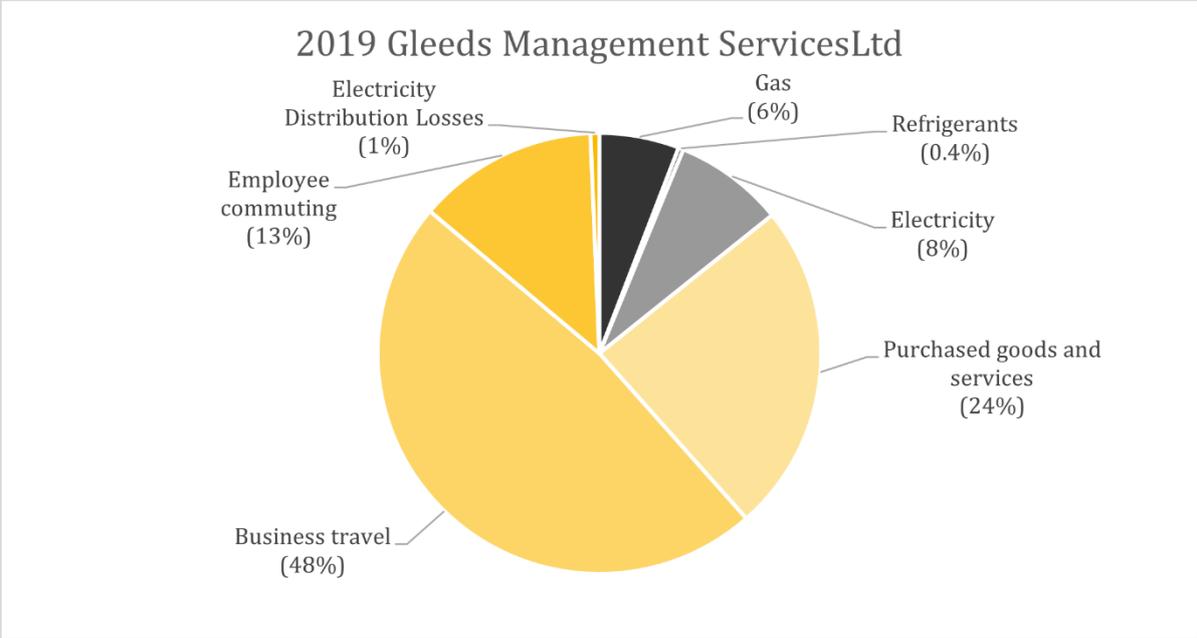
Commitment to achieving Net Zero

Gleeds Management Services Limited is committed to being net zero by 2040 across our scope 1, 2 and 3 emissions.

Baseline Emissions Footprint

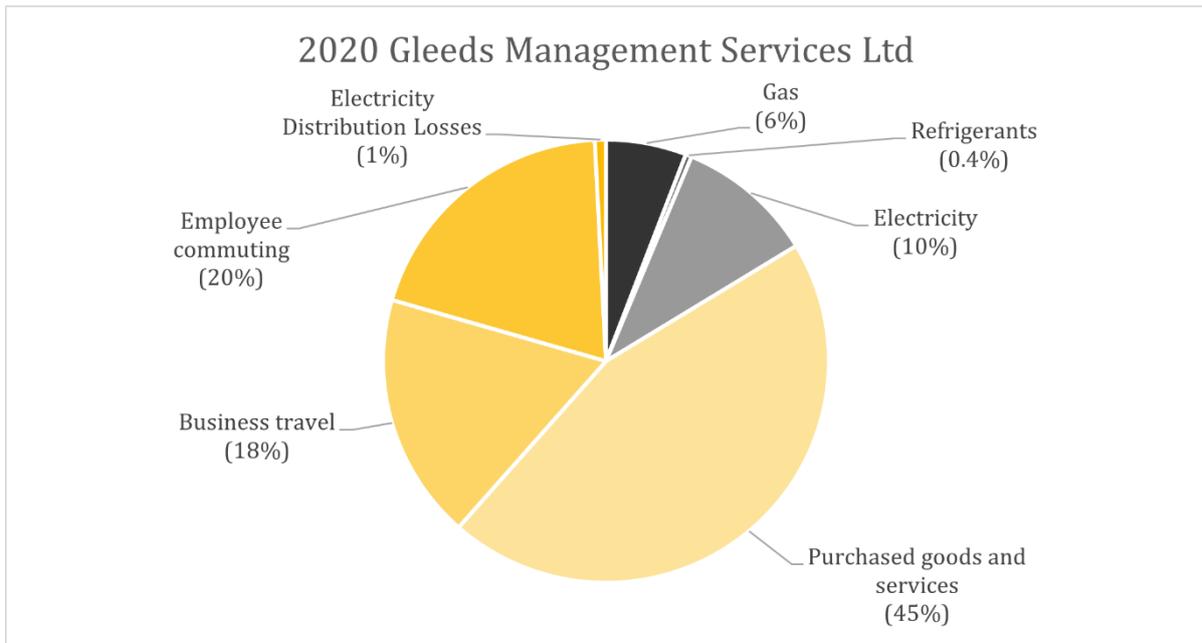
Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

| Baseline Year: 2019 | |
|---|--|
| Additional Details relating to the Baseline Emissions calculations. | |
| This is the first year that Gleeds is reporting on its carbon emissions externally. Given that 2020 was not a standard year in terms of emissions (due to the impact of COVID-19), 2019 is the most recent year to be used as a baseline. | |
| Baseline year emissions: | |
| EMISSIONS | TOTAL (tCO ₂ e) |
| Scope 1 | 88.21 |
| Scope 2 | 114.44 |
| Scope 3 (Included Sources) | 1223.85 GHG Protocol Categories Included: 1, 5, 6 and 7 |
| Total Emissions | 1426.51 |



Current Emissions Reporting

| Reporting Year: 2020 | |
|-------------------------------|---|
| EMISSIONS | TOTAL (tCO ₂ e) |
| Scope 1 | 73.41 |
| Scope 2 | 117.01 |
| Scope 3 (Included Sources) | 978.97 GHG Protocol Categories Included: 1, 5, 6 and 7 |
| Total Emissions | 1169.38 |

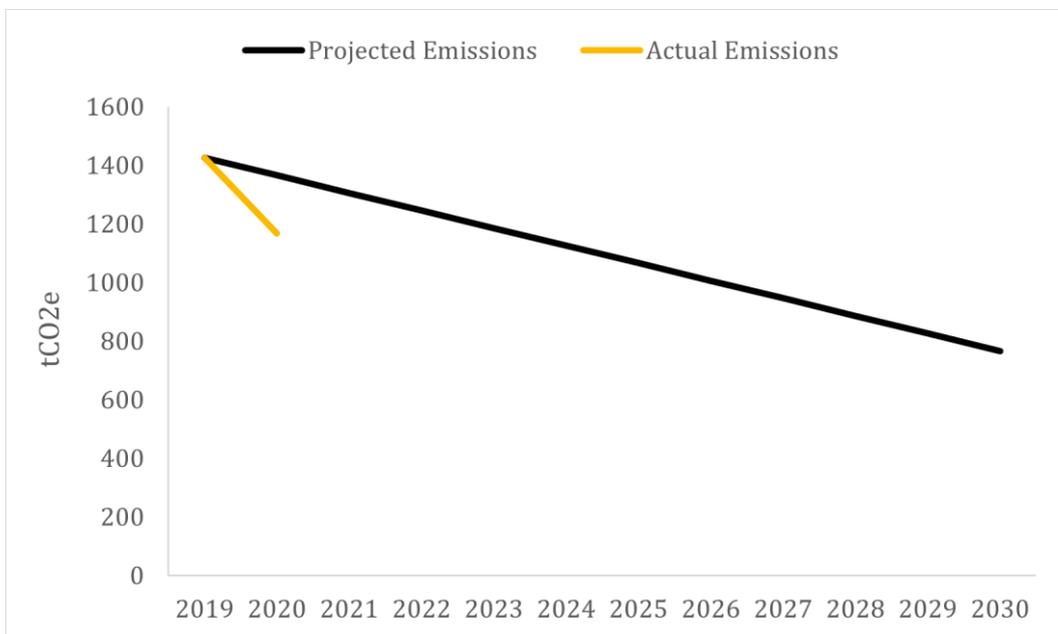


Emissions reduction targets

In order 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 1067.03 tCO₂e by 2025. This is a reduction of 25.2% from our 2019 baseline.

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 2019 baseline.

Gleeds has committed to the Science Based Targets initiative, and we aim to have our reduction targets verified by the end of Q1 2022.

ISO 14001 has been implemented across our UK operations.

We are in the process of implementing further measures such as:

Integrating requests for environmental impact data into the procurement process for new suppliers.

Procuring all electricity provided to Gleeds offices from high quality renewable tariffs.

Switching all light bulbs to LEDs and implementing sensors (where possible) to reduce the amount of time that the lights are on.

Engaging with landlords of relevant sites to discuss medium-term plans for the phase-out of fossil fuel heating systems.

Establishing business travel policies and guidance, encouraging lower carbon transport modes.

Undertaking annual surveys requesting information on specific transport modes and distance travelled, to assess our employee commuting more accurately.

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.

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>

gleeds

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

Signed on behalf of the Supplier:



Graham Harle

Date: 06/12/2021