



# Carbon Reduction Plan

October 2024 - September 2025

## Executive Summary

Rydon Maintenance is committed to achieving Net Zero emissions by 2040 at the latest.

To ensure we remain on target to reducing our Greenhouse Gas (GHG) emissions we have developed a Carbon Reduction Plan (CRP) against which to measure our progress from our baseline year information (2021/2022). Our plan includes setting clear targets for reducing GHG emissions over key timeframes and planned actions to achieve Carbon Net Zero by 2040 at the latest. Our aim is to ensure the highest levels of engagement across our business and client base. A key step in doing this will be to drive behavioural change. Other changes may require funding, and we can look to do this in conjunction with our clients and supply chain partners alike.

As a largely nationwide business but with very few satellite offices, Rydon already has a relatively small carbon footprint. We do, however, operate a vehicle fleet and steps have already been taken over recent years to reduce the impact of our fleet.

Rydon strives to make a positive contribution to the world we live and work in. We continually focus on the reduction of waste, energy, and carbon emissions through our operations relating to buildings, transport and industrial processes.

Rydon holds the Environmental Management System accreditation ISO 14001:2015 which ensures we minimise how our operations impact the environment, comply with applicable laws, regulations, and other environmentally oriented requirements. In doing so, Rydon takes steps to consider risks, evaluate operations and scrutinise the sustainability of our supply chain. We ensure products and services selected are responsibly sourced and have minimal impact.

Rydon aims to reduce environmental impact, to protect the environment and improve environmental performance. Good environmental management can reduce the risk of regulatory fines and often identifies opportunities to save money.

## Meeting the reporting requirements

This Carbon Reduction Plan complies with PPN 06/21 as published by the Cabinet Office in June 2021. This document will be reviewed and updated annually in line with the CCS Annual Report and Accounts and our existing Energy Savings Opportunity Scheme (ESOS) and Streamlined Energy & Carbon Reporting (SECR) obligations.

## Commitment to achieving Net Zero

Rydon is committed to achieving Net Zero emissions by 2040 for emissions scopes 1, 2 and 3. The commitment was made on 15/03/2024 by the Rydon Maintenance Board. We recognise the urgent need to work with the NHS to rapidly decarbonise the UK public sector.

## Carbon footprint methodology

Rydon have been reporting under the Energy Savings Opportunity Scheme (ESOS) which requires large organisations in the UK to assess and report their energy usage every four years and, where relevant, find ways to reduce their energy consumption.

Rydon's Baseline Carbon Emissions were measured as of October 2021 – September 2022. The Carbon Emissions data for previous financial years are represented in the table below:

Financial Year	Scope 1	Scope 2	Scope 3	Total	Year on year % difference
<b>2023-24</b>	487.965 tonnes CO2 equivalent (tco2e)	53.984 tonnes CO2 equivalent (tco2e)	26.248 tonnes CO2 equivalent (tco2e)	568.197 tCO2e /employee no. 139	N/A
<b>2024-25</b>	434.14 tonnes CO2 equivalent (tco2e)	42.55 tonnes CO2 equivalent (tco2e)	13.84 tonnes CO2 equivalent (tco2e)	490.52 tCO2e /employee no. 130	<b>-13.67</b>
<b>2025-26</b>					
<b>2026-27</b>					
<b>2027-28</b>					
<b>2028-29</b>					
<b>2029 -30</b>					

Rydon has 3 offices:

- Luxford Place, East Sussex
- Quadrant Court, Dartford
- Royal Wharf, E16

### **Scope 1 Emissions - Direct emissions from Rydon and our activities**

Rydon's Scope 1 data consists of electricity consumption, fuel consumption by our fleet of vehicles, and waste.

### **Scope 2 Emissions - From energy purchased by Rydon**

The CCS Scope 2 data consist of electricity purchased across three offices: Luxford Place, Quadrant Court, and Royal Wharf.

### **Scope 3 Emissions - Other indirect emissions**

Our Scope 3 footprint is dominated by emissions from our supply chain partners. We will interrogate our data from supply chain partners to better understand where carbon reductions can be made.

## **Emission Reduction Targets**

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets:

Next 5 years to 2030: Target of 25% Carbon reduction

Period to 2035: Target of 65% Carbon reduction

Period to 2040: Target of 100% Carbon reduction to Net Zero

These are ambitious but achievable targets, with an incremental increase towards net zero. A lot of the proposed measures and initiatives will take time to implement before we see the net results.

Rydon communicate our commitments to reducing our carbon emissions at work through the Rydon induction and at training, bulletins, toolbox talks, the intranet and engagement days. We also work with our local clients and the community to ensure we minimize our impact on their lives and raise awareness on sustainability issues and promote best practice.

## **Governance**

To govern the way in which we evaluate and reduce our carbon consumption, we measure and report our carbon emissions through a central database together with the support of Coral Energy, our partner for a sustainable future.

Over the coming years, Coral Energy will be assisting and supporting Rydon in:

- Producing annual Streamlined Energy and Carbon Reporting (SECR) submissions in line with the current UK legislation, to be included in published financial accounts.
- Identifying Scope 3 categories that organisations are impacted by and helping with the collation of the relevant data.
- Assisting with supply chain engagement to obtain further granular data within scope 3.

- Assisting with the process of achieving targets for net zero either within our organisation or via an external body such as Science Based Targets Initiative (SBTi).



## **Proposed Carbon Reduction Measures and Initiatives**

The carbon reduction opportunities in this section, once fully implemented, will ensure Rydon achieve our Net Zero emissions by 2040 at the latest. In order to achieve Net Zero, Rydon will be required to reduce across its Scope 1, 2 and 3 emissions.

Rydon manages its carbon emissions through the following commitments:

- We will continue with our strategy of moving our IT applications to the Cloud. This will continue to reduce the CO2 emissions from our current server room. Our applications are hosted with Microsoft whose infrastructure for our applications is more CO2 efficient and as a company they have targeted to be carbon negative by 2030.
- Continue to reduce carbon emissions on our company vehicle fleet. Continue to use leading telematics technology to monitor and measure fleet drivers, to reduce our fleet's environmental impact, lower emissions, hit ESG targets, and monitor driver behaviours.
- Continue to utilise accurate mileage logging solutions providing insightful monitoring and reporting of vehicle usage, emissions and associated fuel spend.
- Support our staff to drive economically to reduce our emissions and save costs to the driver. Provide staff who frequently drive or drive long distances Eco-Driving course to ensure that they are driving efficiently.
- Continue driving behavioural change and employee learning through the use of Rydon's e-learning Online Academy. Actions taken to reduce the impact of employee behaviours and actions will have impact primarily on Scope 2 and some parts of Scope 3 emissions.
- Continue to examine the location of staff within the existing office spaces, giving consideration to office spaces that may be underutilised or no longer required, so heating/air conditioning can be turned off or reduced in vacated areas. Once office leases come to end this may allow a reduction in the company's overall office footprint.
- Reduce carbon emissions resulting from employee business travel. Continue to support and encourage hybrid working, in the context of continuing development

of the Smarter Working policy. Encourage the continued use of virtual meeting platforms.

- Continue to encourage the use of public transport, in particular trains. Consider a travel dashboard giving regular information on travel purpose and expenditure across the organisation. Encourage transport sharing.
- Measure employee commuting for inclusion within Scope 3 emissions and encourage more people to Cycle to Work using the employee Flexible Benefits Cycle to Work Scheme which saves employees up to 39% off the retail price of a new bike (inclusive of electric bikes), accessories and safety equipment via salary sacrifice.
- Continue to drive the purchase of energy efficient products and services, and designs for more energy efficient performance.
- Promote the use of sustainable materials and equipment within our activities. This includes use of durable materials with a high recycled content and low embodied impact, sourcing sustainably logged timber, buying local materials.
- Source aggregates from suppliers who are able to provide locally sourced and recycled materials in accordance with WRAP protocols. We will, where conditions permit, re-use as much inert waste and materials within our sites.
- Promote waste minimisation and recycling and ensure waste is diverted from landfill.
- Seek to eliminate or reduce the use of ozone depleting chemicals, peat for soil amelioration purposes and pesticides which are on the UK “red list” or the EU “blacklist”. We will use non-toxic materials & refrigerants with a low global warming potential.
- Involve, consult, and communicate with clients, supply chain, and the immediate and neighbouring communities with whom we are working.
- Encourage employees and subcontractors to reduce their carbon emissions at work and at home by actively promoting a culture of energy conservation and incorporating the most carbon efficient materials and the best solutions for energy conservation.

- Work in partnership with suppliers to reduce carbon emissions in the supply chain. Actively seek to source local specialist supply chain partners to reduce journey times and travel related CO2 emissions.
- Lead by example and support clients to take action on climate change.
- Regular information on reducing environmental impacts, carbon reduction and pertinent recent environmental events be shared with Rydon employees via the Intranet, Newsletters, Webinars.
- As well as our own actions in reducing our own carbon emissions, we also have a small works department that carries out project work that can lead to reductions in our clients CO2 footprint. A classic example of this is the installation of LED lighting. We continue to seek a joined up approach with our clients to expand the amount of such works.

## **Leadership**

The Rydon Board has given, and will continue to give, its full support to this Carbon Reduction programme and the team required to achieve Rydon's Net Zero ambitions. Only after all the proposed Carbon Reduction Measures and Initiatives have been exhausted will the balance of any residual CO2 emissions be offset through the purchase of equivalent carbon emissions credits.

## **Declaration and sign off**

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards for Carbon Reduction Plans. Rydon's Carbon Reduction Plan is a live document which we strive to ensure aligns with the published reporting standard for Carbon Reduction Plans.

Scope 1, Scope 2 and Scope 3 emissions have been reported in accordance with Streamlined Energy and Carbon Reporting (SECR) requirements and the Energy Savings Opportunity Scheme (ESOS).

This Carbon Reduction Plan has been reviewed and signed off by the Rydon Maintenance Board.