Inteb Anthony Collins

CARBON REDUCTION STRATEGY

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EXECUTIVE SUMMARY

Our Net Zero Strategy provides a clear overview of our sustainability position, proposed strategic direction, and planned next steps.

We are committed to integrating sustainability into the core of our business operations, ensuring that our own practices and those of our supply chains align with achieving net zero emissions. As a B Corp certified business, we are purpose-led and recognise our responsibility to lead by example within the legal sector and beyond.

This strategy outlines our current emissions profile and the strategic framework that will underpin our long-term net zero ambition. The key objectives are to achieve significant emissions reductions across Scopes 1, 2 and 3 in accordance with the Greenhouse Gas Protocol's guidance. Our short-term objectives focus on operating more sustainably through measures such as improving energy efficiency, optimising resource use, and strengthening data quality and coverage.

To support delivery of these objectives, the strategy sets out a range of proposed carbon reduction initiatives. These include the development of a comprehensive waste collection methodology, the implementation of a simplified and more consistent data collection process for business travel, and the continued improvement of utility data capture, including invoices and service budgets. Improving energy efficiency is a priority, and we plan to analyse energy consumption patterns to identify opportunities for further reductions that support our long-term net zero goals.

Given the materiality of Scope 3 emissions, our strategy places particular emphasis on business travel and purchased goods and services. Alongside quantifiable measures, we have also identified a number of important but currently 'unquantifiable' sustainability initiatives, such as carbon education, green building certification, and enhanced data management practices. These initiatives will form a critical part of our overall net zero strategy, alongside efforts to progressively capture and assess the full range of Scope 3 emission categories.

Overall, this strategy demonstrates our ambition to be a sustainability leader in the legal sector. By taking meaningful, measurable actions, we aim to embed sustainable practices into our operations and decision-making processes.

Matthew Wort
Senior Partner
Anthony Colins Solicitors

PROUDLY B CORP CERTIFIED

In December 2022, we became the first law firm in the Midlands to achieve B Corp accreditation, reflecting our commitment to the highest standards of social and environmental performance. Over the past year, we have invested heavily in transforming our office into a modern, energy-efficient workspace - improving its EPC rating from class E to A - and we've become carbon net positive in our printing, planting over 288 trees to offset usage.

We are reviewing our supply chain to prioritise local suppliers and continue delivering pioneering environmental projects for our clients, such as supporting Newcastle City Council's district heating scheme, which removes 4,000 tonnes of carbon emissions each year. Our employees have contributed over 500 hours of volunteering and donated hundreds of essential items to local food banks. But we aim to go further and start quantifying our environmental impacts as well.

Our B Impact Assessment

UNDERSTANDING OUR EMISSIONS

When we discuss greenhouse gases and their impacts on climate change, it is common to use the phrase 'carbon emissions.' However, carbon dioxide is just one of seven major 'Greenhouse Gases' (GHGs) identified in the Kyoto Protocol's international treaty for controlling the release of harmful gases.

To calculate our CO_2e footprint, we divided our consumption data into three distinct Scopes. The Greenhouse Gas Protocol defines these categories as follows:

Scope 1 – direct emissions from owned or controlled sources such as gas for heating and hot water or company owned vehicles and machinery.

Scope 2 – indirect emissions from the generation of purchased electricity, heat, steam, or cooling systems.

Scope 3 – all other indirect emissions that exist within an organisation's supply chain, including waste disposal, business travel and water consumption.

OUR COMMITMENT

At Anthony Collins, we are committed to making a positive, social impact that extends to our environmental responsibilities. As part of our net zero strategy, we recognise that taking meaningful steps to reduce our carbon footprint is not only essential - but the right thing to do. While we understand that no single organisation can solve the climate crisis alone, we firmly believe that every action counts. By embedding sustainability into our daily practices and culture, we aim to contribute positively to the wider effort and lead by example within the legal sector.

This strategy outlines our progress and reflects our dedication to reducing our emissions. We are proud of our achievements, and we invite our colleagues to continue supporting this journey - because building a more sustainable future benefit us all.

OUR BASELINE

Our emissions assessment adopts 2023 as the baseline year, with 2024 used as a comparative period to provide clear, transparent reporting on year-on-year changes. Emissions are categorised in accordance with the Greenhouse Gas Protocol, covering Scopes 1, 2 and 3. Scope 1 includes all direct emissions arising from our operations, specifically gas consumption used for heating. Scope 2 captures indirect emissions from the generation of the electricity we purchase. Scope 3 encompasses wider indirect emissions associated with our activities, including confidential waste services and business travel. All data is compiled using recognised UK Government conversion factors, and organisational boundaries are defined using the operational control approach. This ensures that our reporting reflects the emissions we directly manage and influence, providing a consistent and robust methodology for tracking progress against our carbon-reduction objectives.

Our net zero target based on the emissions data collected in 2023, which provides the most complete and reliable picture of our footprint to date. The data we gather in 2024 will act as a reference point, helping us track progress and refine our understanding, while the formal target remains anchored in the 2023 baseline.

Our approach follows the Science Based Targets initiative (SBTi), a globally recognised framework that ensures our ambitions are grounded in climate science. By aligning with SBTi, we are committing to meaningful reductions across our direct emissions (Scope 1), energy-related emissions (Scope 2), and, where feasible, our wider value chain (Scope 3). Any remaining emissions will be

addressed through permanent removals or equivalent measures. Following this approach gives us confidence that our journey to net zero is both credible and ambitious, measured against international standards.

We also want to be transparent about a key difference between the 2023 and 2024 data. In 2024, we improved our data collection methodology and efficiency, especially for Scope 3 emissions, capturing areas that were previously unrecorded. We expect this process to continue, gradually closing gaps and giving us a more complete understanding of our footprint. As our data improves, so too will our net zero pathway, ensuring our strategy evolves alongside our growing knowledge and the progress we make.

OUR OFFICES

Hybrid working forms a large part of our business strategy. On average, most of our employees spend two days per week in the office and the remainder of the week working from home. We aim to capture remote working data more accurately in the coming years to better understand the emissions associated with working from home.

BIRMINGHAM

Our head office is located at 134 Edmund Street in Birmingham. The leased floor area of this office is 25,293 ft^2 and we occupy 21,693 ft^2. The capacity of this office is 165 employees, and our average occupancy is 124 staff members.

MACCLESFIELD

Our Macclesfield office focuses on more local and community oriented engagement and is situated at 250 Park Lane. The leased floor area of this office is 4,596 ft^2. The capacity of this office is 20 employees, and our average occupancy is 9 staff members.

MANCHESTER

We have recently relocated our Manchester office to 98 King Street. The leased floor area of this office is 2,500 ft^2. The capacity of this office is 20 employees, and our average occupancy is 8 staff members.

WOLVERHAMPTON

Our serviced Wolverhampton site, 84 Salop Street, is the newest addition to offices. This roadmap excludes data from this location as it opened relatively recently. The leased floor area of this office is 271 ft^2. The capacity of this office is 4 employees, and our average occupancy is 2 staff members.

84 Salop Street

134 Edmund Street

250 Park Lane

98 King Street

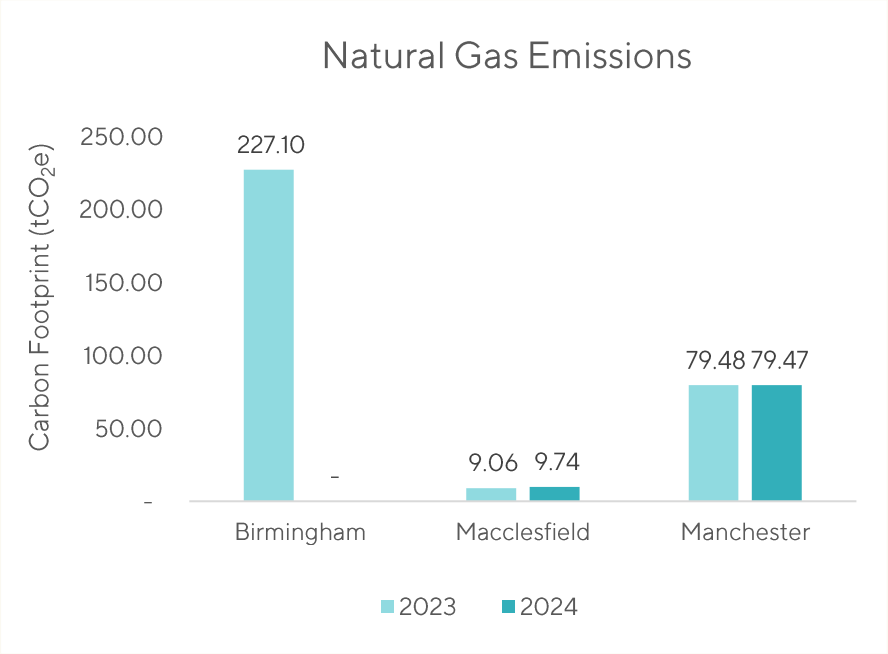
SCOPE 1

Scope 1 emissions are the direct greenhouse gas emissions that arise from sources owned or controlled by an organisation. As the GHG Protocol explains, *"direct GHG emissions occur from sources that are owned or controlled by the company,"* highlighting that these emissions come from activities fully within our operational control. This includes the combustion of fuels in boilers, furnaces, or other equipment on site, emissions from company-owned or controlled vehicles, and process emissions from manufacturing or chemical activities within facilities the organisation manages. Understanding and managing Scope 1 emissions is critical because they represent the portion of our footprint over which we have the greatest immediate control, allowing us to take tangible actions to reduce our direct impact on the climate. By tracking these emissions carefully, we can identify the most effective opportunities for energy efficiency, fuel switching, and operational improvements, forming the foundation of a credible and accountable net zero strategy.

NATURAL GAS

In 2023, all of our offices used natural gas through the main building boiler for heating and hot water. However, in 2024, our Birmingham site moved to electric heating kick starting our journey to a more sustainable office. In 2023 and 2024, our old Manchester office burned gas, but we have now moved to an office that provides heating and hot water through an electric boiler. This means that, as of 2025, only Macclesfield continues to burn natural gas. In 2023 and 2024, we collected data from both of these offices on a monthly basis to enable us to identify trends and patterns in consumption. This has allowed us to adjust our usage accordingly.

In 2023, our Birmingham office was the largest consumer of gas represented a significant proportion of our total carbon footprint. In 2023, our total emissions associated with the burning of natural gas was 315.64 tCO_2e compared to 89.21 tCO_2e in 2024. Our 2024 Scope 1 emissions are relatively consistent across the two reporting periods, with a 71% decrease from 2023 to 2024.



We acknowledge that there are a number of opportunities for improvement with regards to our data collection process. For example, we have been unable to obtain actual readings a number of months across all of our sites. As a result, these missing data points have been estimated based on average consumption from the previous months. We aim to improve the accuracy and availability of our data in the following years.

INTENSITY RATIOS

We have calculated a number of intensity ratios to measure the like for like performance of our offices. The metrics that we have chosen to use are tonnes of carbon dioxide equivalent per square foot of office space and tonnes of carbon dioxide equivalent per full time employee (FTE) capacity.

Metric: tCO_2e/sqft

Year	Birmingham	Macclesfield	Old Manchester
2023	0.01	0.002	0.03
2024	-	0.002	0.03

Metric: tCO_2e/FTE Capacity

Year	Birmingham	Macclesfield	Old Manchester
2023	1.38	0.45	3.97
2024	-	0.49	3.97

SCOPE 2

Scope 2 emissions are indirect emissions resulting from the consumption of purchased electricity, heat, steam, or cooling. According to the GHG Protocol, these emissions are *"indirect GHG emissions from the generation of purchased energy consumed by the company."* Even though they occur offsite, they are a consequence of our energy use and, therefore, represent an important area for reduction. Managing Scope 2 emissions often involves improving energy efficiency, switching to lower-carbon energy sources, or procuring renewable energy, helping us reduce the climate impact of the energy we rely on without directly emitting gases ourselves.

In **2023**, we consumed approximately **200,000 kWh** of electricity. Our **Birmingham** office is responsible for **91%** of our consumption, followed by **Macclesfield** at **5%** and our old **Manchester** office at **4%**.

The following year, we **halved** our electricity consumption to around **100,000 kWh** from January to December **2024**.

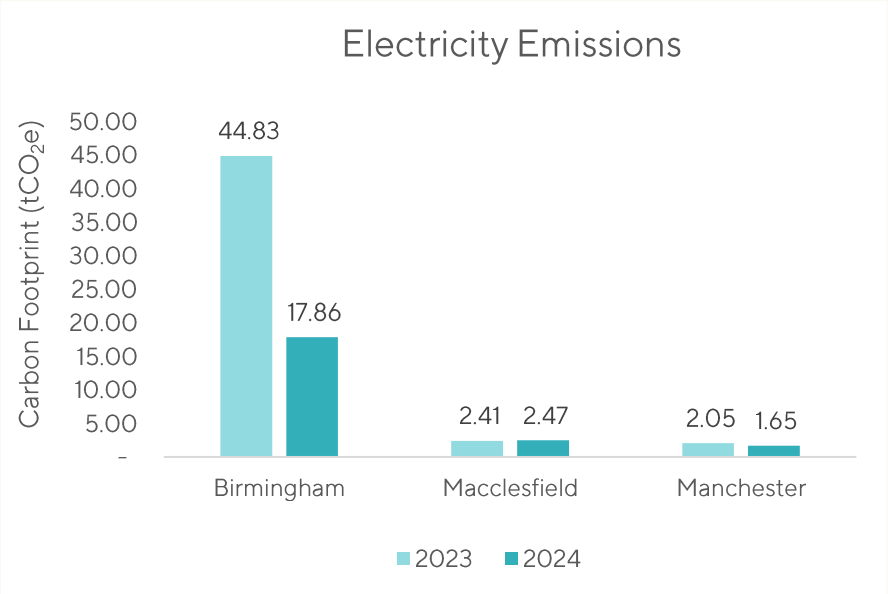
Our **Birmingham** office is still our largest consumer and is responsible for **81%** of our consumption, followed by **Macclesfield** at **11%** and our old **Manchester** site at

ELECTRICITY

All of our office use electricity for power, lighting and technology. Our consumption is relatively consistent across our two reporting periods but, there is a large reduction in consumption in December. This could be due to more employees taking annual leave as well as a number of bank holidays occurring in this month.

In the context of electricity consumption it is important to consider not only the emissions released during electricity generation, but also the upstream emissions associated with producing and delivering that electricity. These upstream emissions include those from fuel extraction, processing, power plant operation, and transmission losses along the grid. Reporting on these emissions provides a more complete understanding of our indirect carbon footprint, particularly for Scope 2 and related Scope 3 emissions, in line with guidance from the GHG Protocol. For Anthony Collins, including upstream electricity emissions ensures that our reporting captures the full climate impact of the energy we consume, rather than just the emissions at the point of use.

Our location-based emissions for 2023 and 2024 across all sites is shown below:



Overall, our emissions remain highest at our Birmingham office, suggesting that there is a greater electricity demand. However, it is evident that there is a significant reduction in carbon year on year at this site. Macclesfield shows broadly stable emissions across the two years, while our old Manchester office demonstrates a modest decrease. These trends highlight the impact of changes in energy consumption and management across different locations and reinforce the importance of targeted actions, particularly at higher-consumption sites, to support ongoing reductions in electricity-related emissions.

INTENSITY RATIOS

Metric: tCO_2e/sqft

Year	Birmingham	Macclesfield	Old Manchester
2023	0.002	0.001	0.001
2024	0.001	0.001	0.001

Metric: tCO_2e/FTE Capacity

Year	Birmingham	Macclesfield	Old Manchester
2023	0.27	0.12	0.10
2024	0.11	0.12	0.08

SCOPE 3

Scope 3 emissions cover all other indirect emissions that occur in our value chain, both upstream and downstream. The GHG Protocol notes that Scope 3 includes "all other indirect emissions that occur in the value chain of the reporting company, including both upstream and downstream emissions." These emissions can be the most complex to measure, encompassing everything from the production of purchased goods and services, business travel, and commuting, to the use and disposal of sold products. While they often fall outside our immediate operational control, addressing Scope 3 emissions is essential for a credible net zero strategy. This is because they often represent the largest portion of an organisation's total carbon footprint. By engaging with supplier s, improving our travel methods, and promoting more sustainable practices across our value chain, we aim to gradually reduce our indirect emissions.

As Scope 3 emissions often account for the majority of an organisation's total carbon footprint, it is crucial for us to measure and manage them effectively. However, quantifying these emissions can present significant challenges. Data availability, estimation methodologies, supply chain complexity, and shifting market dynamics all introduce high levels of uncertainty.

Given these complexities, our current Scope 3 targets will continue to evolve alongside our improved data quality. While we are committed to understanding, and ultimately reducing emissions across all 15 categories, we recognise that data quality and completeness will improve over time as internal systems mature, supply chain engagement deepens, and industry standards evolve.

Purchased and capital goods and services

Fuel and energy related activities outside of Scope 1 and 2

Upstream transportation and distribution

Waste production

Business travel

Employee commuting

Downstream transportation and distribution

Processing of sold products

Use of sold products

Downstream leased assets

Franchises

Investments

15 Scope 3 categories

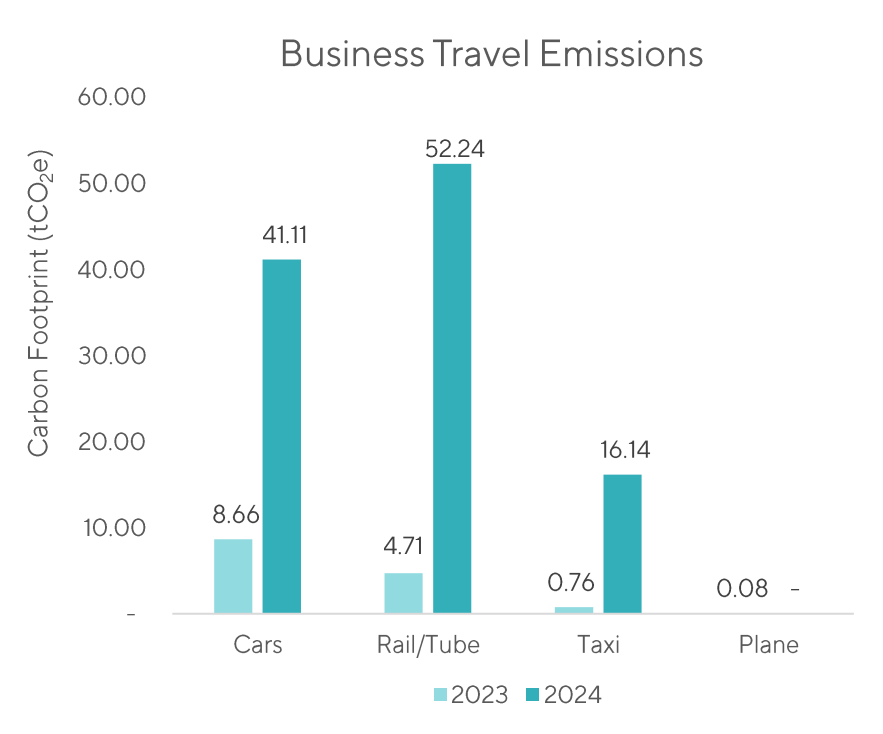
7 upstream

6 downstream

BUSINESS TRAVEL

Collecting, collating and analysing our business travel data has arguably been the hardest emission source for us to quantify. Our travel expense software provides an output as free text in a non-standardised format, making it difficult to identify the relevant data, including transport method and mileage travelled. Of the 1,395 recorded travel expenses in 2024, we were able to quantify 705 entries, approximately 51%. For these entries, the associated emissions were calculated using the recognised emissions factors appropriate to each transport mode in our carbon accounting software.

To avoid under-reporting emissions associated with the entries that we were unable to quantify, an extrapolation approach was applied. We made the assumption that the 705 journeys that we had calculated were a representative of overall business travel activity for the reporting period. Average emissions per trip were calculated separately for each transport mode (e.g. car, rail and air), reflecting the differing emissions intensities of each method. The associated emissions were estimated by multiplying the number of 'missing' trips by the relevant average emissions per trip. This approach aligns with Greenhouse Gas Protocol guidance on the use of reasonable estimates where primary data is incomplete and is considered a pragmatic and conservative method until data quality improvements can be implemented in future reporting periods.



Our carbon emissions from travel rose from 14.21 tCO_2e in 2023 to 109.49 tCO_2e in 2024, an increase of approximately 670%. This is driven mainly by rail/tube (+1,009%), cars (+375%), and taxi travel (+2,024%). This large rise is likely due to better data availability, rather than solely higher travel activity. We aim to improve our collection methods in the future to more accurately represent our emissions.

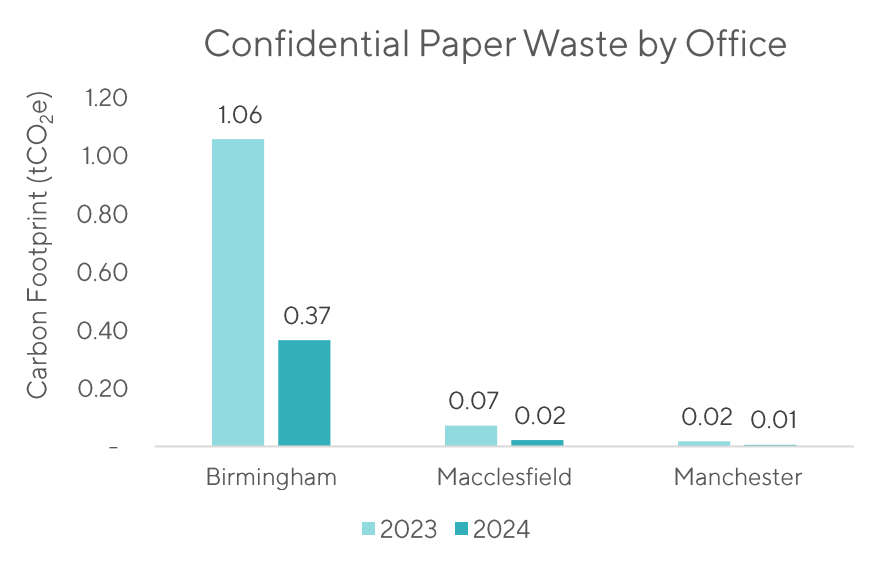
WASTE PRODUCTION

Waste data management and analysis across Anthony Collins offices reveals both challenges and opportunities for improved reporting. In the Birmingham and Macclesfield offices, general office waste is collected once per month, with all bin bags consolidated and weighed by Anthony Collins to provide an estimated measure of the waste generated. While segregated bins for recycling and general waste are provided, the cleaning contractors remove all waste directly to the landlord-managed facilities. As a result, Anthony Collins has limited visibility over the final treatment of these streams, including recycling rates, contamination levels, or energy recovery processes. Consequently, the waste figures for these offices should be considered indicative rather than precise.

Efforts to improve waste data collection in general office streams are underway. These include exploring closer engagement with landlords and cleaning contractors, enhancing segregation and monitoring of waste streams, and establishing more frequent and granular data collection protocols. Such measures are intended to increase the accuracy of waste reporting, support better carbon accounting, and enable targeted initiatives to reduce waste generation and associated emissions.

CONFIDENTIAL PAPER

In contrast, confidential paper waste is tracked consistently and accurately across all offices, with reliable records maintained for 2023 and 2024. Analysis of this data indicates a 66% reduction in our confidential paper waste across all sites between 2023 and 2024. We believe that this reflects our ongoing initiatives to move to a more digital document system, implement electronic signatures, and optimise document management. This demonstrates measurable progress in reducing high-carbon paper streams, while providing confidence in the accuracy of our reporting.



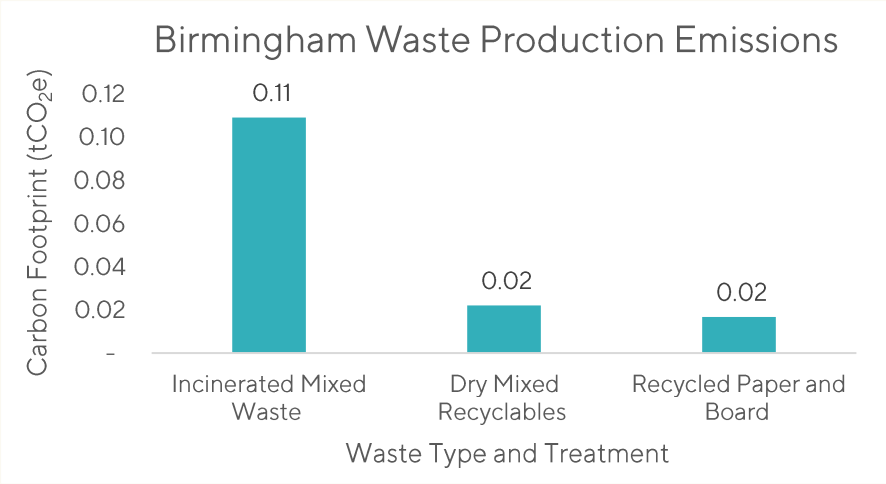
INTENSITY RATIOS

Metric: tCO_2e/sqft

Year	Birmingham	Macclesfield	Old Manchester
2023	0.00005	0.00002	0.000007
2024	0.00002	0.000005	0.000002

Metric: tCO_2e/FTE Capacity

Year	Birmingham	Macclesfield	Old Manchester
2023	0.006	0.004	0.001
2024	0.002	0.001	0.0003



BIRMINGHAM WASTE

Analysis of waste composition in the Birmingham office shows that the highest contributor to carbon emissions arises from incinerated mixed municipal waste. The office generates three main categories of waste: incinerated mixed waste, dry mixed recyclables, and recycled paper and board. Of these, incinerated mixed waste represents the largest carbon footprint due to the high emission conversion factors applied, with a total of 16,992 kg recorded in the 2024 reporting period. Given that Anthony Collins has limited insight into the actual treatment of mixed municipal waste, an assumption has been made that all waste in this category is incinerated. This approach deliberately overestimates associated emissions, providing a conservative figure for reporting purposes. The other streams have lower carbon impacts, though they remain important for monitoring and improvement efforts. The data underscores the potential environmental benefit of reducing general mixed waste volumes and increasing recycling and recovery rates where possible.

In 2024, our waste carbon footprint totalled 0.15 tCO_2e, with incinerated mixed waste contributing 73%, and dry mixed recyclables and recycled paper and board each contributing 13%. This gives us a clearer understanding of our waste profile and highlights areas where we can focus on reducing our environmental impact.

INTENSITY RATIOS

Metric: tCO_2e/sqft

Year	Birmingham
2023	0.00005
2024	0.00002

Metric: tCO_2e/FTE Capacity

Year	Birmingham
2023	0.006
2024	0.002

SPEND DATA

At Anthony Collins, we are committed to understanding and reducing our environmental impact, not just from our direct operations but across our value chain. One area we focus on is the greenhouse gas (GHG) footprint of the goods and services we purchase. Under the GHG Protocol, these fall under Scope 3 emissions, defined as "indirect GHG emissions that occur in the value chain of the reporting company, including both upstream and downstream emissions." These emissions arise from the production, transportation, and disposal of products and services we procure. Even though they occur outside our immediate operational control, they represent a significant part of our overall carbon footprint. Recognising and accounting for these emissions is essential for us to fully understand our impact and to drive meaningful reductions.

Calculating GHG emissions from purchased goods and services requires a structured approach. At Anthony Collins, we collected data directly from our purchase ledger and categorised each purchase by type, such as office supplies, professional services, or IT equipment. This data was then matched with the appropriate emission factors to convert our monetary spend into estimated GHG emissions. While this approach involves assumptions and averages, it provides a practical and widely recognised method for quantifying our upstream emissions and identifying opportunities to reduce them.

Looking ahead, our next steps involve deeper engagement with our supply chain. We plan to contact our top ten suppliers to better understand the GHG emissions associated with their Scope 1 and 2 operations, enabling us to more accurately calculate the emissions embedded in our spend.

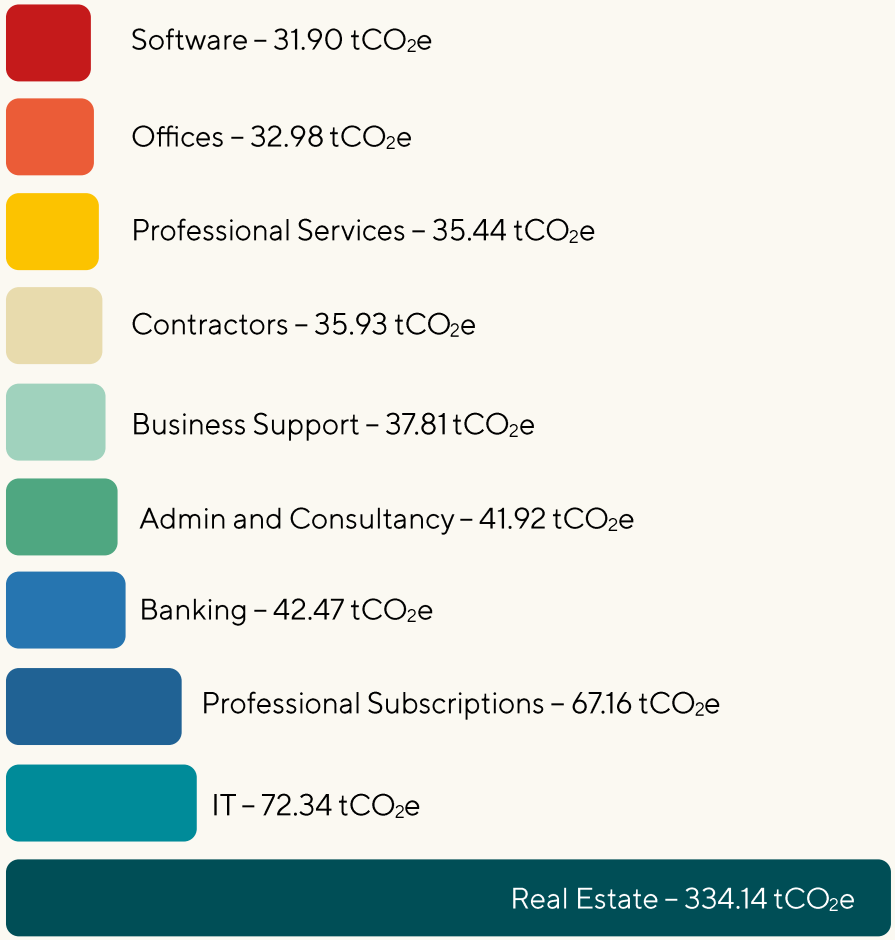
TOP 10 SPEND DATA EMISSIONS

By quantifying our purchased goods and services emissions, we have been able to identify which categories are most material to our carbon footprint. Our review of carbon emissions across our top ten spend categories shows a highly uneven distribution, with real estate dominating our footprint. Real estate alone accounts for 334.14 tCO_2e, which is more than four times higher than the next largest contributor, IT (72.34 tCO_2e). In relative terms, real estate represents almost 46% of the total emissions across these top ten categories, making it a critical area for our decarbonisation efforts.

Following real estate, IT and professional subscriptions are the next most significant contributors, with 72.34 tCO_2e and 67.16 tCO_2e, respectively. IT emissions are roughly 22% of the real estate total, while professional subscriptions are about 20% lower than IT. This demonstrates that these categories, while smaller, still represent meaningful opportunities for reduction.

The lower-emitting categories, offices (32.98 tCO_2e) and software (31.90 tCO_2e), differ by only 3%, meaning that even small improvements could contribute to our overall reduction goals. Collectively, these seven categories account for just under 30% of our total emissions, highlighting that while improvements here may be incremental, they are still valuable.

The chart below shows the total carbon emissions associated with each of our top 10 spend categories:



OUR EMISSIONS

Our Scope 1 emissions reduce dramatically in 2024 compared with 2023. This is largely due to the removal of gas at our Birmingham office. This has resulted in a 72% reduction in Scope 1 emissions across all of our locations. By contrast, Scope 1 emissions at our Macclesfield office have increased slightly by 0.68 tCO_2e, indicating a small rise in direct fuel use at that site.

Scope 2 emissions remain relatively consistent for Macclesfield and Manchester (old office data) across both years, suggesting stable electricity consumption throughout the two reporting periods. Birmingham, however, has seen a substantial reduction in Scope 2 emissions (a 60% decrease) between 2023 and 2024. This reflects positive progress in reducing electricity-related emissions at our largest office.

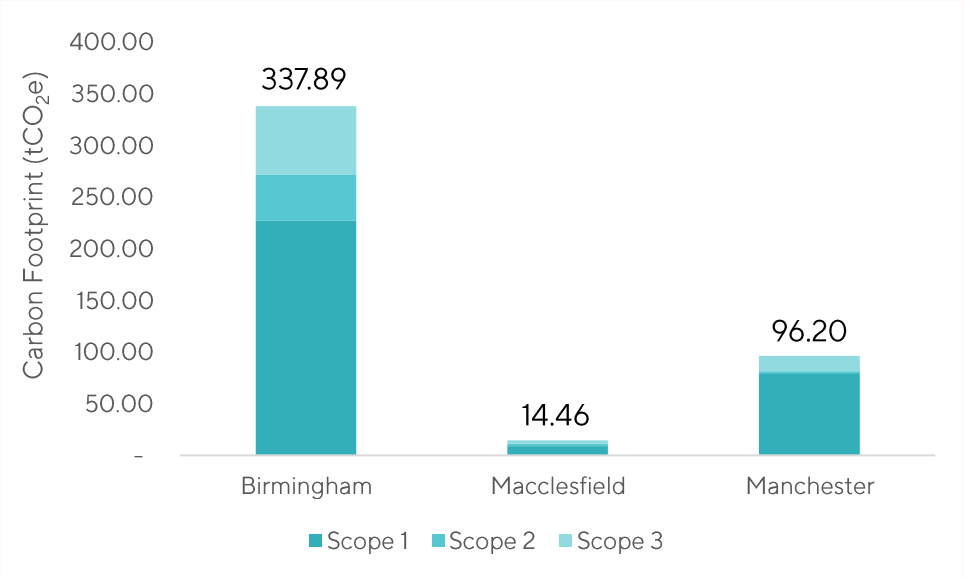
The most significant change is associated with our Scope 3 emissions. The increase is primarily driven by the inclusion of spend-based emissions data, which has been applied at a company-wide level and then allocated across our offices. As a result, our sites show a Scope 3 carbon footprint proportional to their headcount. This reflects a change in the number of emission sources that we are now capturing and improvements in data completeness.

Overall, the comparison of our 2023 and 2024 data highlights strong progress in reducing our direct operational emissions, particularly through the removal of gas from our Birmingham office as well as and reductions in Scope 2 emissions at this site. In addition to this, the reporting of additional Scope 3 categories in 2024 provides a more comprehensive view of our total carbon footprint. This underscores the importance of focusing future decarbonisation efforts on our supply chain while maintaining the operational efficiencies we have already achieved.

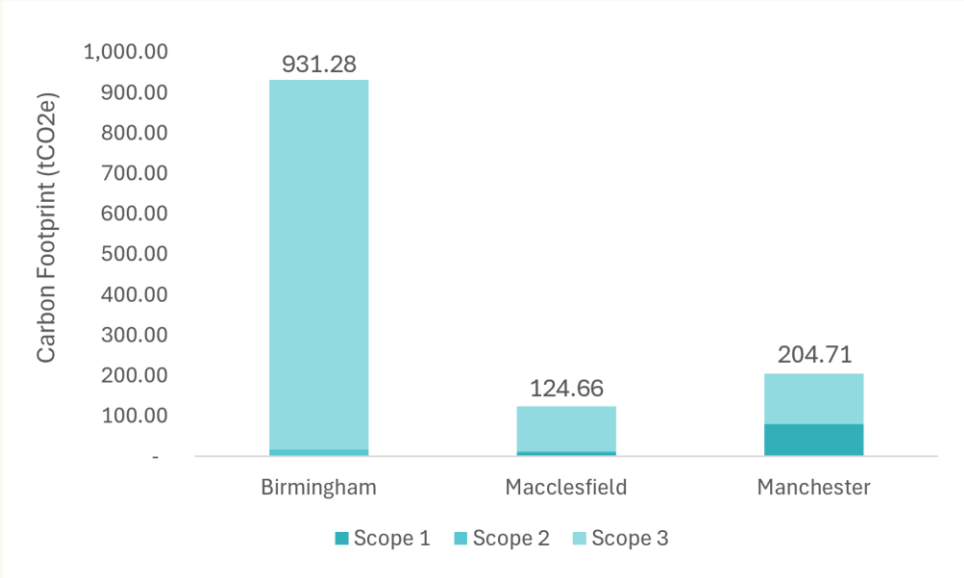
Together, we're making measurable progress towards achieving our sustainability goals.

At Anthony Collins, we're **changing** the way we **work** to do our bit to **help** the **planet**.

2023 EMISSIONS



2024 EMISSIONS



SCOPE 1

Our Scope 1 emissions have reduced significantly between 2023 and 2024. Our Birmingham office has moved away from gas boilers, in favour of electric heating. Our 2023 emissions total 315.64 tCO_2e compared to **89.21 tCO_2e** in 2024.

SCOPE 2

Scope 2 emissions represent a relatively small proportion of our emissions. All of our offices are on a renewable electricity tariff. Looking at our location-based emissions, we have reduced our emissions from 49.30 tCO_2e in 2023 to **21.98 tCO_2e** in 2024.

SCOPE 3

Scope 3 is the most complex set of emissions to quantify. Over 90% of these emissions come from our purchased goods and services. As a result, there has been a significant increase in our 2024 emissions from 83.61 tCO_2e to **1,149.47 tCO_2e**.

SUMMARY

Our total carbon footprint in 2023 was 448.55 tCO_2e. This increased to **1,260.66 tCO_2e** in 2024. Despite our higher carbon footprint, we have achieved significant reductions across our Scope 1 and 2 data and made progress in capturing Scope 3.

OUR NET ZERO TARGETS

SCIENCE-BASED TARGETS INITIATIVE (SBTI)

The Science Based Targets Initiative (SBTi) is a global body enabling businesses to set ambitious emissions reductions targets in line with the latest climate science. Setting an SBTi goal helps companies redefine long-term and flexible strategy to reduce emissions using a science backed framework.

To develop SBTi targets, companies need to set boundaries, so it is split either by subsidiaries or the entire organisation. A baseline year of typical operations should be set as a standard to consistently compare the typical year against future emissions over time.

To set an SBTi target companies need to:

- Set a near term science-based target (**5–10-year span**) to reduce emissions to be in line with **1.5°C**.
- Remain consistent with the **Paris Agreement** and avoid the most severe climate impacts, we will align our near target with a **1.5°C** scenario.
- Set a long-term science-based target (a minimum **90% reduction**) by 2050 at the latest, neutralise the remaining emissions (a **maximum** of **10%**) via carbon removals or sinks .
- Invest in **Beyond Value Chain Mitigation** to reduce and remove emissions outside of the value chain.

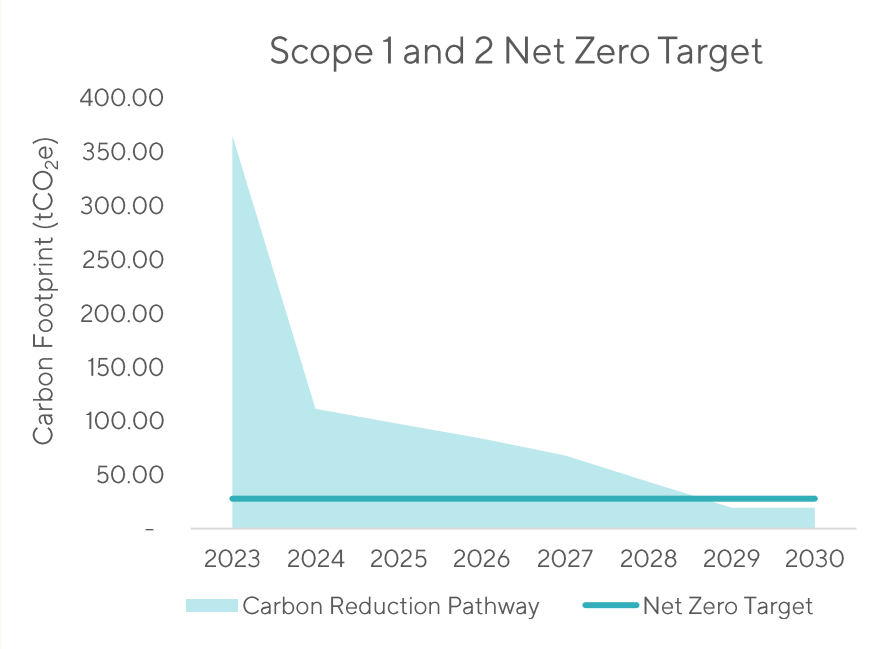
We aim to align our Scope 1 and 2 emission reduction targets with the Science Based Targets initiative approach. At present, we have set a five-year near-term target, across Scope 1 and 2, to reduce emissions in line with a 1.5°C warming scenario by 2030. Alongside this, we are working towards establishing a longer-term target, incorporating our Scope 3 emissions. We expect our Scope 3 net zero target to shift as we incorporate a greater breadth of GHG categories and improve the quality and completeness of our data.

NEAR-TERM TARGETS

Science Based Targets initiative (SBTi) near-term targets set out the emissions reductions an organisation commits to achieving within the next 5–10 years, in line with the latest climate science. They are designed to drive immediate and measurable action by aligning business emissions reductions with pathways that limit global warming to 1.5°C or well below 2°C.

Near-term targets typically cover Scope 1, 2 and, where relevant, Scope 3 emissions, and provide a clear framework for integrating decarbonisation into business planning, operational changes.

We have made great progress towards achieving our target of a 95% reduction across our Scope 1 emissions. This has, primarily, been achieved through the removal of gas boilers at our Birmingham office in our baseline year. In addition to this, we are working towards achieving our near-term target for Scope 2 emissions and only need to reduce by 3.94 tCO_2e to meet this goal. We have set a combined Scope 1 and 2 near-term reduction target of 2029, and this goal aligns with the SBTi Corporate Near-Term Calculator Methodology.



SCOPE 3 TARGETS

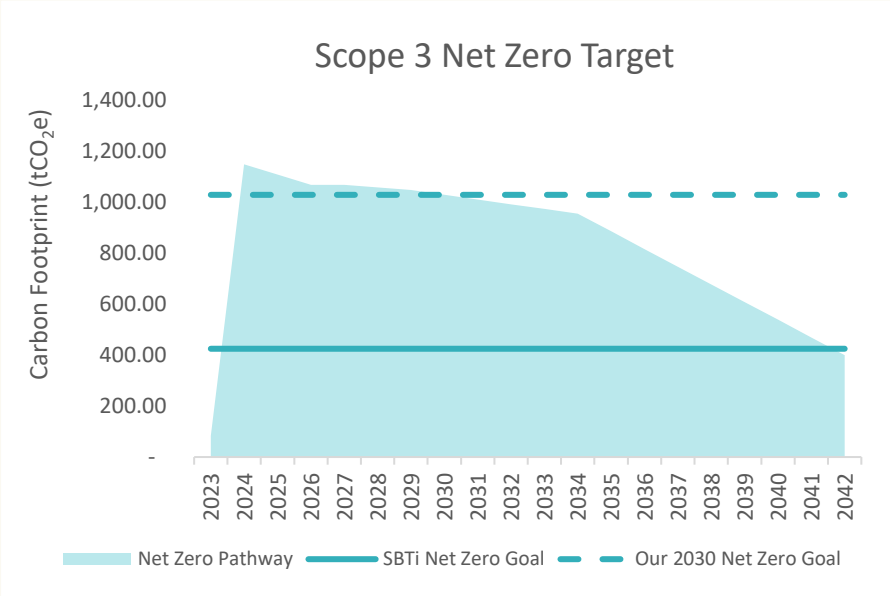
As with Scope 1 and 2, we have also set a near-term target for our Scope 3 emissions of 2030. Whilst our absolute emissions reduction target does not yet align with the SBTi definition of net zero, we will be offsetting any residual emissions in the meantime.

LONG-TERM TARGETS

In addition to our near-term targets, we have chosen to set a Scope 3 net zero reduction target for 2030 as it represents a long-term decarbonisation milestone. We believe that it represents deep emission cuts consistent with an ambitious net zero goal. Our target represents a stepping stone for us to achieve SBTi validation for our updated long-term net zero goal as data quality improves.

The primary driver behind setting this target is the lack of data availability. We acknowledge that, to set a long-term net zero goal, we need to expand the scope of emission sources included in our carbon footprint. As shown in our Scope 3 Net Zero Target chart, we have taken a dual approach to achieving our goal. The dotted line demonstrates the reductions required to meet a 2030 net zero target, with remaining emissions carbon offset. To achieve this, we would need to reduce our current Scope 3 emissions by 163.21 tCO_2e

to 986.27 tCO_2e in 2030. The solid line shows the reduction required for our net zero target to be aligned with the SBTi methodology. In this instance, our net zero year would be pushed back to 2042 where only 10% of our total emissions may be offset. This means that we would need to reduce our Scope 3 emissions by 724.17 tCO_2e to 425.31 tCO_2e. This is equivalent to reducing our overall emissions by 63%, as mandated by SBTi for Scope 3 reductions.



It must be noted that both of these targets are subject to change based on the incorporation of additional Scope 3 emission categories.

A list of our carbon reduction initiatives, annual carbon saving and implementation year are shown in the table below:

Initiative	Scope	Annual Carbon Saving (tCO_2e)	Implementation Year
Weather Controls	1	8.57	2028
LED Installation	2	1.81	2028
AMR Installation	2	1.93	2028
Power Management	2	11.94	2026
Low Carbon Suppliers	3	50.85	2030
Fare Swap – Taxi to Bus	3	10.28	2028
Car Travel Reduction	3	8.22	2026

"Our 2030 strategy is bold because we believe that bold action is needed to make a real difference."

QUANTIFIABLE CARBON REDUCTION INITIATIVES

"We're focusing on monitoring, managing and reducing the emissions that are directly within our control"

TACKLING SCOPE 1 AND 2

We, as a business, are committed to implementing a comprehensive range of initiatives to achieve our net zero targets. These initiatives will focus on reducing emissions across our operations, including energy use, business travel, and the broader supply chain, while promoting sustainable practices throughout the organisation. By doing so, we aim to ensure that we remain on track to meet our emission reduction goals in line with our net zero strategy.

To maintain accountability and transparency, we aim to monitor the effectiveness of these initiatives and review our progress on an annual basis, updating our approach as necessary to reflect new opportunities, emerging technologies, and changes in best practice. This ongoing review process will ensure that we continue to identify, prioritise, and implement measures that deliver meaningful reductions in our carbon footprint while supporting our broader sustainability objectives.

Collectively, these initiatives demonstrate a cost-effective and practical pathway to reducing operational emissions while delivering financial savings.

WEATHER CONTROLS

Within Scope 1, we recognise that the continued consumption of natural gas at our Macclesfield site should be addressed. We plan to focus on this in 2028 to identify the best course of action to take. If we cannot move away from gas completely, we aim to have reduced unnecessary consumption by installation of more sophisticated heating controls. The introduction of improved weather compensation and heating controls, could deliver an annual carbon saving of 8.57 tCO_2e. By optimising heating output in response to external temperatures, we estimate an annual cost savings of £287.42, against a one-off implementation cost of £338.

Initiative	Carbon	Cost
£338	**8.57** tCO_2e	**£287**
Cost	Saving	Saving

LED INSTALLATION

As part of our ongoing commitment to improving energy efficiency and reducing operational carbon emissions, an LED lighting upgrade has been identified for the Macclesfield office. This is something that was highlighted in our recent ESOS Action Plan submission and applies purely to our Macclesfield site. This initiative represents a practical, measure that can be implemented without disruption to building operations and will contribute directly to reducing Scope 2 emissions.

The installation of LED lighting has been costed but is currently on hold until a strategic decision about the future location of the office is completed. We commit to introducing LED lighting at this site by 2028.

Initiative	Carbon	Cost
TBC	**1.81** tCO_2e	**£768**
Cost	Saving	Saving

AMR INSTALLATION

To improve visibility and control over electricity consumption at our Macclesfield office, we will install Automatic Meter Reading (AMR) as a key energy management initiative. Again, this measure was identified in the ESOS Action Plan that we submitted last year. Our other offices already have AMR meters installed and, as such, were excluded from this initiative. AMR will provide accurate, real-time insight into our electricity use, enabling us to quickly identify and address abnormal or unnecessary consumption. This improved visibility will support more informed energy management and encourage behavioural change across the business.

The introduction of AMRs has been costed but is currently on hold until a strategic decision about the future location of the office is completed. We commit to introducing AMR meters at this site by 2028.

Initiative	Carbon	Cost
TBC	**1.93** tCO_2e	**£628**
Cost	Saving	Saving

POWER MANAGEMENT

To reduce unnecessary electricity consumption across our offices, we will implement enhanced printer and power management practices at all of our sites. This initiative will focus on ensuring printers and other office equipment are set to low-power or standby modes outside of operational hours, reducing electricity use when devices are not in active use. By optimising power management settings and reinforcing good user behaviour, we will reduce avoidable energy demand, deliver measurable reductions in Scope 2 emissions, and achieve cost savings with no capital investment, supporting our commitment to efficient and responsible energy use.

In addition, a printer standby and power management initiative, to be implemented in 2026, will significantly reduce unnecessary electricity use outside of operational hours. This initiative is expected to deliver the largest Scope 2 benefit, with annual carbon savings of 11.94 tCO_2e. There are substantial estimated cost savings, derived through a reduction in consumption and energy bill costs, of £1,977.70 achieved with no capital implementation cost.

Initiative	Carbon	Cost
£0	**11.94 tCO_2e**	**£1,978**
Cost	Saving	Saving

SCOPE 3 MEASURES

There are a number of initiatives that we aim to implement to reduce our Scope 3 emissions. As the largest part of our total carbon footprint, this Scope represents a key area of focus for us to achieve our net zero goals. Initiatives prioritise our purchased goods and services emissions, minimising our water usage and a reduction in the carbon intensity of our business travel methods.

LOW CARBON SUPPLIERS

By choosing low-carbon suppliers that emit around 5% less than standard providers, we could reduce our carbon footprint by 50.85 tCO_2e across our offices. This initiative is planned to begin in 2030 and be fully implemented for the majority of our suppliers by 2042. Naturally, as companies continue to improve efficiency and adopt greener methods, their emissions will decrease further supporting our efforts. By prioritising these low-carbon options, we not only achieve a tangible reduction in emissions but also contribute to a broader movement toward a more sustainable future.

Carbon Saving	
50.85 tCO_2e	This is equivalent to the lifetime carbon absorption of 50 trees

FARE SWAP – TAXI TO BUS

We are committed to reducing emissions from business travel by shifting journeys from taxis to local bus services wherever practical. Taxis have a higher per-journey carbon footprint, while buses offer a lower-emissions alternative.

We recognise that bus travel will not be suitable for all journeys due to time and location constraints, but we will encourage teams to prioritise this option where possible. Implementation is planned from 2028, allowing time to embed guidance and support behavioural change across all offices.

Based on current travel patterns, this shift is expected to deliver an estimated carbon saving of 10.28 tCO_2e, making a meaningful contribution to our Scope 3 emissions reduction and wider net zero objectives.

Carbon Saving

10.28 tCO_2e

This is equivalent to the lifetime carbon absorption of 10 trees

CAR TRAVEL REDUCTION

We aim to reduce emissions from car-based business travel by 20% from 2030 onwards, recognising that car journeys represent a material source of our Scope 3 emissions. Passenger vehicles generate approximately 120 gCO_2e per kilometre, meaning that even relatively small reductions in travel frequency or distance can deliver meaningful carbon savings.

This reduction will be achieved by prioritising alternatives to car travel where practical, including increased use of virtual meetings, greater uptake of public transport, and encouraging more efficient journey planning. Where car travel remains necessary, we will seek to promote lower-emission options over time.

Based on current travel patterns, a 20% reduction in car-based business travel is expected to deliver an estimated carbon saving of 8.22 tCO_2e, contributing directly to our wider Scope 3 emissions reduction targets and supporting our long-term net zero ambition.

Carbon Saving

8.22 tCO_2e

This is equivalent to the lifetime carbon absorption of 8 trees

UNQUATIFIABLE CARBON REDUCTION INITITIVES

"We're focusing on collecting data across all of our relevant Scope 3 emission categories"

WASTE MANAGEMENT

At Anthony Collins, we are committed to implementing a robust and consistent waste management process across all our offices, ensuring transparency and accountability. At present, our Birmingham site weighs their binbags on a monthly basis to monitor the amount and type of waste. Our Manchester (old office data) and Macclesfield office do not have sight of the type, weight and treatment method of the waste that we produce as it is covered under a service charge.

To address this, we are actively collaborating with our waste contractors and landlords to improve the accuracy and consistency of waste reporting across all sites. This includes establishing standardised procedures for weighing and recording waste, integrating reporting systems with contractors, and encouraging landlords to provide full data for the services that they manage. By doing so, we can obtain a clearer understanding of our total waste footprint, identify trends and areas for reduction, and implement targeted initiatives to minimise our waste to landfill.

Additionally, this approach allows us to promote compliance with environmental regulations, optimise costs, and support our broader sustainability objectives.

BUSINESS TRAVEL DATA COLLECTION

Developing a structured and comprehensive approach to recording business travel is essential for ensuring accurate reporting of Scope 3 emissions across our organisation. We aim to gather this data at an 'individual journey' level, allowing us to identify trends, patterns, and areas for potential reduction over time. This would include capturing information such as the date of each journey, its purpose, and the mode of transport used.

For example, in order to accurately quantify our car travel, we need to categorise journeys by vehicle type and engine size. This is because we recognise that different fuel types and larger engines have a higher carbon intensity per mile.

In order to achieve this, we may need invest in a dedicated business travel expenses software to allow us to capture the data in more detail. By splitting out mileage and travel claims from our 'traditional' expenses system, we will be able to monitor, manage and calculate the associated emissions more accurately. Software such as SAP Concur, Zoho Expense or Kanoo Travel's 'eo'. These apps are designed to capture the granular data that we need to understand the carbon impact of our business travel.

CARBON LITERACY

Carbon Literacy Training plays an important role in raising awareness of the carbon impacts associated with everyday activities and supporting more informed decision-making across the organisation. By providing staff, suppliers, and stakeholders with a foundational understanding of climate science, carbon accounting, and low-carbon choices, we aim to encourage more consistent and meaningful action. This training helps to establish a shared language and mindset, ensuring that sustainability is not limited to specialist roles but is reflected in day-to-day behaviours and decisions. As part of our wider sustainability journey, we aim to integrate Carbon Literacy Training into broader learning and development activities, helping to build internal capability and support progress towards our climate objectives.

Carbon Literacy Training empowers individuals to make **low-carbon decisions** in their everyday life.

The Carbon Literacy Project reports that **certified individuals** routinely make decisions that result in carbon savings of...

5-15%

per person

HOMEWORKING SURVEY

Quantifying homeworking emissions plays an important role in understanding the carbon impacts associated with modern working practices and it can help to support more informed decision-making across the business. As homeworking continues to form part of how we operate, capturing these emissions helps ensure our carbon reporting is accurate, transparent, and reflective of real working patterns. To support this, we aim to undertake a work from home survey to capture key information, including the number of hours our employees spend working from home each year, the type of energy tariff they have, and whether they have installed low-carbon technologies such as solar panels or air source heat pumps.

Collecting this data will enable us to apply more appropriate emissions factors, better reflect differences in household energy sources, and improve consistency in our reporting. This approach supports our wider sustainability journey and contributes to progress towards our decarbonisation objectives.

GREEN BUILDING CERTIFICATION

Green building certification, such as BREEAM, plays an important role in supporting the delivery of more sustainable and efficient buildings across our estate. By providing a recognised, independent framework for assessing performance across areas including energy, water, materials, waste, ecology and occupant wellbeing, certification helps to embed sustainability considerations into the design, operation and management of our buildings.

Working with partners such as CBRE enables us to assess our portfolio, identify opportunities for certification, and prioritise interventions that deliver measurable environmental benefits. Certified buildings typically achieve significant reductions in energy use and associated emissions when compared with non-certified buildings, while also supporting lower operating costs, improved asset value and positive occupier experience. As part of our wider sustainability journey, green building certification supports more informed investment decisions and contributes to progress towards our longer-term carbon and performance objectives.

SUMMARY

Our net zero strategy marks the beginning of Anthony Collins' journey toward meaningful decarbonisation. While we have identified key initiatives to reduce our carbon footprint, we recognise that this is just the start, and there is much more to do. Over the coming years, we aim to improve the quality and accuracy of our data, ensuring that our reporting reflects the full scope of our impact. We are also committed to quantifying all of our Scope 3 categories, allowing us to better understand and manage emissions from our wider value chain. This approach will give us a clearer picture of where our opportunities for reduction lie and help guide future initiatives. As our strategy develops, we plan to review and update this strategy on an ongoing basis, reflecting progress and adjustments as we learn more and refine our approach. By taking these steps, we are laying the groundwork for long-term environmental responsibility, while embedding sustainability into the way we operate. Our goal is to make continuous improvements that contribute to a more sustainable future for Anthony Collins.

At Anthony Collins, we're powered by purpose.

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