

BondBryan:

Carbon Reduction Plan



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Commitment to achieving Net Zero



Bond Bryan is committed to achieving **Net Zero** carbon emissions by **2030**.

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Baseline emissions

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

Baseline emissions were calculated based on available data that was collated prior to our commitment to achieve Net Zero carbon emissions by 2030. As such, the total emissions are not fully complete. Initial work allowed data collection processes to be reviewed and refined so that each year the data is more accurate. Where possible estimates have been included to ensure the total carbon is as complete as possible.

Since the baseline year we have improved our data collection methodologies and been able to incorporate more accurate data within all scopes.

Our operational boundary for emissions includes offices that are within our operational control. Bond Bryan currently have 6 offices from which our services are provided: Sheffield, Westerham, London, Birmingham, Cambridge, and Bristol. All offices are leased with only the Westerham office being a full building lease. All other studios lease spaces within larger office buildings.

Additional notes on inclusions/ exclusions within the scopes

Our emissions within **Scope 1** include those related to consumption of gas, as well as emissions related to the use of company leased pool cars.

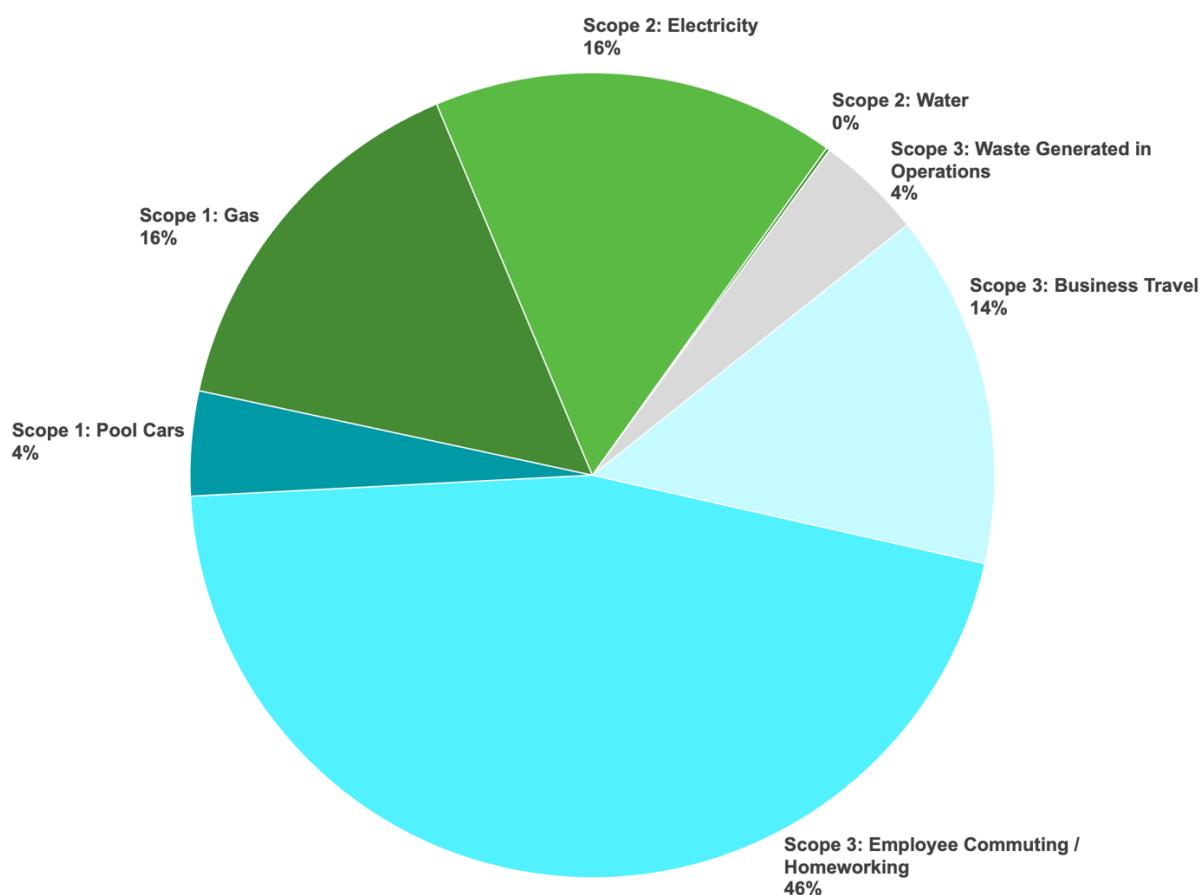
Scope 2 emissions relate to consumption through utilities. Data used to calculate the carbon footprint is based on a mixture of actual energy and water usage along with extrapolated data, as not all offices are sub-metred. For our Sheffield, Westerham, London and Birmingham offices, the figures are either based upon actual usage or calculated as a percentage in relation to area of office space leased. The Bristol and Cambridge offices are akin to desk hire spaces and so not within our operational control, and thus this data has been estimated.

Our **Scope 3** emissions include waste, business travel and employee commuting. As of 2024 we have also included homeworking under the 'employee commuting' category.

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Baseline year (2019) emissions

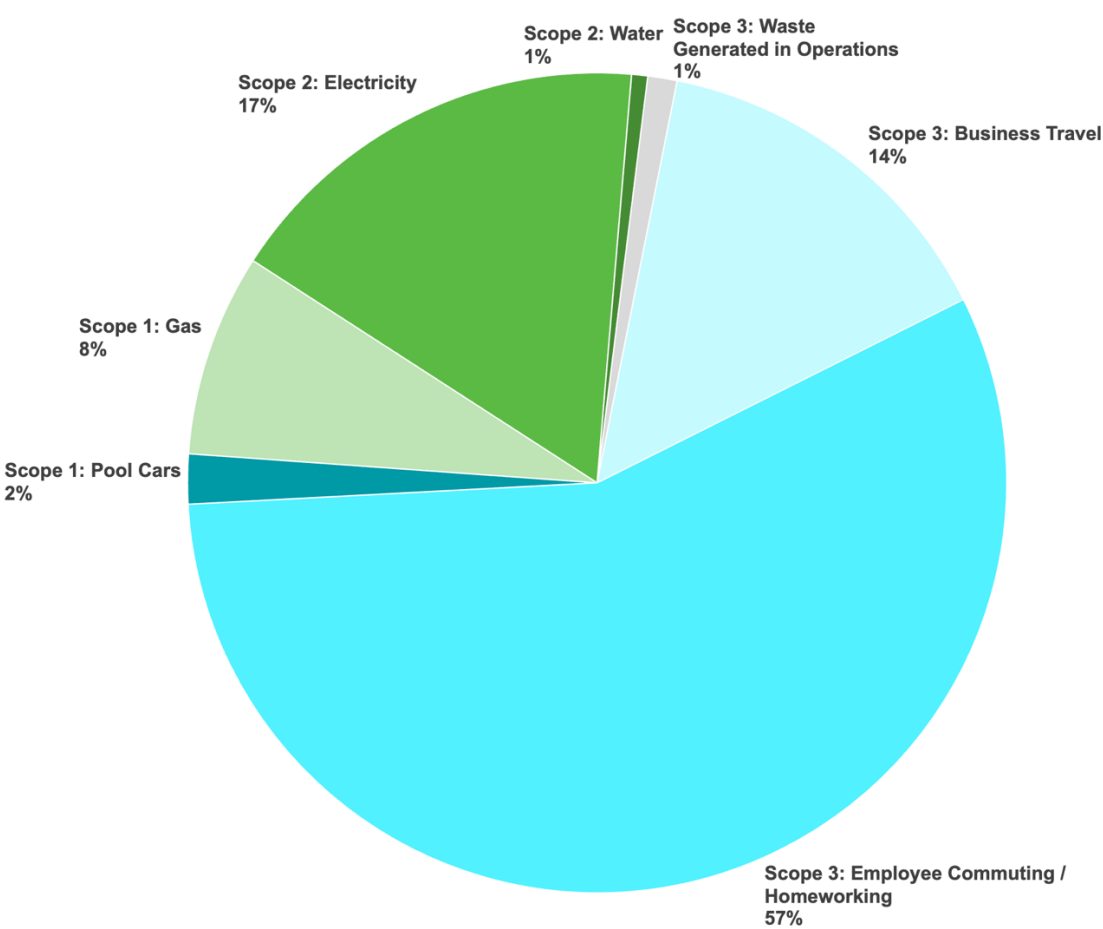
Emissions	Total (kgCO ₂ e)
Scope 1	
Pool cars	13,864
Gas	50,503
Scope 2	
Electricity	53,518
Water	457
Scope 3	
Upstream transportation and distribution	Not relevant to architectural services
Waste generated in operations	14,117
Business travel	46,899
Employee commuting	150,589
Downstream transportation and distribution	Not relevant to architectural services
Total emissions	329,948



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2024 emissions

Emissions	Total (kgCO ₂ e)
Scope 1	
Pool cars	2,529
Gas	10,284
Scope 2	
Electricity	22,181
Water	818
Scope 3	
Upstream transportation and distribution	Not relevant to architectural services
Waste generated in operations	1,485
Business travel	18,658
Employee commuting	72,811
Downstream transportation and distribution	Not relevant to architectural services
Total emissions	128,765



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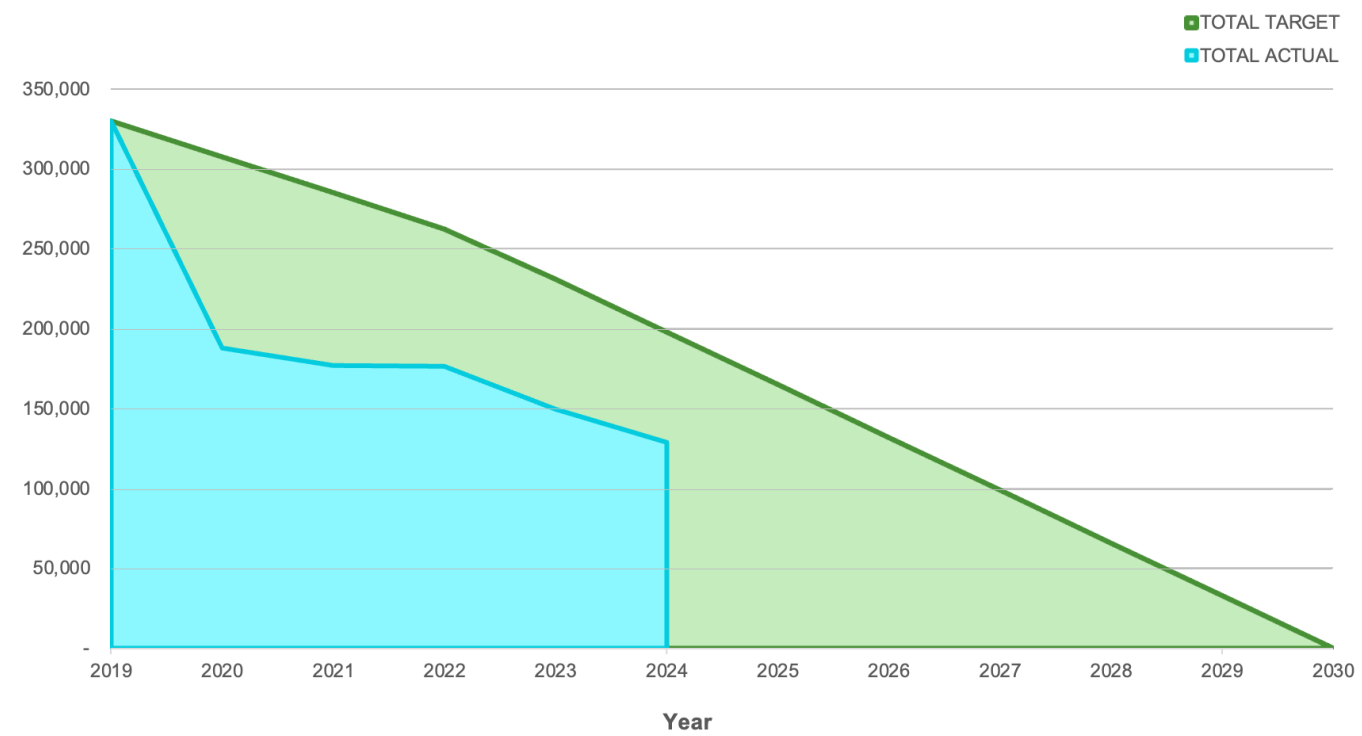
Emissions reduction targets

To enable us to maintain progress towards achieving net zero, for our operational emissions we will aim to achieve the reductions required by the Science Based Targets Initiative (SBTi). This involves a 'near-time' target of 50% reduction by 2030 and a 'long-term' target of 90% reduction by 2050. Along with reducing our operational emissions, we will also aspire to design our projects in line with the RIBA 2030 Climate Challenge carbon targets.

Since our baseline year (2019) we have already exceeded our near-term target by achieving over 60% reduction in overall emissions. We will continue to drive carbon reductions and will aspire to reach the SBTi long-term target ahead of the 2050 deadline, by aiming for 2030 as outlined in this Carbon Reduction Plan.

To achieve our 90% reductions target we will need to reduce our emissions, against our baseline, to a maximum of 32,995 kgCO₂e by 2030. To achieve net zero we will offset the remaining emissions through a recognised and verified scheme.

Progress against targets



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Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The carbon emission reduction achieved by these initiatives equate to a reduction of **201,183 kgCO₂e** reduction against the 2019 baseline, and a 14% reduction compared to 2023 emissions.

To ensure sustainability is embedded within Bond Bryan, an Operational Group (The Environmental Circularity – ‘EnCirc’ – group) is tasked with ensuring that environmental sustainability is an integral part of every aspect of the business, including our services. We aim to embed carbon reduction within our processes to ensure we can achieve our goal to reach net zero carbon by 2030. We aim to do this by adhering to the following principles:

Measuring

Our commitment to our net zero goal for 2030 involves measuring and monitoring our emissions and working towards decarbonisation. We have already improved our data gathering processes and will continue to do so to increase accuracy.

Business operations

We will follow best practice sustainability principles in the running of our own offices with regards to waste, health, travel, procurement, and social responsibility. Our commitment to this is outlined within our internal Roadmap document, which sets out the actions we aim to undertake. This is updated annually.

RIBA 2030 Climate Challenge

We will follow the principles, where practical, as set out by the RIBA 2030 Climate Challenge within our own offices. So far, these principles have been applied to our relocated Sheffield and Birmingham studios. Our Sheffield office move allowed us to increase our proximity to public transport and public electric vehicle charging points to reduce our commuting and business travel emissions. The relocation also allowed us to move into a space that is predominantly powered via electricity rather than gas, further reducing our carbon emissions within Scope 1.

Greenhouse Gas Protocol

We will use the Greenhouse Gas Protocol Standard (GHGPS) to carbon footprint and capture other areas of our business, such as travel and consumables.

EnCirc Group

Our EnCirc group has been organised into sub-teams which have particular skills and specialisms to address the different areas of our business. Led by an overall Sustainability Lead, we aim to continually monitor our performance and make improvements on the processes within the business to ensure that environmental sustainability remains an integral part of our business.

Internal policies

We have implemented various strategies to enable us to reduce our carbon emissions. This has included providing a flexible working approach with a combination of office and home-based working to allow a reduction in emissions from the office commute. We also encourage, where possible, staff to utilise video conferencing for meetings, over in-person (off-site) meetings to minimise emissions from business travel. We are implementing data collection of increased energy use in staff homes as a result of home working. We are also developing a database for our procurement to consider carbon emissions of our suppliers and to switch to lower carbon alternatives wherever possible.

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Completed carbon reduction initiatives

Bond Bryan subscribe to the internally recognised quality assurance standard ISO 14001:2015 – Environmental Management Systems, which allows us to identify the impact that our business activities and products may have upon the environment. Through this we are implementing a number of phased strategies.



A **travel policy** that aims to reduce travel by encouraging virtual meetings wherever possible, or train travel where face-to-face meetings are necessary. Ensuring future offices are easily accessible by public transport, cycling, and walking is encouraged. Electric car use is supported, and we operate a hybrid work mode reducing the number of days staff need to travel to the office.



Our **Workplace of the future** strategy ensures we make environmentally responsible decisions when relocating or making changes to our workplace. This includes easy commuting by public transport/ walking/ cycling, and only considering energy efficient buildings. Implementing hot-desking within our offices allows the space utilisation within our offices to be the most efficient.



Responsible procurement will ensure we source products and services from local, ethical, and environmentally considerate sources.



Purchase our **electricity** from 100% renewable sources where this is within our control.



Provide staff with easy-to-use **digital tools** to reduce the waste generated from paper.



Introduce organic **waste** collection to reduce our waste to landfill further.

In the future we hope to implement further measures. Now that we have a better understanding of the biggest carbon contributors within our business, through improved data collection, alongside maintenance of existing methodologies, we aim to review how we can best address carbon reduction of business travel and staff commuting. In addition, we will focus on other aspects of our business, such as our digital footprinting, to assess how we may reduce its carbon impact. This is becoming increasingly important as we move towards more digitalised ways of working and with the rapid increase in the use of AI tools, which have a significant negative environmental impact.

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Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standards for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the Greenhouse Gas 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 Bond Bryan:

A handwritten signature in black ink, appearing to be 'Matt Hutton', followed by a horizontal line.

Matt Hutton, Chief Executive Officer

Date: 29.10.2025

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