

Carbon Reduction Plan

Client name: Walker Sime

Company Registration Number: 03882360

Published date: July 2025

Commitment to achieving Net Zero

Walker Sime is committed to achieving Net Zero emissions by 2030.

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. We have chosen our baseline year to be January 2021 – December 2021.

Baseline Year: 2021	
<p>The baseline measurement will be updated in line with updates to emissions accounting methodologies, relevant emission factors or other influencing factors to ensure future measurements are comparable. The base year measurement will be restated if a revision to emission factors used occurs, major methodological updates are published, improved data becomes available, or available or organisational change causes a significant change in base emissions. (+/-5%)</p> <p>Our baseline measurement has been updated to include gas and electric use at our Liverpool office, which was previously unobtainable until this reporting period. To ensure comparable year on year measurements we have retrospectively added 2023 gas and electric emissions to our 2021 and 2022 measurements, future years will show actual use for the measurement period.</p> <p>All available scope 1 and 2 emissions were covered in our baseline year measurement, as were the following Scope 3 categories:</p> <ul style="list-style-type: none"> • Upstream Distribution (of which none) • Operational Waste • Business Travel • Employee Commuting & Homeworking • Downstream Distribution (of which none) 	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	23.00
Scope 2	Market-based: 11.5

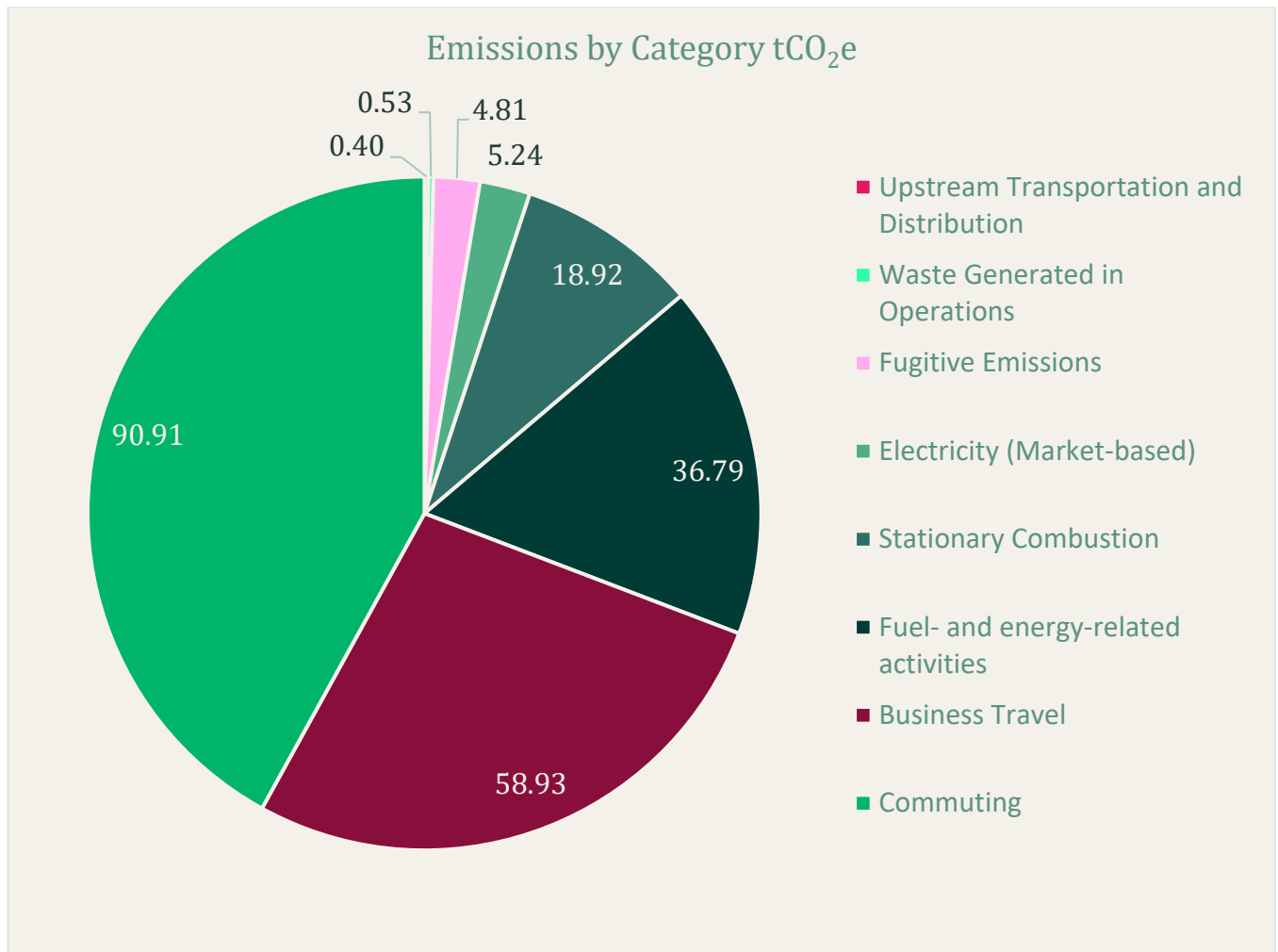
	Location-based: 11.5
Scope 3	173.3
Total Emissions	Market-based: 207.7 Location- based: 207.7

Current Emissions Reporting

Reporting Year: 2024	
<p>All available scope 1 and 2 emissions are covered in our measurement, additionally the following Scope 3 categories were measured:</p> <ul style="list-style-type: none"> • Upstream Distribution • Operational Waste • Business Travel • Employee Commuting & Homeworking • Downstream Distribution (of which none) • Fuel-and Energy-Related Activities (including WTT) 	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	23.7
Scope 2*	Market-based: 5.2 Location-based: 8.9
Scope 3	187.6
Total Emissions	Market-based: 216.5 Location-based: 220.1

**Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.*

Our total emissions equate to a Carbon Intensity Metric of **2.8 tCO₂e per employee** based on **77** employees during the measurement period (using market-based emissions).



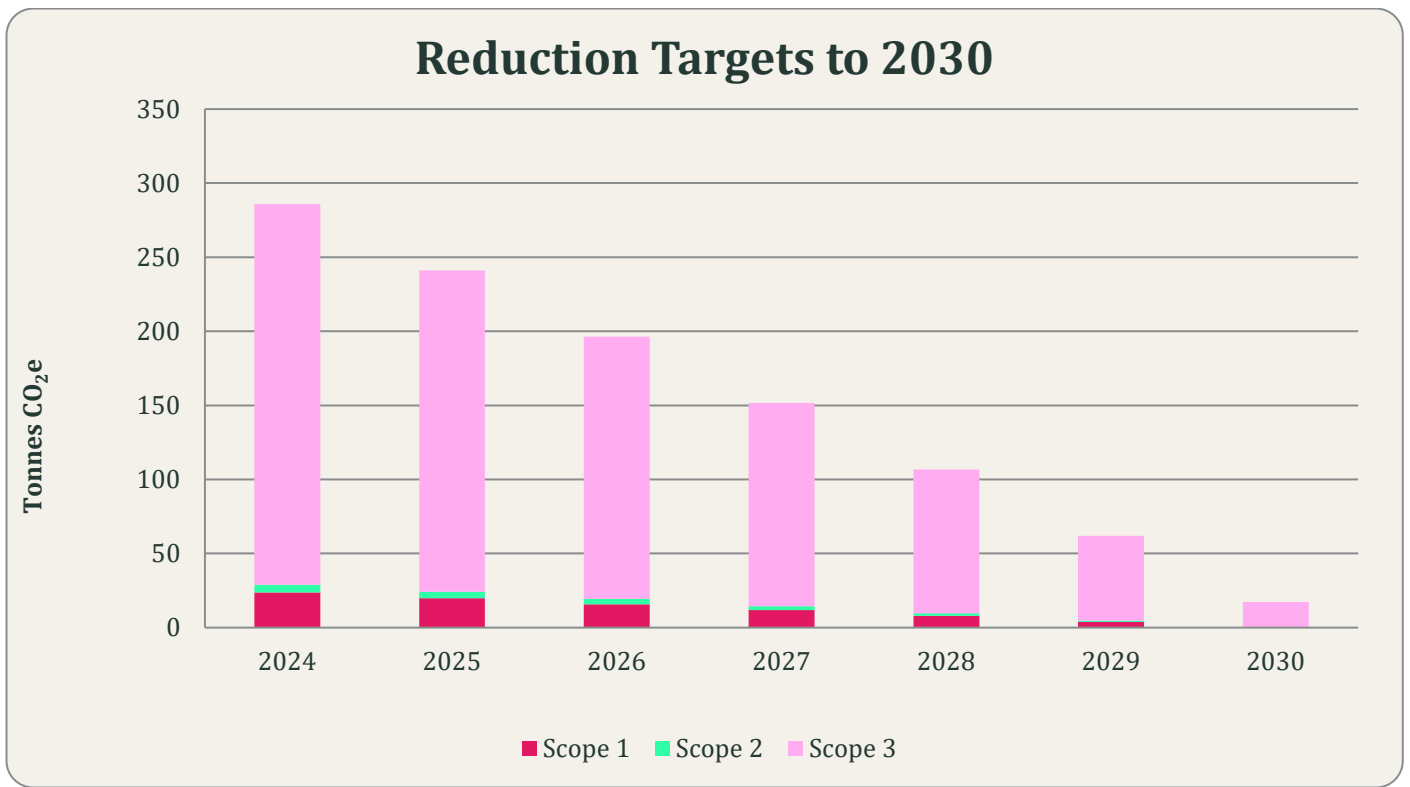
Emissions reduction targets

Walker Sime is committed to achieving Net Zero across measured emissions categories by 2030.

To progress towards Net Zero, this plan sets carbon reduction targets leading up to 2030.

We are aiming to reduce our absolute carbon emissions by at least 90% from our baseline year, or achieve (and maintain) a carbon intensity metric of <1 tonne CO₂e per employee, whichever comes soonest. This is in line with science-based Net Zero targets. To keep ourselves on track with the long-term target of 90% reduction, we have set the following near-term goals:

- Reduce our Scope 1 & 2 emissions to zero by 2030.
- Reduce our Scope 3 emissions by 58% from our baseline year by 2025.
- Reduce our Scope 3 emissions by 82% from our baseline year by 2028.



Carbon Reduction Projects

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

Activity	Completion Date	Scope
<p>Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.</p>	2021	1, 2, 3
<p>Procured renewable energy tariffs at the Manchester office to reduce market-based scope 2 emissions.</p>	2022	2
<p>Engaged with the landlord at our Liverpool office to obtain primary data regarding gas and electric use.</p>	2023	1, 2
<p>Landlords in both the Manchester and Liverpool Office have implemented energy efficiency measures to reduce the overall amount of electricity consumed at sites. They have included upgrades to the lightening, introducing more sensor lighting, installing timers on sockets/equipment.</p>	2024	1,2
<p>Created a Social Value Committee and appointed to lead on Sustainability based topics and be in charge of Carbon Reduction activities. The team are made up of different departments to support the roll out of initiatives and support data collection. This includes sharing and collaborating throughout the organisation.</p>	2022	1, 2, 3

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

REDUCTION PLANS – Scope 1 & Scope 2			
Activity No.	Activity	Target Date	Category
1	Improve the temperature regulation at the Liverpool Office of Walker Sime. The landlord plans to install films on windows in the office which will improve the temperature circulation.	<i>ongoing</i>	Stationary Combustion, Purchased Electricity
2	For the Manchester office engage with the landlord to consider low-cost options such as reducing the boiler temperature and adding heat & solar control reflective window sheets.	2028	Stationary Combustion
3	Encourage the landlord/management company at the Liverpool and Manchester offices to procure a 100% renewable electricity tariff. This change will reduce market-based emissions (from chosen tariff) from these offices to 0 tCO ₂ e (<i>dependant on obtaining primary utility data at these locations</i>).	2025	Purchased Electricity
4	There are opportunities to reduce market and location-based emissions across all our offices. We will implement behaviour change initiatives within the workplace for reduction of emissions, including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate. We will assign roles and responsibilities to sustainability leads upon allocation of roles within the Social Value Committee. We will also put up signs around the office about how much energy can be saved from completing simple actions.	2025	Purchased Electricity
6	To completely reduce market and location-based energy emissions to zero in Manchester, install on-site renewable energy generation technologies such as solar PV panels, solar heating, heat pumps (following an energy audit to assess feasibility and payback periods), to generate 100% of heating and energy demand. Consider removing on-site stationary combustion (gas) heating. If the UK Grid is 100% powered by renewable energy before this point, your Scope 2 location-based (and market-based) electricity emissions will already be zero. You would still need to	2030	Stationary Combustion, Purchased Electricity

	consider gas emissions unless removed (or better technology is available).		
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Based upon the above completed and planned initiatives, it is projected that Scope 1 & 2 carbon emissions will decrease to **0 tCO₂e** by 2030.

We also aim to implement the further initiatives below to reduce Scope 3 emissions:

REDUCTION PLANS – Scope 3			
Activity No.	Activity	Target Date	Category
1	Commit to measuring the remainder scope 3 categories, meaning the next year’s carbon emission measurement will be a full picture of Walker Sime’s Carbon Impact. Currently the largest missing category is procurement, which would be the overall spend of the business’s goods and services.	2026	Procurement
2	Consider training and engagement for the Social Value Committee, leadership, and the wider employee base. Including and not limited to, creating spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.	2025	Commuting & Home Working Business Travel
3	Reengage the social value team to lead on sharing the positive successes of Walker Sime’s Carbon Reduction journey. Encourage them to work on behaviour change in the office to improve office reductions further e.g signs up and around the office.	2025	All scopes
4	<p>In order to prepare for future measurements to cover the supply chain engagement we will implement a Sustainable Procurement Policy. As part of this policy, we will encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms.</p> <p>Commit to a Sustainability Audit or Survey to request further information regarding credentials – Plan to send these to the Top 5/10 suppliers by spend. This data collection will support reduction journey by gathering important data for year two measurement & encourage supply chain integration towards Net Zero.</p> <p>Complete this audit within Two Phases –</p> <ol style="list-style-type: none"> 1. Identify suppliers for engagement. 2. Formulate and collect data (survey/scoring) 	2026	Purchased Goods & Services

	<p>Once completed prioritise suppliers with lower carbon footprints as part of the above phased approach. This may also involve purchasing second hand/refurbished (furniture, IT equipment) and extending the lifespan of purchased items.</p> <p>Develop and monitor procurement policy for all new suppliers to align to Net Zero goals.</p>		
4	<p>Review logistics partners/couriers and utilise the above Sustainable Procurement Policy. Work with providers to gather their emissions data, and/or switch to lower-carbon providers.</p> <p>Prioritise purchasing from local suppliers to limit delivery mileage.</p>	2025 - 2027	Upstream Distribution
5	<p>Update the current Travel Policy to foster a sustainable approach and outline the environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate.</p> <p>Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes, such as bike to work or car sharing opportunities.</p> <p>Utilise the emissions travel hierarchy –</p> <ul style="list-style-type: none"> Digital communication Walking & wellbeing Cycling Public and shared transport Public and shared EV's and car sharing ICE vehicles and car sharing Air Travel <p>Consider creative ways to engage and support workforce to influence change.</p>	2025	Business Travel, Commuting
6	<p>Promote the use of renewable electricity to all employees. We will host a short training session/share information regarding home renewable electricity tariffs. In our 2024 commuting and WFH survey, we asked employees if they were on 100% renewable energy tariffs at home. Only 4 respondents said they were on a renewable energy tariff the rest were unsure or said no. We will show staff how they can check what tariff they are on (e.g. by showing example bills and sharing a list of suppliers who only offer renewable tariffs like Octopus), and we will encourage those that are not on renewable energy tariffs to switch.</p>	2026	Employee Commuting & Homeworking

Based upon the above completed and planned initiatives, it is projected that (as a minimum) Scope 3 carbon emissions will further decrease over the next five years from the baseline measurement of 216 tCO₂e to 17.27 tCO₂e by 2030. This represents a 92% reduction.

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 Management Plan has been reviewed and approved by Walker Sime Executive Team.

Signed on behalf of Walker Sime:



Name: Jon Neville

Position: Managing Director

Date: 22nd July 2025

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

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

³ <https://ghgprotocol.org/corporate-value-chain-scope-3-standard>