Our mission statement is 'To deliver outstanding engineering and services within the built environment, creating the most positive environmental impact and social value, whilst leaving a lasting positive impact for our colleagues, communities and future generations.'

The purpose of this document is to outline the key priorities for carbon within HE Simm Group.

1. Commitment to achieving Net Zero

HE Simm Group is committed to achieving Net Zero emissions by **2030**.

2. 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: 1 September 2021 – 31 August 2022: In line with HE Simm's financial year.	
Additional Details relating to the Baseline Emissions calculations.	
HE Simm Group launched their new sustainability strategy on 1st August 2021 and as part of this are now collecting more detailed, granular carbon data to inform a baseline year. This data is being captured using the Sustainability Tool.	
Baseline year emissions 2021/2022: 644 tCO$_2$e	

EMISSIONS	TOTAL (tCO$_2$e)
Scope 1	274 tCO$_2$e
Scope 2	37 tCO$_2$e
Scope 3 (Included Sources)	333 tCO$_2$e (business travel, employee commuting)
Total Emissions	644 tCO$_2$e

3. Current Emissions Reporting

Reporting Year: 1 September 2021 – 31 August 2022: In line with HE Simm's financial year.	
EMISSIONS	**TOTAL (tCO$_2$e)**
Scope 1	274 tCO$_2$e
Scope 2	37 tCO$_2$e
Scope 3 (Included Sources)	333 tCO$_2$e (business travel, employee commuting)
Total Emissions	**644 tCO$_2$e**

4. Emissions reduction targets

HE Simm Group's carbon vision: We will be a net-zero carbon organisation by 2030.

4.1 Carbon commitment:

1. We will work with our clients and suppliers to reduce our greenhouse gas emissions to become carbon neutral by 2023 and to define our scope 3 emissions to become net zero carbon by 2030 aligning to Science Based Targets.

2. We will develop and deliver innovative solutions that contribute to our clients' ambitions to mitigate and adapt to climate change through greater energy efficiency and lower carbon emissions.

4.2 Objectives and targets:

1. To become carbon neutral by 2023 (scope 1 and 2) across the whole business.

2. To become net zero (scope 1, 2 and including scope 3) by 2030 across the whole business.

3. To achieve PAS 2060 carbon neutrality standard for the whole business.

4. To deliver a carbon gateway review of all new project designs by 2025.

5. Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since our strategy was launched in 2021. The carbon emission reduction achieved by these schemes is currently being captured by our monthly reporting carbon data in the Sustainability Tool.

Key carbon reduction activities undertaken are:

1. Established a carbon reduction working group to deliver our Net Zero commitment. This cross functional team includes representatives from design, procurement, and commercial teams.

2. Undertaken a peer review analysis of what good practice exists within our sector including our competition, our supply chain and our customers.

3. Facilitated a sustainability workshop with key clients to better understand how we can work collaboratively to deliver their net zero ambitions.

4. Planned and delivered carbon training to appropriate people throughout the business.

5. Reviewed our energy contracts for our headquarters and regional offices and changed these to 100% renewable sources.

6. We have undertaken a review of our fleet of service vans and other company vehicles with a view to trialing alternative and low-carbon options (where appropriate) and ensuring we choose replacement vehicles with lower emissions at the end of their lease periods.

7. Appointed Action Sustainability as our carbon and sustainability consultants to accelerate our journey to net zero. Part of this will be the development of a carbon gateway review of all new project designs by 2025.

8. Achieved Gold Standard on www.supplychainschool.co.uk and set up carbon and sustainability training for both our internal staff and our key suppliers.

9. Through our procurement team we have analysed our supply chain to understand which of our suppliers has most influence over the whole life carbon of the products we install in our clients' premises. We have also run an initial workshop with suppliers to understand how we can work with them to reduce whole-life carbon for our clients. By whole-life we mean the carbon embodied in products manufactured and the energy use of the installed products throughout their lifetime.

10. To track the progress of our carbon group against our carbon commitments and our four other sustainability groups that look at: waste and resource efficiency; air quality and wellbeing; people and community. We have set up a Board level Governance Group to

monitor progress and ensure appropriate resourcing of our sustainability ambitions.

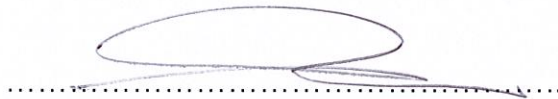### 6. Declaration and Sign Off

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 standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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[3].

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

Signed:

Gareth Simm, Chief Executive Officer, HE Simm Group

Date: 21/06/2023

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[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