



# Carbon Reduction Plan 2018 – 2040

Issue 7 March 2025



## Contents

Introduction

Our Sustainability Strategy

Our Carbon Reduction Plan

Introduction

Baseline (2018)

Current (2018 - 2024)

Projections (Baseline, Current, Future)

CO<sub>2</sub> Reduction Activities

Measurement & Reporting

Declaration & Sign Off

*“Desco has committed to net carbon neutrality in our operations by 2030 and net zero carbon by 2040”*

## Introduction

As a consultant to the built and natural environment, we have to balance the wants and needs of society with safeguarding the future of the planet. We have a contractual obligation to deliver the professional services required by our clients and an ethical obligation to work with our clients and industry to help shape a more sustainable future.

In June 2019, parliament passed legislation requiring the government to reduce the UK's net emissions of greenhouse gases by 100% relative to 1990 levels by 2050 and recognise that British business is one of the 4 largest contributors. We want to play our part in responding to the global climate and biodiversity emergency.

Furthermore, our business has a 'noble purpose'. RAG-Stiftung, our ultimate parent, is a foundation with the long-term public duty to deal with the environmental and social commitments resulting from the closing of Germany's hard-coal mining industry. Our mission is to generate sustainable funds for the foundation, so our work directly contributes to protecting the environment.

However, we have broader ambitions. We wish to embed this noble purpose in the way we operate, the way we design and deliver our projects, and the legacy that we leave behind. To achieve this we have created a strategy for Desco that will move us towards becoming a net zero carbon business and have developed a Carbon Reduction Plan in line with PPN 06/21.

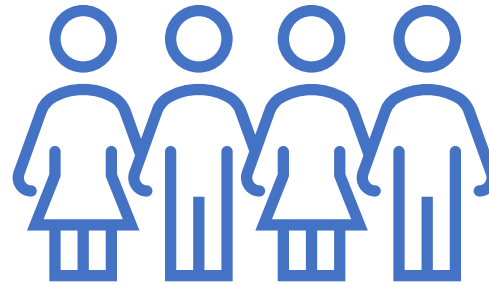


## Our Sustainability Strategy

Our ability to contribute to the global sustainability agenda, and deliver our mission, will vary depending on our business 'viewpoint'. Sustainability is never 'just one thing', it can be part of everything that we do and 'how we choose to do it'.

We have created 3 'viewpoints', aligned to our mission, to cover all areas of potential impacts and opportunities when considering our approach. Each of these have an associated business commitment which forms the foundation for our action plans. These viewpoint are:

- **Our People** lie at the heart of our business both in the way we operate and what we deliver.
- **Our Projects** are where we can make the greatest impact, promoting and embedding sustainability into the built and natural environment.
- **Our Places** covers our operational activities and facilities and the communities within which we work.



### OUR PEOPLE

*“engage, train and empower all staff to live, work and play sustainably”*



### OUR PROJECTS

*“embed and promote sustainability in our projects”*



### OUR PLACES

*“commit to net carbon neutrality in our operations by 2030 and net zero carbon by 2040”*

# Our Carbon Reduction Plan

## Introduction

We are an in-scope organisation with regards PPN 06/21. Our Carbon Reduction Plan:

- Details our organisational carbon footprint.
- Confirms our commitment to achieving carbon neutrality in our operations by 2030 and net zero carbon by 2040.
- Meets the reporting requirements set out in PPN 06/21.
- Will be updated annually.
- Is published and clearly signposted on our website.
- Is approved by our Operations Director and Head of Building Physics.
- Demonstrates a clear commitment to emissions reduction.
- Is aligned to our existing Sustainability Strategy.

**Supplier Name:** Desco (Design & Consultancy) Ltd

**Publication Date:** 3<sup>rd</sup> March 2025

**Commitment to Achieving Net Zero:** Desco (Design & Consultancy) Ltd is committed to achieving net zero carbon by 2040.

Scope No.	Scale of Scope for Desco
1	<ul style="list-style-type: none"><li>• Liquid, solid fuels and gas use in corporate offices we occupy</li></ul>
2	<ul style="list-style-type: none"><li>• Electricity use in corporate offices we occupy</li></ul>
3	<ul style="list-style-type: none"><li>• Business travel</li><li>• Upstream transportation and distribution (not applicable to the business)</li><li>• Waste generated in operations (in offices we occupy)</li><li>• Employee commuting</li><li>• Downstream transportation and distribution (not applicable to the business)</li><li>• Emissions from potable water supplied to our offices</li><li>• Purchased goods, services and consumables (Paper)</li></ul>

## 2024 Progress

2024 saw the implementation of several initiatives aimed at reducing our carbon footprint. These projects, which have been in effect for at least half of the year, are expected to contribute positively to our reduction targets. Key improvements include:

- LED Lighting upgrade: A transition to more energy-efficient LED lighting across our facilities.
- VRF Plant Improvement in our Sunderland Office: Upgrades to our central Variable Refrigerant Flow (VRF) plant to enhance energy efficiency in heating and cooling.
- Central Refuge Stations: Implementation of centralized refuge stations.
- Addition of EV car chargers to promote sustainable travel on the back of our EV car policy which 5% of staff have taken up the scheme.
- Elimination of Paper Towels: Removal of paper towels from lavatories, promoting sustainable hand drying practices.

While these initiatives are expected to yield positive results, however we also acknowledge factors that may increase our carbon footprint.

These include:

- Increased Travel: Anticipated increase in business travel.
- Increased Office Occupancy: Growth in staff numbers and subsequent increase in office presence.

Despite these challenges, we are making progress in promoting sustainable commuting. Our company car scheme currently includes five Electric Vehicles (EVs). While this represents a small percentage of our staff, it marks an important first step towards encouraging EV adoption.

This progress, along with the challenges we face, will be reflected in our 2024 carbon emissions reporting. We will also communicate these updates to all staff, reinforcing our commitment to carbon reduction and the importance of collective effort in achieving our sustainability goals.

## Our Carbon Reduction Plan

### Baseline (2018)

Our Baseline Emissions Footprint is a record of the greenhouse gases that have been produced in the past. They act as our reference point against which emissions reduction can be measured going forward.

- Gas is zero as we have removed all gas from our buildings and will continue to occupy this type of building.
- Desco is a design consultancy that produces digital information. As a result, we do not have any downstream or upstream transportation or distribution carbon emissions to calculate into the CRP.

### tCO<sub>2</sub>e for Scope 1,2 & 3 Emissions (using DEFRA GHG factors)

Baseline Year: 2018

<b>Scope 1</b>	Gas (kg CO <sub>2</sub> e)	0
<b>Scope 2</b>	Electricity (kg CO <sub>2</sub> e)	37,219
<b>Scope 3</b>	Business Travel (kg CO <sub>2</sub> e)	27,882
	Waste generated in operations in offices we occupy (Recycling) (Kg CO <sub>2</sub> e)	150
	Waste generated in operations in offices we occupy (Landfill) (Kg CO <sub>2</sub> e)	3,068
	Employee Commuting (kg CO <sub>2</sub> e)	113,097
	Emissions from potable water supplied to our offices (Kg CO <sub>2</sub> e)	338
	Purchased Goods/Consumables (Paper) (kg CO <sub>2</sub> e)	1,912
	<b>Total kg CO<sub>2</sub>e</b>	<b>183,666</b>
	<b>Total Tonnes CO<sub>2</sub>e</b>	<b>184</b>
	<b>Number of Employees</b>	<b>93</b>
	<b>CO<sub>2</sub>e/employee (t)</b>	<b>1.97</b>

## Our Carbon Reduction Plan

### Current Reporting Year (2024)

Our Current Emissions Footprint is a record of the greenhouse gases that have been produced in the past year.

- Gas is zero as we have removed all gas from our buildings and will continue to occupy this type of building.
- Desco is a design consultancy that produces digital information. As a result, we do not have any downstream or upstream transportation or distribution carbon emissions to calculate into the CRP.
- LED Lighting upgrade
- VRF Plant Improvement in our Sunderland Office
- Central Refuge Stations
- Elimination of Paper Towels.

### tCO<sub>2</sub>e for Scope 1,2 & 3 Emissions (using DEFRA GHG factors)

Current Reporting Year: 2024

<b>Scope 1</b>	Gas (kg CO <sub>2</sub> e)	0
<b>Scope 2</b>	Electricity (kg CO <sub>2</sub> e)	0
<b>Scope 3</b>	Business Travel (kg CO <sub>2</sub> e)	12,217
	Waste generated in operations in offices we occupy (Recycling) (Kg CO <sub>2</sub> e)	12
	Waste generated in operations in offices we occupy (Landfill) (Kg CO <sub>2</sub> e)	956
	Employee Commuting (kg CO <sub>2</sub> e)	41,116
	Emissions from potable water supplied to our offices (Kg CO <sub>2</sub> e)	152
	Purchased Goods/Consumables (Paper) (kg CO <sub>2</sub> e)	108
	<b>Total kg CO<sub>2</sub>e</b>	54,560
	<b>Total Tonnes CO<sub>2</sub>e</b>	55
	<b>Number of Employees</b>	100
	<b>CO<sub>2</sub>e/employee (t)</b>	0.55



## Our Carbon Reduction Plan

### Overview (2018 - 2023)

In our previous 6 years, we have delivered a 70% reduction in total tonnes of CO<sub>2</sub>e (from 184 to 55). This has been achieved through:

- Installation of smart meters (water and electricity) wherever possible.
- Introduction of retrofitted low carbon solutions (LED lighting, lighting Controls, power down/off IT equipment).
- Purchase of energy efficient equipment and products to replace older, less efficient products.
- Promotion of Green travel for work-& commuting related travel. (Cycle to Work, Car Sharing & Public Transport).
- Agile Working (Remote Working).
- Scope 2 is 100% renewable energy as of September 2021.

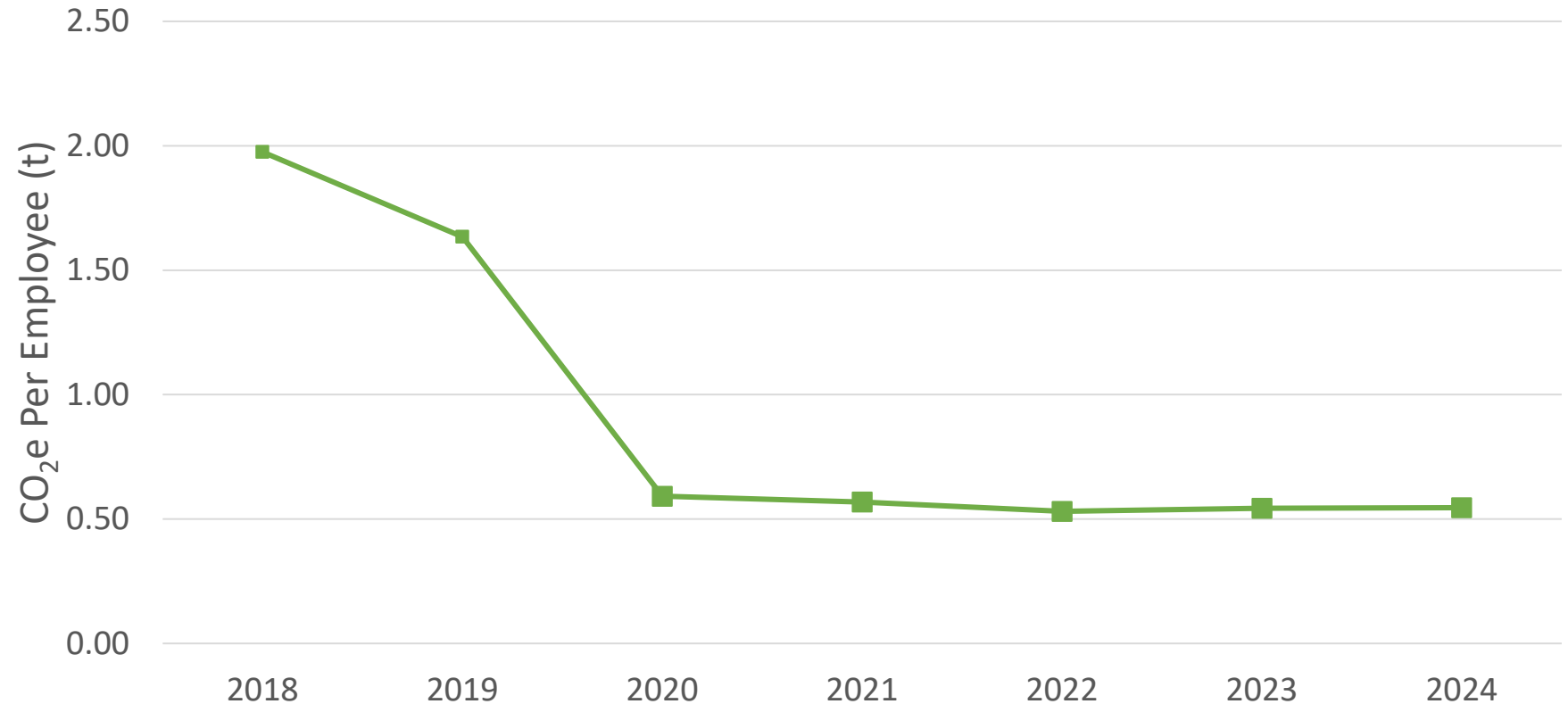
tCO <sub>2</sub> e for Scope 1,2 & 3 Emissions (using DEFRA GHG factors)		2018	2019	2020	2021	2022	2023	2024
<b>Scope 1</b>	Gas (kg CO <sub>2</sub> e)	0	0	0	0	0	0	0
<b>Scope 2</b>	Electricity (kg CO <sub>2</sub> e)	37,219	33,422	22,958	14,114	0	0	0
<b>Scope 3</b>	Business Travel (kg CO <sub>2</sub> e)	27,882	27,478	11,356	12,008	14,572	12,762	12,217
	Waste (Recycling) (Kg CO <sub>2</sub> e)	150	153	60	27	25	25	12
	Waste (Landfill) (Kg CO <sub>2</sub> e)	3,068	3,104	1,254	821	1,030	809	956
	Employee Commuting (KgCO <sub>2</sub> e)	113,097	105,598	24,656	26,725	31,962	36,624	41,116
	Water (Kg CO <sub>2</sub> e)	338	351	330	130	117	147	152
	Purchased Goods/Consumables (Paper) (kg CO <sub>2</sub> e)	1,912	1,460	343	149	75	159	108
	<b>Total kgCO<sub>2</sub>e</b>	<b>183,666</b>	<b>171,567</b>	<b>60,957</b>	<b>53,975</b>	<b>47,781</b>	<b>50,526</b>	<b>54,560</b>
	<b>Total Tonnes CO<sub>2</sub>e</b>	<b>184</b>	<b>172</b>	<b>61</b>	<b>54</b>	<b>48</b>	<b>51</b>	<b>55</b>
	<b>Number of Employees</b>	<b>93</b>	<b>105</b>	<b>103</b>	<b>95</b>	<b>90</b>	<b>93</b>	<b>100</b>
	<b>CO<sub>2</sub>e/employee (t)</b>	<b>1.97</b>	<b>1.63</b>	<b>0.59</b>	<b>0.57</b>	<b>0.53</b>	<b>0.54</b>	<b>0.55</b>

## Our Carbon Reduction Plan

### Current (2018 - 2024)

As well as a 70% reduction in our total tonnes of CO<sub>2</sub>e, more importantly, our per employee metric has also reduced significantly (72%) an important metric when potential future business growth is taken into account.

CO<sub>2</sub>e for Scope 1, 2 & 3 Emissions per Employee; Using DEFRA GHG Conversion Factors



## Our Carbon Reduction Plan

### Projections (Baseline, Current, Future)

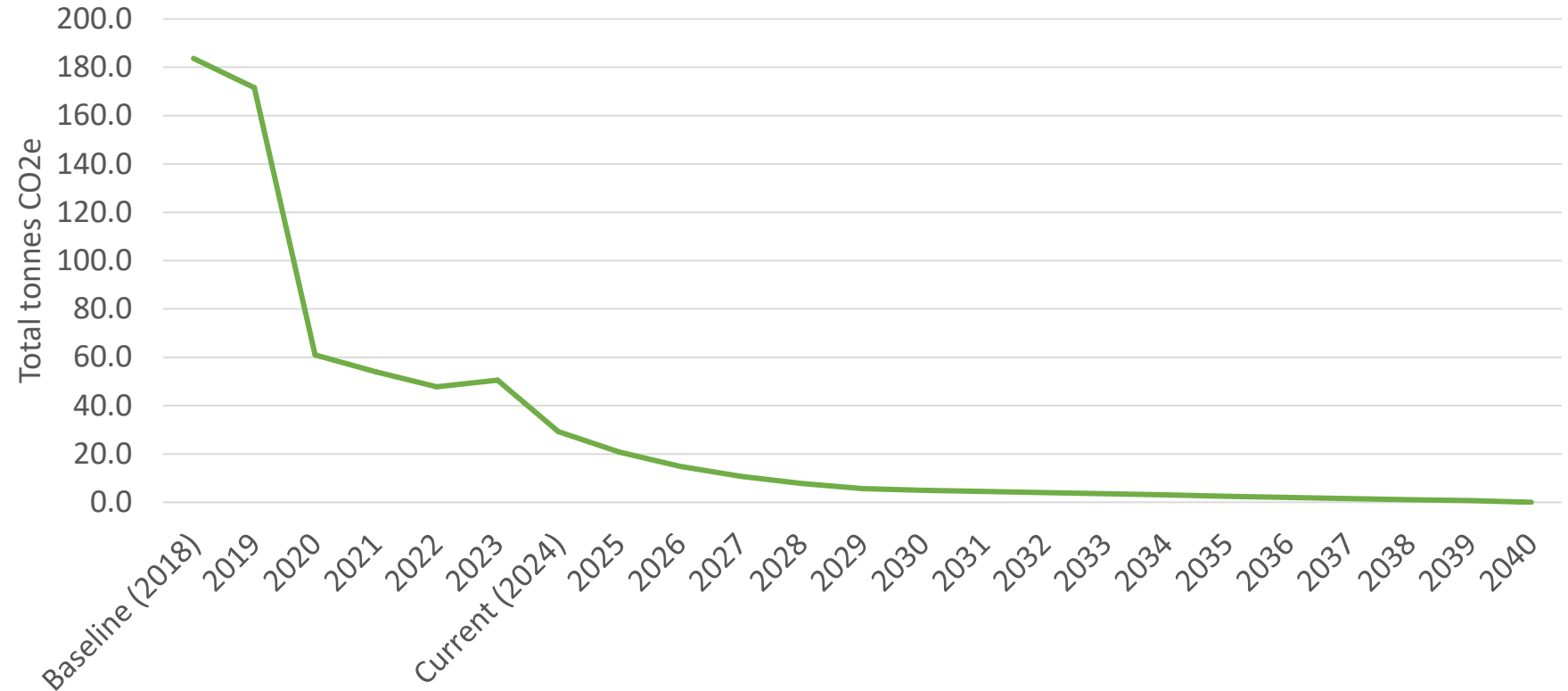
In order to continue our progress to achieving Net Zero, we have adopted carbon reduction targets.

We project that carbon emissions will decrease over the next 15 years to net zero tCO<sub>2</sub>e by the end of 2040. This is a total reduction of 98% from our 2018 baseline.

We still need to Offset a small element (4 tCO<sub>2</sub>e) of scope 1, 2 & 3 emissions via internally approved and externally verified offset schemes to achieve NZC by 2040.

Our reductions are not a simplistic linear progression to zero; we have projected the impact on our carbon reduction targets of each activity and can therefore present a more predictable – and therefore accurate – reduction plan.

Projections to Net Zero for CO<sub>2</sub>e for Scope 1&2 Emissions; Using DEFRA GHG Conversion Factors for Company Reporting



## Our Carbon Reduction Plan

### CO<sub>2</sub> Reduction Activities

Scope	Topic	Description	Action	Target
1	Gas	We've removed all Gas from our buildings and will continue to occupy this type of building .	None	Zero GHG Emissions from Gas
2	Electricity	Increase Energy Efficiency	Achieved via: Flexible/agile working policies reducing office utilization, low energy lighting (e.g. LED), energy efficiency systems (PIR switching etc.), low energy products (servers, cloud-based comms, printers etc.), introduction of Building Management Systems to offices allowing greater control and analysis of electricity usage and efficiency, integration of IoT Technology with the Building Management System to further improve efficiency controls.	Zero GHG Emissions from Electricity Usage (REGO certified)
		Renewable / Clean Energy Utility Suppliers	Increased use of renewable energy (100% from 2021 onwards)	
3	Business Travel	Business mileage comes from a combination of hire cars and personal car usage in traveling to and from meetings/site; with mileage being claimed back as an expense.	Reduce Reliance on Fossil Fuel Cars by promoting EV car usage (installation of EV charging points, company-wide car hire system/contract for EV-only).	95% Reduction in GHG Emissions from Business Mileage
			Reduction in Car Usage completely by: review/changes to expenses policy to disincentivize non EV personal car usage for business travel and use 95% EV travel by 2030	
			Promotion of Sustainable Modes: Company-wide travel booking system promoting sustainable modes, increase in flexible/agile working, promotion of "virtual" meetings, employee training and behavioural "nudge" programme.	

## Our Carbon Reduction Plan

### CO<sub>2</sub> Reduction Activities

Scope	Topic	Description	Action	Target
3	Water	Our potable water usage comes from our existing general usage (toilets, kettle's, drinking water etc.)	Water efficiency products/opportunities (low flow toilets, grey water reuse, automatic taps, tap aerators, spray taps, employee training and behavioral "nudge" programme).	50% Reduction in GHG Emissions from Water Usage
3	Waste & Purchased Consumables	Waste generated via our operations is limited primarily to paper and electronic equipment, already subject to effective waste management processes. Remaining consumables, including non-operational employee-generated waste within the office will follow the "Reduce, Reuse, Recycle" initiative.	<p>Governance: Single-Use Plastics Policy, Sustainable Supplier Approvals Process.</p> <p>Process: Flexible/Agile Working, Paperless Work Process, Virtual "Meeting".</p> <p>Waste Management &amp; Recycling: Procurement (either via landlord or privately) improved waste management contracts to improve recycling quantum and value from waste streams.</p> <p>Education: Employee training and behavioural "nudge" programme.</p>	75% Reduction of waste to Landfill; 50% reduction in total waste (incl. recycled)
3	Employee Commuting	Roughly 65% of our people commute to the office by car which contributes to 90% of the CO <sub>2</sub> .	<p>Reduce Reliance on Fossil Fuel Cars by promoting EV car usage (installation of EV charging points).</p> <p>Reduction in Car Usage: reduction in the number car parking spaces available.</p> <p>Promotion of Sustainable Modes: Promoting sustainable modes via Green / Active Travel Plans, increase in flexible/agile working, promotion of "virtual" meetings, employee training and behavioural "nudge" programme.</p>	90% Reduction in GHG Emissions from Employee Commuting

## Our Carbon Reduction Plan

### CO<sub>2</sub> Reduction Activities

Scope	Topic	Description	Action	Target
1, 2 & 3	<b>Corporate Operations</b>	Upskill our employees and reduce our day-to-day business impacts.	Deliver employee climate action education campaign; behavioural “nudge” campaign, sustainable design process and training.	
	<b>Supply Chain &amp; Embodied Carbon</b>	Eliminate embodied carbon and carbon emissions through collaboration with our supply chain.	Review existing supply chain and incorporate sustainability and CO2 reduction planning into supplier assessment and approval process. Supplier onboarding and induction (incl. sustainability and carbon reduction training). Measure and reduce whole life carbon on new developments/projects – use digital twins to monitor in real time and new embodied carbon tools developed in house.	
	<b>Offsetting</b>	Deliver carbon and social value benefits for those emissions we cannot eliminate in the medium term.	Offset scope 1, 2 & 3 emissions via internally approved and externally verified offset schemes to deliver both carbon benefit and social value	

# Our Carbon Reduction Plan

## Measurement & Reporting

In line with our sustainability strategy, we will continue to measure and report upon our carbon footprint and the success of our carbon reduction activities as well as setting new targets and/or activities. This will be done on an annual basis.

## 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 (from 2024) to 5.7 tCO<sub>2</sub>e by 2029. This is a reduction of 81%.

## Our Carbon Reduction Plan

### Declaration & 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 Supplier:

Name: Kevin Hall

Signature: 

Position: Operations Director

Date: 3<sup>rd</sup> March 2025