

Fulkers
Bailey
Russell

Carbon Emissions Report.

2024





Image captured by
Helen Mason, Bids &
Marketing Director

We are committed to reducing the environmental impact of our own business and the construction projects we work on.

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Our employees are at the core of our sustainability journey. Their passion and commitment catalyses progress in every part of our business and their communities around the UK. Images taken by employees, that embody the theme of environment, are featured throughout our 2024 Carbon Emissions Report.

Reflections.

Over the past two years, we have dedicated ourselves to understanding our carbon footprint and establishing a reliable emissions baseline. This period has been a crucial learning experience, allowing us to identify our most significant carbon contributors and adopt industry-leading techniques for emission reduction. It's been a journey of growth and discovery, and we are more committed than ever to achieving Net-Zero.

When we initially set our Net-Zero target for 2035, we included offsetting as a part of our strategy to address unavoidable emissions. However, as we've deepened our understanding of carbon management, we have come to realise that offsetting, while valuable for some, does not align with our long-term vision of true Net-Zero. Instead, we believe that our resources are better invested in driving innovation and technological advancements that can lead to genuine reductions in emissions.

We have learned that our supply chain and business travel are among the most challenging areas to address within our Scope 3 emissions. These are complex issues that require not only changes in our practices but also broader advancements in technology and infrastructure. Yet, we remain steadfast

in our commitment to overcoming these challenges.

As part of our revised strategy, we are focusing on achieving a 50% reduction by 2030 and Net-Zero for Scope 1 and 2 emissions by 2035, and for Scope 3 by 2050. Our goal is to accelerate this timeline wherever possible, continuously pushing the boundaries of what's achievable. We acknowledge that the path to Net-Zero is not easy, but we believe in the importance of taking this journey with integrity and purpose.

We believe that true progress comes from directly addressing the root causes of emissions. By focusing on tangible actions rather than relying on offsets, we hope to set an example for others in the industry. Our strategy is

built on the belief that innovation and relentless effort will lead us to a future where Net-Zero is not just a goal, but a shared reality. We invite others to join us in this mission by considering how their resources can be better used to drive meaningful change.

Emma Lampard
Sustainability Lead

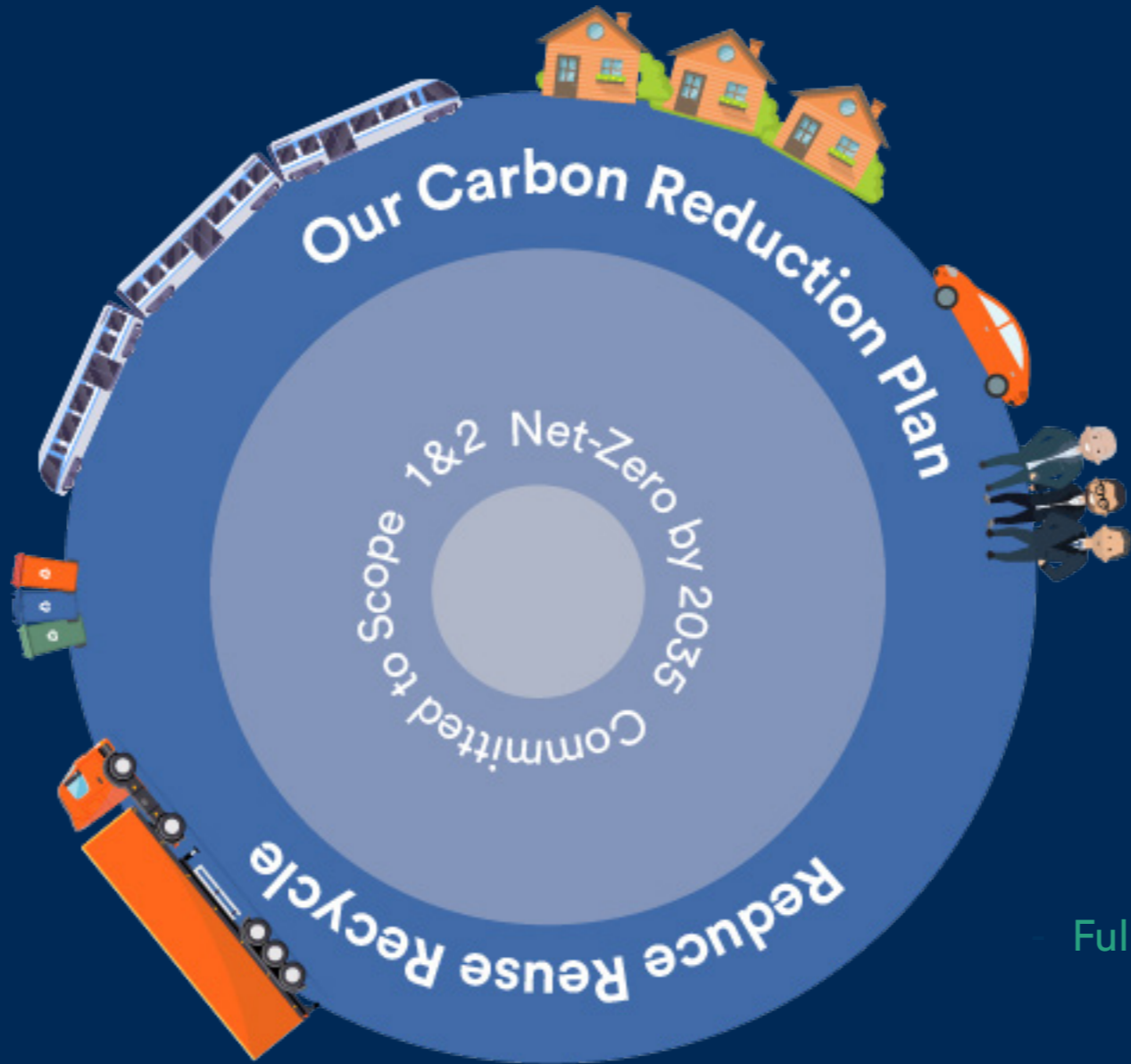


Our Carbon Reduction Plan.

Building energy usage is calculated **yearly** and presented in the **energy carbon report**.

Waste reduction policy in place, yearly KPI's have been set to **target reductions**.

Company **travel plan** under review to **cut emissions**.



Environmental policy in place to outline use of environmentally friendly **suppliers**.
Target use of local suppliers.

Reduction plans are under review with landlords **energy & saving strategies**.

Influence for **commitment to achieve** this goal as a company.

Fulkers Bailey Russell is committed to achieving Scope 1 & 2 Net-Zero emissions by 2035.

**Reporting Year:
2023/24
(1 April - 31 March)**

This is Fulkers Bailey Russell's (Fulkers) third carbon emissions report, in which we have made a comprehensive effort to calculate our entire business carbon footprint, including emissions from the supply chains of the goods and services we use. Our Net-Zero commitment encompasses all our emissions, and our actions focus on reducing them.

In last year's report, we identified data gaps that required us to estimate emissions in certain areas. This year we have worked diligently to close these gaps.

Our emissions have slightly increased as a result of company growth and more accurate and comprehensive reporting, which is a positive development as it allows us to accurately measure our baseline emissions and set a more effective and targeted reduction plan moving forward.



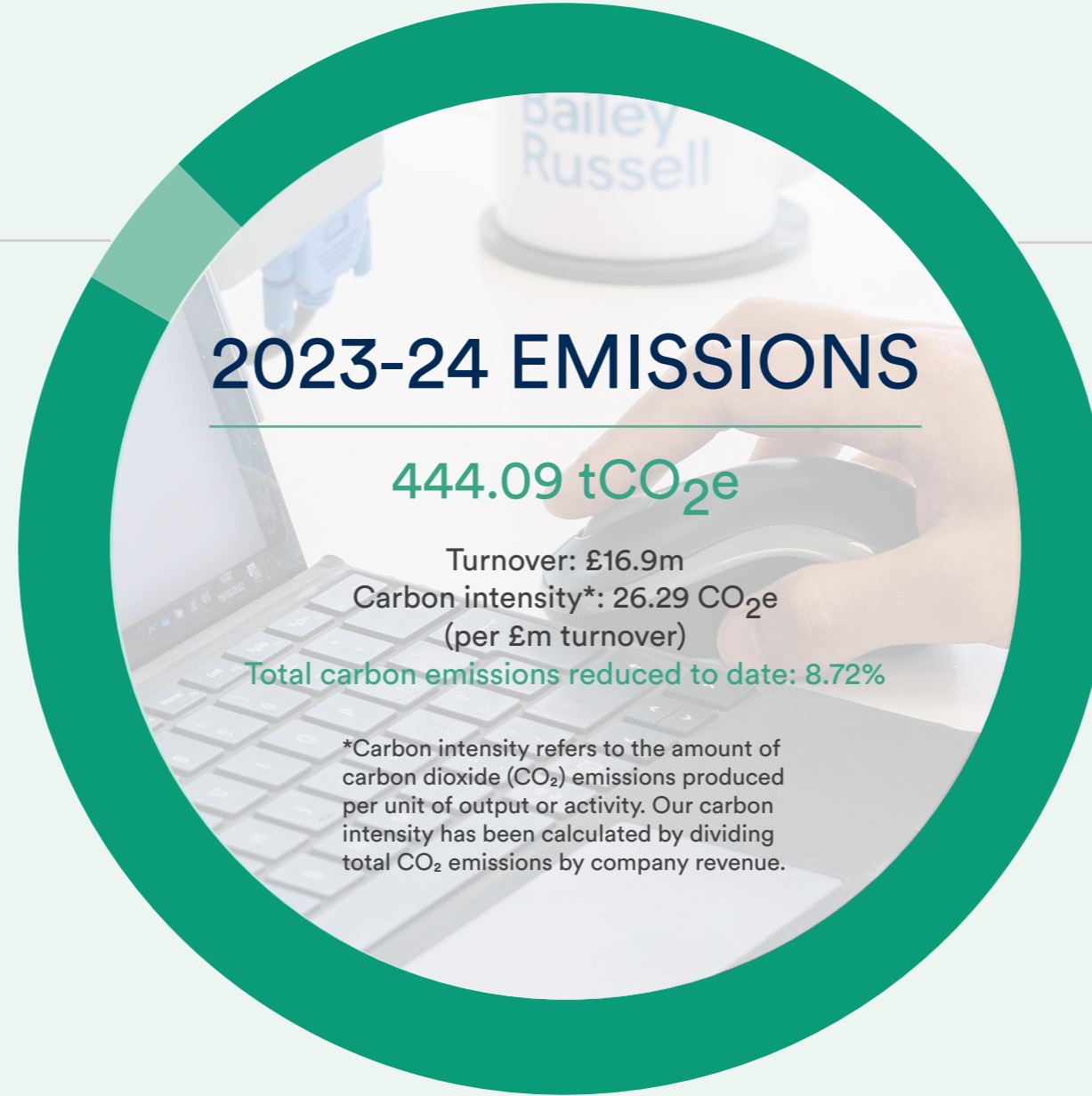
Scope 1: 0.0 tCO₂e

Fulkers has short-term leases of shared office spaces and has very limited operational control of these spaces as result. The company does not own any vehicles either. We have not therefore classified any emissions as Scope 1.



Scope 2: 22.05 tCO₂e

We have included emissions from electricity use under Scope 2. We have also included emissions from gas and refrigerant use under Scope 2, given the very limited operational control we have over heating and cooling within our offices.



Scope 3: 422.89 tCO₂e



Electricity
18.45



Employee commuting
35.84



Waste
57.53



Employee teleworking
51.13



Business travel
89.60



Purchased goods and services
287.04

Our Progress.



	IMPACT AREA	2021/22 (tCO ₂ e)	2022/23 (tCO ₂ e)	2023/24 (tCO ₂ e)	CHANGE	CONTEXT
	Scope 1 Total Emissions	0.0	0.0	0.0	N/A	The offices we lease are managed by third-party property owners, and the energy used for heating, cooling, and powering these spaces falls under Scope 2 emissions, which we account for separately. Similarly, since we do not have company vehicles, there are no direct emissions from fuel combustion associated with our business operations.
	Scope 2 Total Emissions	19.8	18.1	22.05	4.05	In 2022, our Scope 2 emissions per £1 million turnover were 1.22 metric tonnes, whereas in 2023, this figure stands at 1.31 metric tonnes. This slight increase indicates that while our overall emissions have grown, they are closely aligned with our increased business activity. This reflects our ongoing efforts to maintain energy efficiency even as we expand.
	Scope 3 Total Emissions	334.1	408	422.89	14.89	Scope 3 emissions per £1 million of turnover were 27.57 metric tonnes last year, compared to 25.02 metric tonnes this year. This reduction in emissions intensity per unit of revenue indicates that, despite the absolute increase in emissions, we have improved the efficiency of our supply chain and operations in relation to the scale of our business.
	Carbon Intensity	30	28.8	26.29	-3.71	Although our total carbon emissions have increased in this year's data capture the carbon intensity has decreased. Our carbon emissions have increased in line with the growth of the company. Reducing carbon intensity is key to meeting climate goals, as it directly correlates with the reduction of greenhouse gas emissions per unit of activity or energy consumption.

Our Carbon Clock.

The carbon intensity targets are based on an estimated business growth between now and 2030.

Reducing absolute emissions is also critical for contributing to global climate goals, as it reflects a real reduction in the total greenhouse gases the company emits.

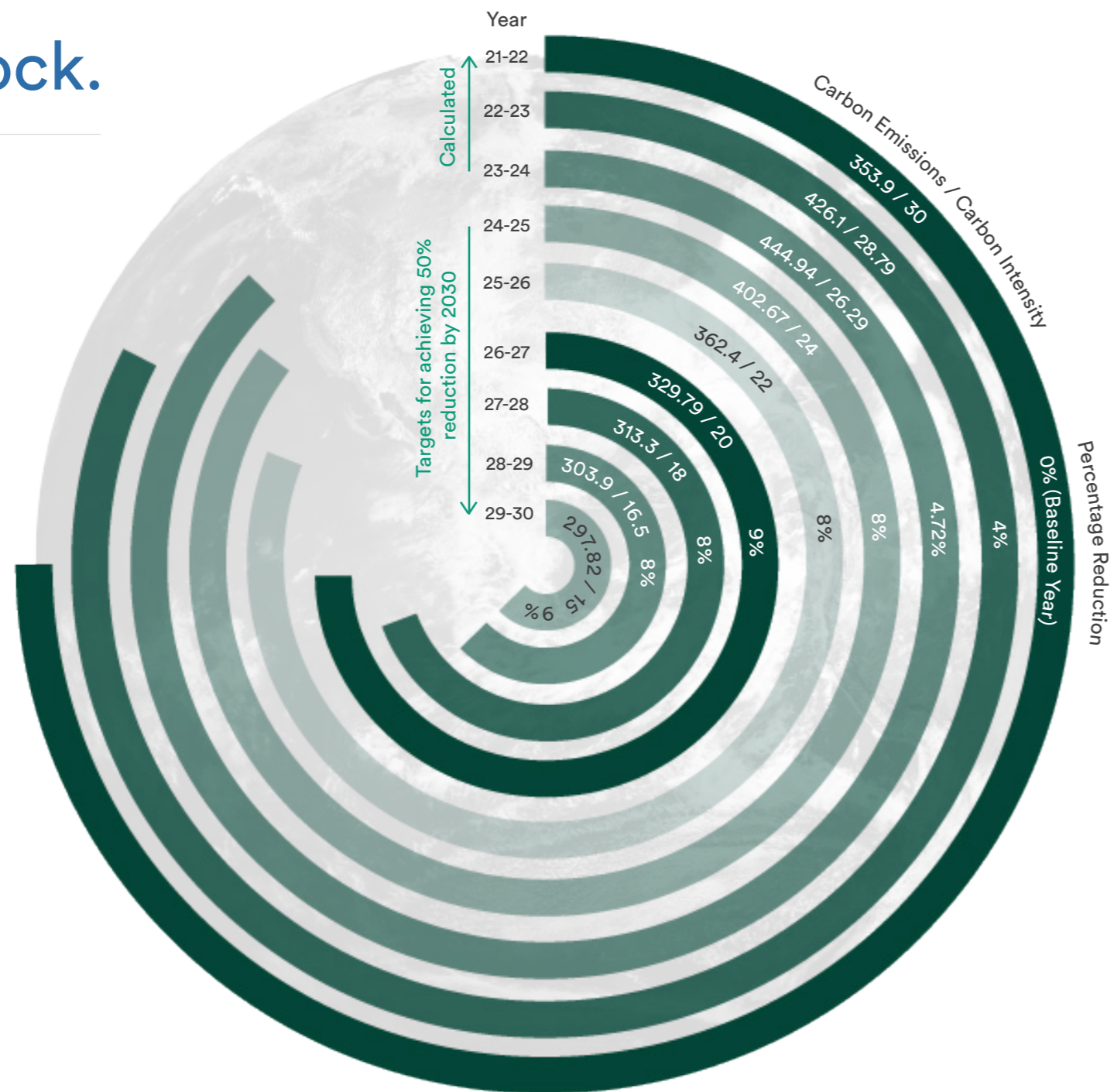


Image captured by Amie Walsh, Director

Projects & Initiatives.



Image captured by
Jess Henaghan,
Marketing & Graphic
Design Assistant

Emission Reduction Targets.

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

These targets will be subject to internal review over the next 6-12 months in order to establish whether even more ambitious targets could be set.



By 2030
We will take the necessary action to reduce carbon emissions from our business by 50% by 2030 (relative to turnover).



By 2035
We will achieve Net-Zero for scope 1 and 2 by 2035 and continue to focus on reductions in scope 3.



Net-Zero
By 2050 we will have fully eliminated our carbon footprint, ensuring that every aspect of our operations, from direct emissions to those in our supply chain, align with global climate goals. We are actively working to achieve this in a quicker timeline.



Science Based Targets
Fulkers Bailey Russell has approved near and long-term science-based emissions reduction targets with the SBTi.

Carbon Reduction Projects.



Environmental Management System
Fulkers has an environmental management system (EMS) in place. It has been certified to the ISO 14001 standard since 1 May 2015 (certificate number 12712-EMS-002).



Environmental Policy
Our environmental policy clearly states our commitment to operate in a sustainable manner, achieving our business objectives without compromising the ability of future generations to meet their own needs. It states our commitment to take account of all of our significant environmental aspects as well as our commitment to influence others outside of our organisation, especially if there is opportunity within the designs and architectural solutions that we produce, for substitution to less environmentally damaging options.










Carbon Reduction Activities
Our EMS identifies the following activities with significant environmental aspects, with operational controls in place for each one. This can be found on the following page.



Sustainability Accreditations
Through B-Corp and EcoVadis accreditations, we hold ourselves accountable, driving improvements in sustainability practices and carbon reduction outcomes.

Short-Term Carbon Reduction Projects.

	Data Collection	Continue to improve the collection of carbon emission data.
	Business Travel and Commuting	The majority of Fulkers visits are made within central London, and as such focus on using public transport, e.g. train and tube. Implement a travel plan and policy where Fulkers employees are encouraged to use public transport where possible.
	Carbon Leaders	Identify carbon champions across the business.
	Carbon Literacy Training	Increase awareness of the carbon costs and impacts of everyday activities, and the ability and motivation to reduce emissions, on an individual, community and organisational basis.

	Waste Reduction	Engage all employees in waste reduction initiatives. Increase guidance on reduce, reuse and recycle.
	Single Use Plastics	Staff are to be made aware of opportunities for recycling and limiting the use of single use plastics.
	Supply Chain	Prioritise sourcing from local suppliers and businesses, particularly those that demonstrate strong sustainability credentials, to reduce transportation emissions and support community development.

Long-Term Carbon Reduction Projects.

Having now estimated our baseline carbon footprint and set an initial trajectory for achieving Net-Zero carbon emissions, we recognise the need to review our environmental objectives and procedures.

This will include utilising the carbon footprint data to inform prioritisation of our existing operational controls, as well as the identification of new action that will deliver our climate targets.



Supply Chains

Invest in supply chain transparency to track and reduce emissions at every stage of production.



Track and Report

Encourage suppliers to measure and report their emissions, and use this data to identify high-impact areas and prioritise reduction efforts.



Design for Sustainability

Collaborate with suppliers to design products that are more durable, repairable, and recycling, reducing the overall environmental impact over the product's lifecycle.



Suppliers

Work with suppliers to reduce their emissions and improve their sustainability practices.



Electric Vehicles

Supporting our employees to transition to the use of electric vehicles, in order to reduce emissions from commuting and business travel.



Improved Energy Performance

Working with our landlords to achieve improved energy performance in our offices. We will also take account of energy performance when making decisions about our office leases.



Sustainable Sourcing

Implement sustainable sourcing practices to ensure materials and products are low-carbon or carbon-neutral.



Image captured by
Emma Lampard,
Sustainability Lead



Our Sustainability Champions.

Last year we set up Sustainability Focus Groups to support out sustainability strategy, these are lead by the following Sustainability Champions.



Jon McNamara
Associate Director
Lead for Innovation and
Technology

Jonny is leading our technology and innovation initiatives, playing a crucial role in implementing advanced solutions that drive our carbon reduction efforts. Jonny's expertise ensures we stay ahead of industry changes, enabling us to continuously enhance our services and make a meaningful impact on our sustainability goals.



Suzanne Mehdi
Senior Project Manager
Lead for Sustainability
Accreditation & Policies

Suzanne is championing our sustainability accreditation and policy efforts, aligning our governance with our commitment to sustainability and carbon reduction. With Suzanne's dedication, our policies and processes are always in sync with the latest standards, keeping us ahead in our environmental journey.



Georgina Fell
Operations and Facilities
Advisor
Lead for Office Net Zero

Georgina is leading the charge on our Office Net-Zero initiative, playing a vital role in driving the operational changes that bring us closer to our Net-Zero goals. Georgina's enthusiasm and drive for sustainability are key to our success in achieving these important targets.



Tracy McDonald
Associate Director
Lead for Social Values

Tracy is at the forefront of our social value initiatives, ensuring that our operations contribute to a positive societal impact while propelling our carbon reduction goals. Her focus on measurable progress, employee engagement, and transparency is driving meaningful change across the organisation.

Declaration & Sign Off.



This Carbon Emissions Report 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:

Sam Bailey, Partner

FulkersBaileyRussell




Image captured by
Natalie Shurety,
Marketing &
Communications
Coordinator

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consultancy services.

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