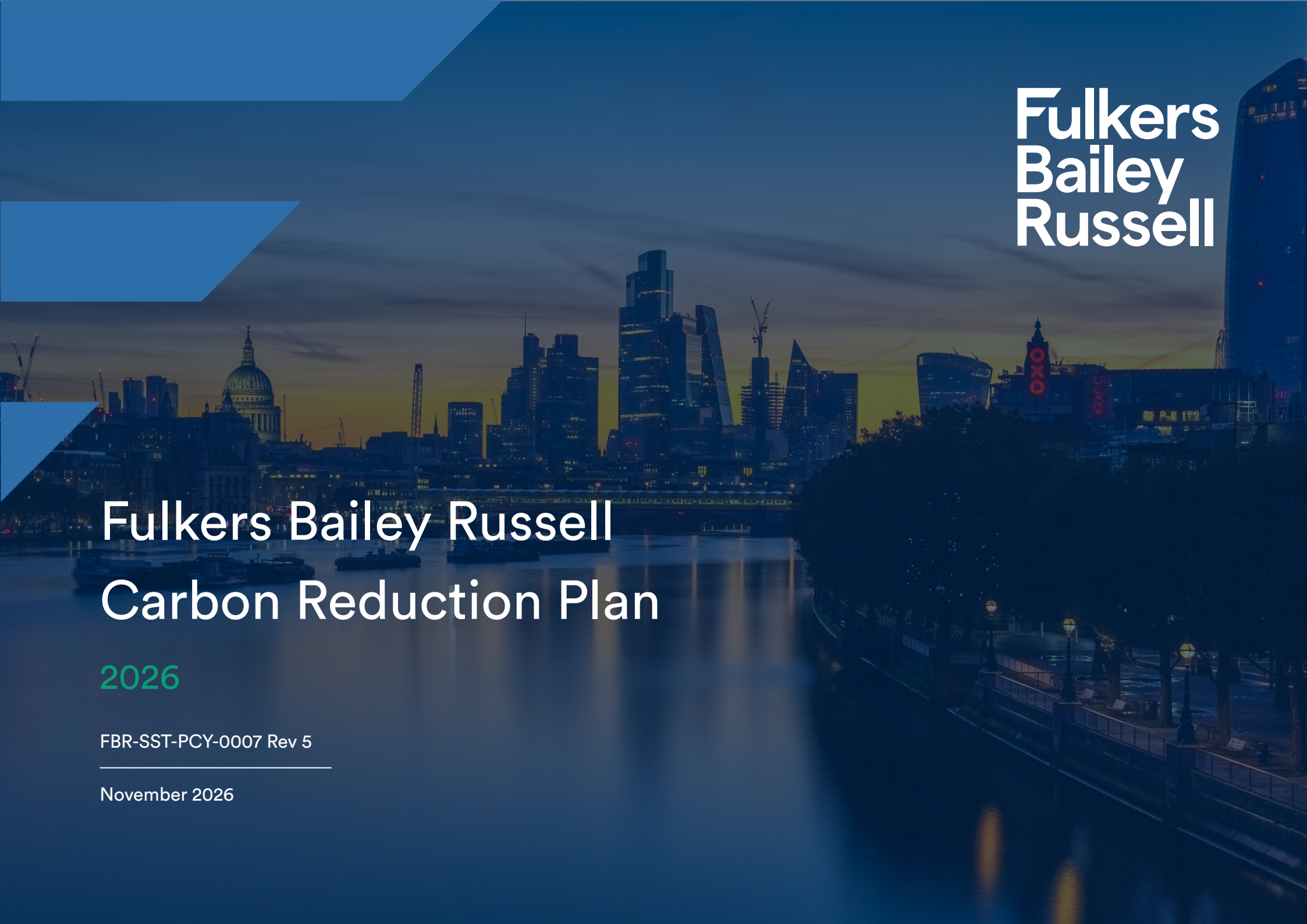


Fulkers Bailey Russell

Fulkers Bailey Russell Carbon Reduction Plan

2026

FBR-SST-PCY-0007 Rev 5

November 2026



Photography by Michael Bailey, Director (including front cover image)

> 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 2026 Carbon Reduction Plan.

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Introduction.

"The need for climate action has never been clearer. As this report is being prepared, the UK has experienced its warmest spring and hottest May on record, continuing a pattern of increasingly frequent and severe climate-related impacts being felt across the world. From extreme heat and flooding to resource pressures and biodiversity loss, the effects of climate change are becoming more visible, more disruptive, and more costly.

Alongside these environmental challenges, organisations are facing growing pressure from clients, investors, regulators, and communities to demonstrate meaningful action towards reducing carbon emissions and supporting the transition to a low-carbon economy. At the same time, rising energy costs, resource constraints, and increasing climate-related risks are highlighting the importance of building resilience into business operations and supply chains. Reducing emissions is no longer solely an environmental objective; it is a business imperative that supports long-term stability, competitiveness, and preparedness for future challenges.

Within the built environment sector, these considerations are particularly significant. The sector has a critical role to play in reducing emissions, improving resilience, and supporting sustainable development through the decisions made on projects, assets, and operations.

As a multidisciplinary consultancy, we recognise both our responsibility and our opportunity to contribute to this transition. While our direct operational footprint is relatively modest, we influence projects, designs, strategies, and decisions that have far-reaching environmental impacts. Reducing our own emissions remains an important part of demonstrating leadership, credibility, and alignment with the advice we provide to our clients.

This Carbon Reduction Plan sets out our current carbon footprint, the progress made to date, and the actions we are taking to reduce emissions across our operations and value chain. It reflects our commitment to transparent reporting, continual improvement, and delivering measurable reductions that support our long-term net zero ambitions while strengthening the resilience of our business in a changing world."

Vasili Eleftheriou
Managing Director



Overview of the Year.

This year, our focus has been on improving the quality, completeness, and accuracy of our carbon emissions data. As a business operating from leased office spaces, access to detailed utility and waste information remains one of our greatest reporting challenges. Much of this data sits outside of our direct control, requiring reliance on landlords and building managers to provide the information needed to accurately assess our operational footprint.

While progress has been made, obtaining office-specific consumption data remains inconsistent across our portfolio. We will continue to work with office providers to improve data transparency, with the long-term aim of obtaining more granular information through enhanced reporting arrangements, sub-metering, and allocation methodologies that better reflect the activities within our occupied spaces.

To ensure a consistent approach to reporting, operational consumption has been normalised using a benchmark office allocation methodology where landlord-provided data has been unavailable or incomplete. Consumption has been apportioned based on occupied floor area relative to total building area and scaled using portfolio occupancy metrics. This provides a consistent and comparable baseline across all office locations while we continue to improve data quality and reporting accuracy.

A key focus throughout the year has been balancing the ambition to reduce emissions against the need to ensure our carbon inventory accurately reflects our true impact. While reduction targets remain a priority, we recognise that robust and transparent reporting is essential for identifying meaningful opportunities for improvement and measuring long-term progress.

In support of this commitment, we have expanded the scope of our carbon inventory to include emissions associated with consultants working on our behalf. As consultants form part of our service delivery model, their inclusion provides a more complete understanding of our value chain emissions and strengthens our ability to develop targeted carbon reduction initiatives across both our direct operations and wider supply chain.

Enhanced Data Accuracy

Tackling Office Data Gaps

Improving Data Transparency

Consistent Reporting Standards

Accuracy Drives Action

Broader Emissions Coverage



Photography by Biagio Amata, Information Manager

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Understanding Our Current and Potential Impact.

As a multidisciplinary consultancy, our direct carbon footprint is relatively modest when compared to organisations involved in manufacturing, construction, or the delivery of physical products.
We do not manufacture materials or operate carbon-intensive assets; however, this does not diminish our responsibility or opportunity to contribute to carbon reduction.

Our environmental impact is primarily driven by the way we operate as a business. This includes the offices we occupy, the energy and resources we consume, the products and services we procure, how we travel for business and commuting purposes, and the organisations we choose to work with throughout our supply chain. Collectively, these decisions shape both our carbon footprint and our wider environmental and social impact.

Importantly, our influence extends beyond our own operations. Through the advice we provide and the projects we support, we have the ability to influence decisions relating to material selection, resource efficiency, operational performance, and sustainable outcomes for our clients. This influence represents one of the most significant ways in which we can contribute to the transition to a lower-carbon built environment.

Recognising that many of our impacts are linked to purchasing and operational decisions, our approach to carbon reduction focuses on embedding sustainability into the way decisions are made across the business. Rather than viewing procurement as a transactional activity, we seek to ensure that expenditure supports organisations, products, and services that align with our environmental, social, and ethical commitments.

To support this approach, we have implemented a number of measures to strengthen decision-making and reduce emissions associated with our operations and supply chain, including:



Sustainable supplier onboarding and assessment processes to better understand supplier sustainability performance and identify opportunities for improvement.



Sustainable procurement guidance, policies, and procedures that embed environmental and social considerations into purchasing decisions.



Project delivery guidance that encourages the integration of sustainability principles throughout project lifecycles and client engagements.



Ongoing review of key expenditure categories to identify opportunities for carbon reduction, resource efficiency, and social value creation.

As part of our continual improvement process, we will continue to review and monitor our most material procurement decisions, ensuring that our spending aligns with our carbon reduction objectives and broader sustainability commitments. By improving the way decisions are made, we can reduce our direct emissions, strengthen supply chain performance, and maximise the positive impact of our business activities.

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Reporting Year: 2025/26 (1 April - 31 March)

This is Fulkers Bailey Russell's fifth Carbon Reduction Plan and reflects our ongoing commitment to measuring, understanding, and reducing our carbon footprint across our operations and value chain.

During the 2025–26 reporting period, we strengthened our data collection processes, expanded our carbon inventory to include consultants working on our behalf, and enhanced our carbon accounting methodology. These improvements have increased the accuracy and completeness of our reporting, providing a more detailed picture of our emissions, particularly within Scope 3.

While these changes have resulted in higher reported emissions, they reflect improved data quality rather than increased environmental impact. As our reporting continues to mature, a more comprehensive understanding of our emissions will support better decision-making and more effective carbon reduction over the long term.

Scope 1: 0.0 tCO_2e

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: 7.15 tCO_2e

This accounts for our electrical usage across our offices.



2025-26 EMISSIONS

886.57 tCO_2e

Turnover: £15,104,000
Carbon intensity on turnover: 59.105 tCO_2e/m (per £m turnover)
Carbon intensity per employee: 5.611 tCO_2e

Carbon intensity on turnover refers to the amount of carbon dioxide (CO_2) emissions produced per million pounds of turnover. Our carbon intensity per employee has been calculated by dividing total CO_2 emissions by the number of employees.

Scope 3: 879.42 tCO2e

Goods and Services
802

Employees Commuting
41.76

Employees Working from Home
7.34

Employees Business Travel
28.32

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Our Progress.

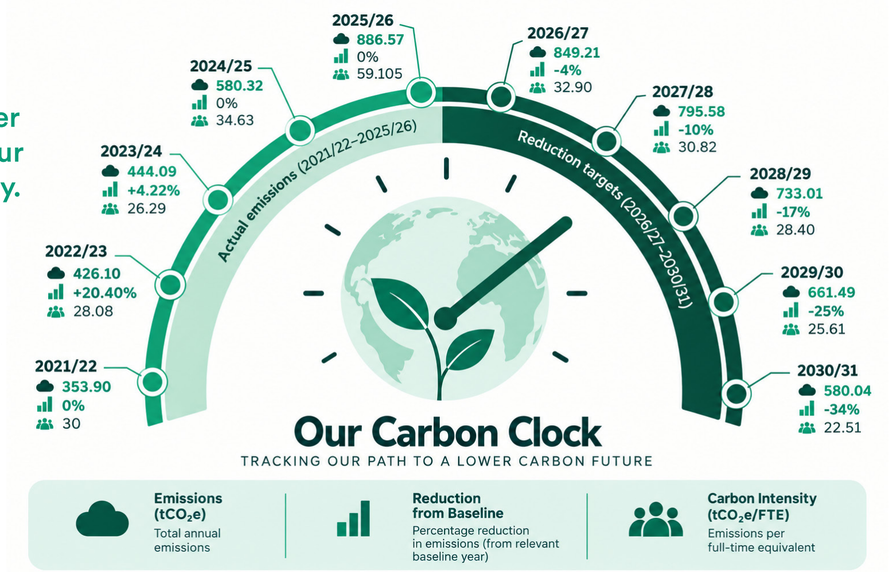
	IMPACT AREA	2021/22 (tCO_2e)	2022/23 (tCO_2e)	2023/24 (tCO_2e)	2024/25 (tCO_2e)	2025/26 (tCO_2e)	CHANGE	CONTEXT
	Scope 1 Total Emissions	0.0	0.0	0.0	0.0	0.0	N/A	The offices we lease are managed by third-party property owners, and the energy used for heating, cooling, and powering these spaces falls under 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	19.08	18.01	22.05	21.67	7.127	-14.543	This is a fairly large change from last years data, and is our largest reduction over the past years across all of our emissions. **This is mainly due to moving our head office to a smaller office in the same location.**
	Scope 3 Total Emissions	334.01	408	422.89	558.66	879.42	320.76	Scope 3 emissions increased from **558.66 to 879.42 tCO_2e,** primarily due to improved data capture and expanded supply chain reporting rather than a significant increase in operational activity. **Purchased Goods and Services** is the largest contributor at **802 tCO_2e,** accounting for over **90% of Scope 3 emissions,** reflecting improved visibility of emissions associated with our supply chain. While reported emissions have increased, we continue to reduce emissions within areas of more direct influence, including business travel, and strengthen supplier engagement and procurement processes. Scope 3 emissions may fluctuate as data quality improves, but this enhanced visibility provides a stronger foundation for targeted, long-term carbon reductions.
	Carbon Intensity	30	28.08	26.29	34.63	59.105	24.475	This year, our carbon intensity has increased, primarily due to improvements in our Scope 3 data capture. As we continue to strengthen our reporting and align with best practices, we have expanded the range and accuracy of our Scope 3 emissions. We anticipate that as we further refine our supply chain data and engagement, short-term increases in reported carbon intensity may continue, before stabilising and then declining as reduction measures take effect.

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Our Carbon Clock.

Our baseline has been updated this year to reflect the inclusion of supplier emissions within our emissions inventory.

This represents a significant expansion in the scope of our reporting and provides a more complete picture of our value chain impacts. The baseline adjustment ensures year-on-year comparisons remain meaningful and aligned with GHG Protocol best practice.



Photography by Michael Bailey, Director

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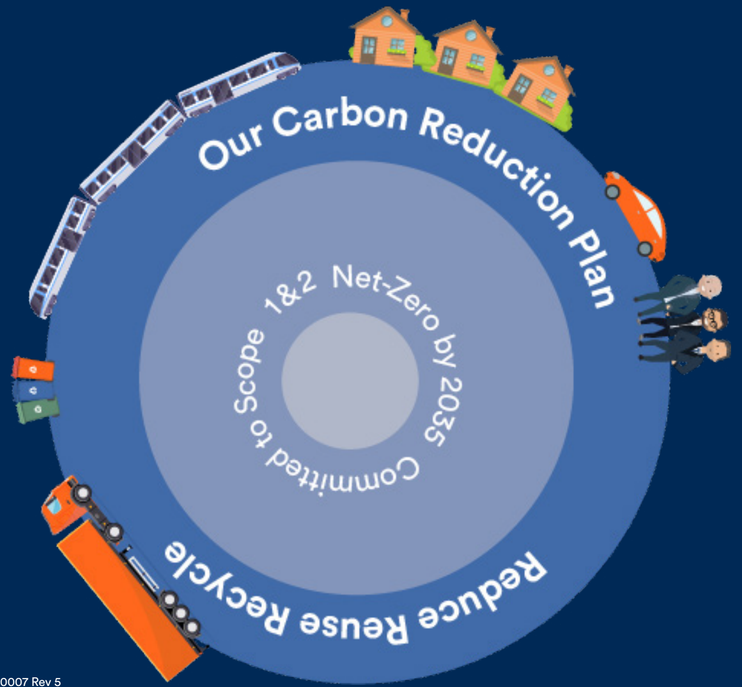
Projects & Initiatives.



Photography by
Anthony Kelly,
Associate Director

Our Carbon Reduction Plan.

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



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 **scope 1 and 2** 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.

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Short-Term Carbon Reduction Projects.

	**Sustainability Accreditations**	Uphold B-Corp accreditation and continue to drive improvements in sustainability practices and carbon reduction outcomes.
	**Expense Categories**	Refine financial coding and expense tracking, tagging services by carbon intensity (e.g. design, IT, legal).
	**Revise Travel Policy**	Promote rail over air, limit internal flights, encourage hybrid meetings and require justification for high-carbon travel.
	**Office Energy Audits**	Commission energy assessments, prioritise LED, smart controls, insulation. Quick wins: timer settings and switch-off protocols.

	**Office Portfolio Review**	Review floor space, cost, energy ratings and lease terms and build sustainability scoring into future office decisions.
	**Education and Engagement**	Roll out training, share data and impact report and run behaviour change campaigns.
	**Sustainable Procurement Policy**	Develop procurement criteria (low-carbon, ethical), use supplier onboarding to assess and screen and prioritise local and low-impact suppliers.
	**Improved Office Data**	Work with office landlords to improve office data collection.

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Long-Term Carbon Reduction Projects.

This revised data has promoted a review of our environmental objectives and operational procedures, allowing us to refine our approach and focus effort where they will have the greatest impact.

We are now using this updated footprint to reprioritise existing controls and identify new, targeted actions that will support meaningful long-term carbon reductions and ensure accountability against our climate commitments.

100% Renewable Energy Offices

Work with landlords, require renewable contracts in future leases and monitor performance.

Relocate to Eco-Conscious Buildings

Look for EPC A-rated, BREEAM/LEED-certified spaces and include sustainability in office selection matrix.

Office Location

Prioritise sites near train/tram/bus links and promote active travel through facilities.

Supply Chain Emission Reduction

Identify high-impact suppliers, engage to improve or switch and review and reduce overall purchasing volume.

Supplier Carbon Reporting

Require basic emissions data or proxy scoring, build database and track performance over time.

Travel & Commuting Strategy

Recognising the significant contribution of travel related emissions to our overall footprint, we are developing a long-term travel and commuting strategy that supports our Net-Zero ambitions. This will involve a phased approach to reducing emissions from both business travel and employee commuting.



Photography by
Biagio Amata,
Information Manager

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:

Sam Bailey, Partner

FulkersBaileyRussell

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