

Carbon Reduction Plan

2025

 **Glencar**

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Commitment to achieving Net Zero

As we progress through this decade, we are moving towards a Net Zero built environment. Contractors play a key role in delivering sustainable buildings. Glencar strives to stay ahead of the curve in this regard, and we are passionate about our ability to influence change within the industry and share our learnings with customers and stakeholders.

Our commitment is to achieve **Net Zero carbon for Scope 1 & 2 emissions by 2025**, and **Net Zero carbon for Scope 3 emissions by 2045**.

As part of our roadmap, Glencar has achieved **Planet Mark Certification** for its business operations. By working with Planet Mark, Glencar has committed to reducing our carbon emissions year on year in line with our Net Zero carbon targets.

Glencar's approach to carbon reduction is centred around being a **responsible business**. The key themes of our strategy include:

- Delivering sustainable and low carbon buildings
- Sustainable supply chain and responsible procurement
- Reducing waste & developing a circular economy
- Ensuring efficiency in our site operations
- Operating our corporate activities in a sustainable manner



Our sustainability journey

Since launching our **Sustainability strategy** in 2021, we have made clear efforts to reduce our carbon emissions across our business and construction operations. We have summarised our sustainability journey to date, highlighting our key achievements.

2022

- Baselined our corporate carbon emissions.
- Achieved Planet Mark Certification.
- Defined Glencar's Net Zero carbon targets for scope 1, 2 and 3 emissions.

2024

- Established our Supply Chain Strategy.
- Delivered UK's first timber frame logistics building.
- Launched Electric Vehicle Scheme.
- Achieved 14% YoY reduction in total carbon emissions per employee.

2021

- Established Glencar's Sustainability Team.
- Launched our Sustainability Strategy.

2023

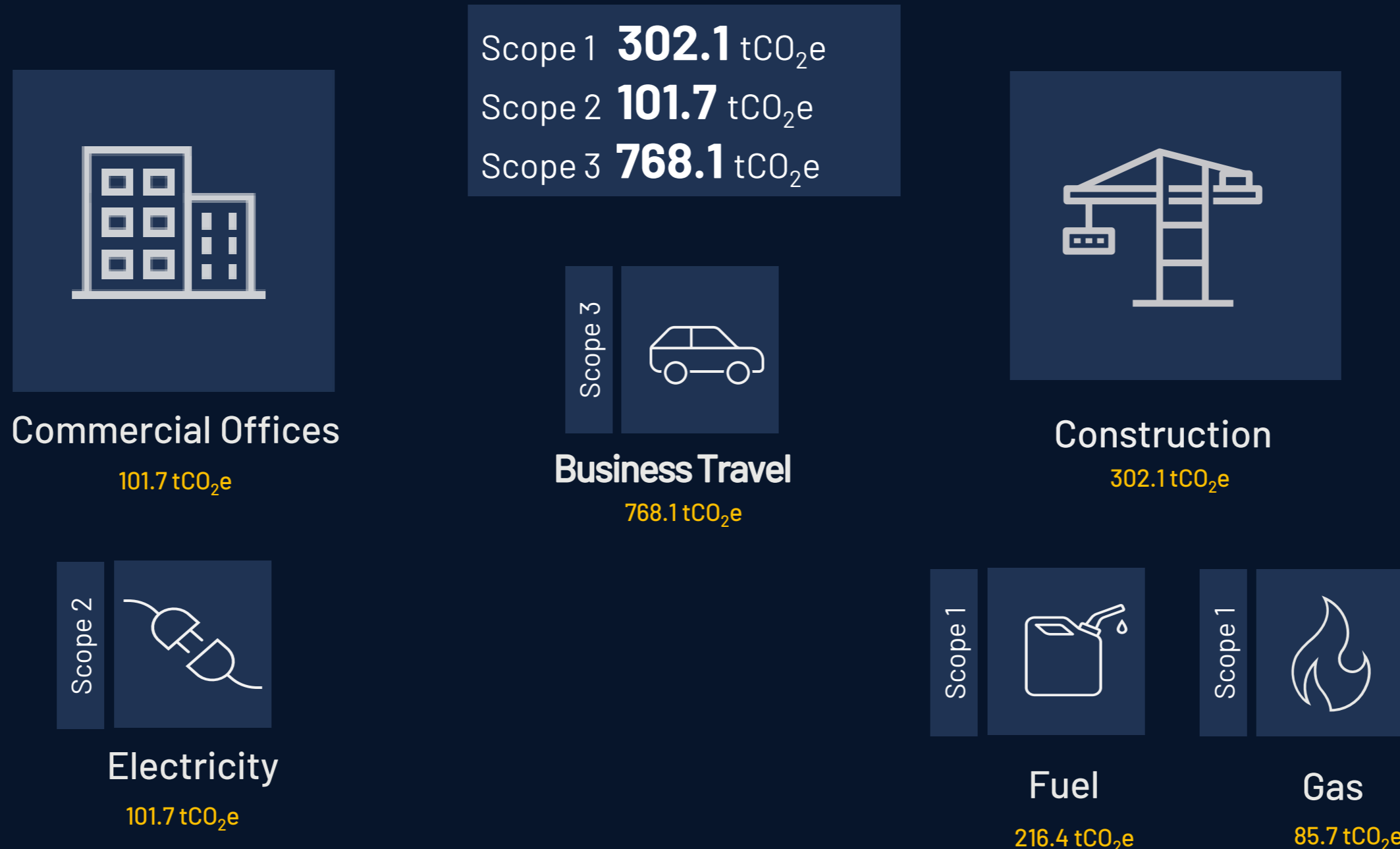
- Delivered our first UKGBC Net Zero carbon aligned buildings.
- Achieved Upfront Carbon of under 350 kgCO₂e/m²
- Commenced using HVO and Battery storage generators across construction sites.

2025

- Mandated the use of HVO across all construction sites.
- Target to achieve Net Zero carbon for Scope 1 & 2 emissions.

Scope 1, 2 & 3: Baseline

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured. Our baseline emissions were assessed in line with **SECR** based on the **2021/22 financial reporting year** using a market-based approach. We have also verified our carbon emissions with **Planet Mark certification** covering the calendar reporting year. To demonstrate our continued effort to achieving Net Zero, we have adopted a target to **reduce our carbon emissions per employee by 10%** year on year. Our baseline reporting deviates from the reporting requirements, with the Scope 3 construction emissions impact excluded from our 2021/22 baseline.



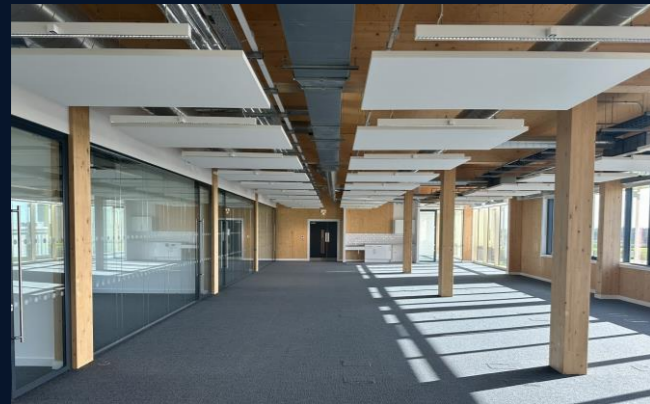
Scope 1, 2 & 3: Current position

We have summarised our current position for **2023/24 financial reporting year** in line with SECR, demonstrating a **reduction in tCO₂e per employee by 14%** against previous year. This was achieved through a combined effort of **eliminating the use of fossil fuels** at our construction sites and corporate facilities, encouraging employees to purchase **zero emission vehicles** through the **Electric Car Scheme** and **operating remotely** where feasible. These figures exclude our wider Scope 3 construction emissions impact.



Our efforts to date

To date we have implemented a number of **carbon reduction initiatives** (shown below) to address our carbon emissions since the 2021/22 baseline year. These measures have resulted in **6 tCO₂e per employee for 2023/24** reporting year compared with 7 tCO₂e per employee for 2022/23 reporting year, **demonstrating a reduction of 14% year on year.**



/01 Net Zero carbon 'ready' offices

We plan for our office facilities where we are the landlord to be Net Zero carbon ready to achieve optimum energy use and lower the carbon emissions. For our tenant-based offices where we have control, we opt for 100% renewable energy suppliers, eliminating reliance on fossil fuels. Furthermore, we ensure to use efficient systems such as LED lighting and low GWP refrigerants for our HVAC systems.



/02 Electric Vehicle Scheme

We have rolled out the Electric Vehicle Scheme, enabling our employees to utilise low emission vehicles and reduce our business travel emissions.



/03 Hybrid working

We have implemented an agile working approach and reduced the requirement for employee commuting, hence lowered our travel emissions.



/04 HVO mandate

We have mandated the use of hydrotreated vegetable oil (HVO) as a renewable fuel substitute across all construction sites coupled with hybrid generators.

Furthermore, we have utilised photovoltaic arrays and prioritise 100% Green tariffs across our construction sites for temporary power.



/05 Planet Mark Certification

By certifying with Planet Mark, Glencar has committed to monitor, report and reduce our carbon emissions year on year.

Our efforts to date

Furthermore, we began to implement strategies to **monitor and reduce our construction site impacts**. We have engaged in additional **carbon reduction initiatives** across our construction sites to begin **reducing our Scope 3 emissions**.



/06 Responsible sourcing

We ensure that the materials we source come from responsible sources and have the necessary sustainability certification, including prioritisation of materials with Environmental Product Declarations (EPDs). By monitoring construction materials across our projects, we review the material performance against targets and their supporting evidence.

In tandem we are building a supply chain database of trusted suppliers, continuously optimising opportunities for the responsible sourcing of materials.



/07 Waste management

It is our policy to conduct Glencar's activities in a manner that reflects a clear commitment towards the minimisation of waste on site and set project specific waste targets based on the project's total value.

We monitor all construction waste leaving the site on a monthly basis and have set a target to divert 99% of all construction waste from landfill.

We are increasing our contribution to the development of Circular Economy Statements (CES) and Materials Passports, in support of our clients' Circularity objectives.



/08 Resource management plans

We use resource management plans to record how materials are being managed, prioritising recycling and reuse of materials where possible and demonstrating that any materials which cannot be reused or recycled are disposed of appropriately.

We are also trialling software solutions to enable our operation teams to reuse and recycle materials across different sites.



/09 On site monitoring

We transferred all project data tracking and site procedures over to our digital platforms. This includes monitoring of construction materials, material transport, fuel, electricity, water and waste. We have mandated the monitoring of sustainability data across our sites.

Furthermore, we've integrated IoT devices to provide us live monitoring of construction site's air pollution levels.



/10 Sustainability workshops

We ensure that all teams are well-versed in our approach to reducing carbon in design and construction to align with low carbon practices and principles.

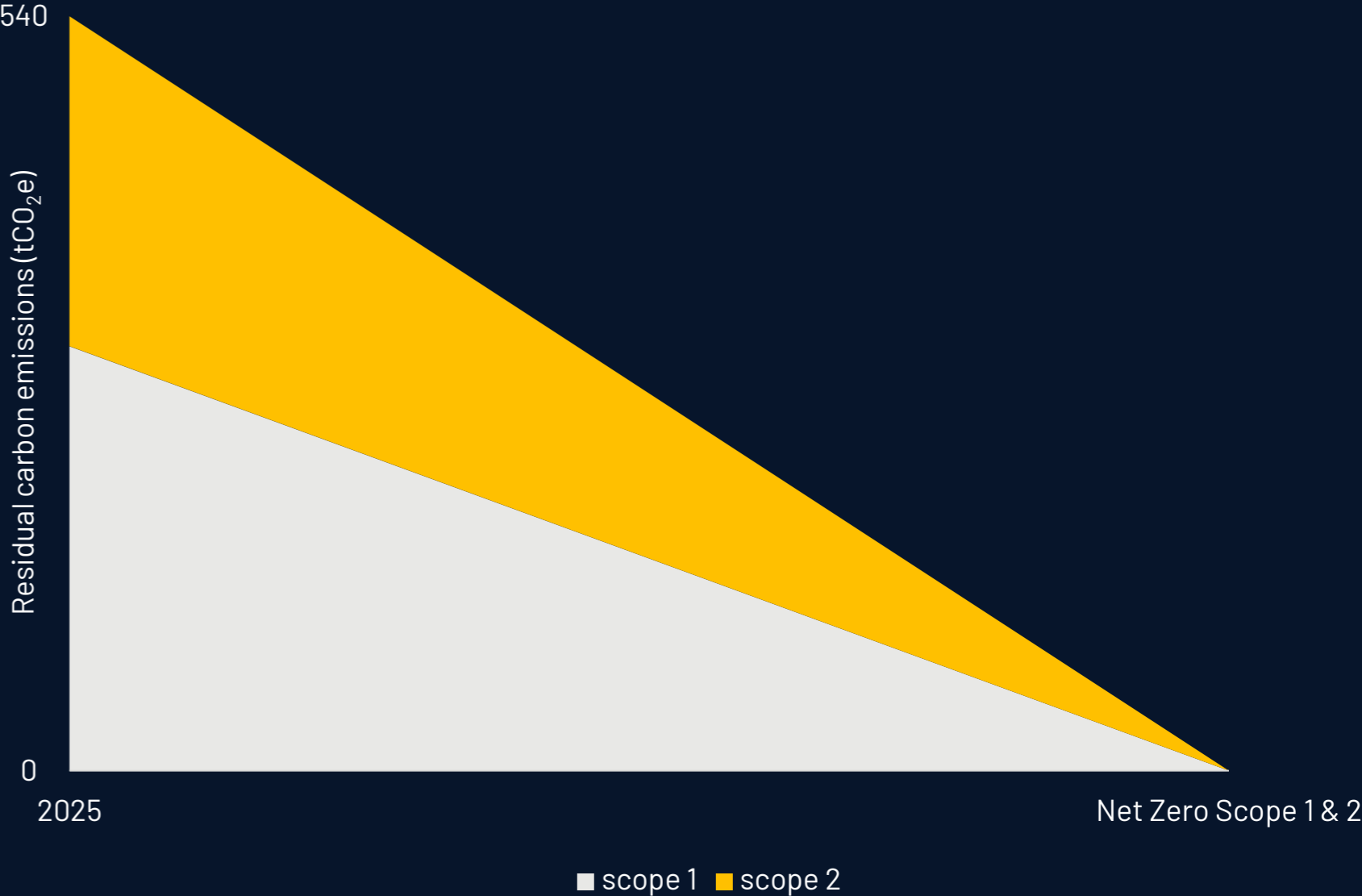
Project teams are informed on the Responsible Procurement Policy, BREEAM requirements, embodied carbon and our 'ESG Site Setup Guide' which outlines the fundamental requirements for monitoring project sustainability performance.

Net Zero by 2025 for Scope 1 & 2

We have estimated that at the end of 2025 Glencar may still have **residual carbon emissions** which may amount to **295 tCO₂e for Scope 1 and 245 tCO₂e for Scope 2**. The residual emissions are a result of our transition away from diesel generators (Scope 1) and the **additional reporting of grid electricity usage** for temporary building supplies (Scope 2).

Previously, we did not report our electricity usage across our construction sites due to the absence of submetering and monitoring processes, dependencies on landlord supplies and absence of reliable data. However, **we were able to improve our data gathering** across the sites and re-baseline our Scope 2 emissions with the addition of site’s electricity usage.

We will make the necessary efforts to **minimise these emissions** where feasible through the use of **HVO, off grid renewable supplies and 100% renewable energy contracts**. However, in order to reach our target to be **Net Zero carbon by 2025 for Scope 1 & 2**, we will aim to utilise certified carbon offsets to eliminate the residual emissions to zero.



Reducing our Scope 3 emissions

Our challenge is to address the extensive **Scope 3 emissions** in line with the **Net Zero carbon target by 2045**. The majority of our Scope 3 emissions come from embodied carbon in construction therefore it will be our top priority to address the construction impacts. These actions represent some of our **ongoing carbon reduction initiatives** to address Scope 3.



/01

Low carbon materials

We put a strong emphasis on sourcing low carbon materials with sustainability credentials which are certified by EPDs. It will be key for us to maximise the number of materials with EPDs across our design specifications.

We will continue to liaise with our supply chain to utilise innovative low carbon solutions, and materials with maximised recycled content and biogenic properties.



/02

Reducing material transport

Our priority is to work with local material suppliers in order to reduce material emissions during transit and explore the options for biofuel and hydrogen HGVs, and electric LCVs.



/03

Reducing onsite resource use

We will ensure that our onsite operations are streamlined and achieve maximum efficiency in resource utilisation such as HVO fuel, temporary electrical power, water use. Furthermore, we will explore the integration of Eco welfare facilities.

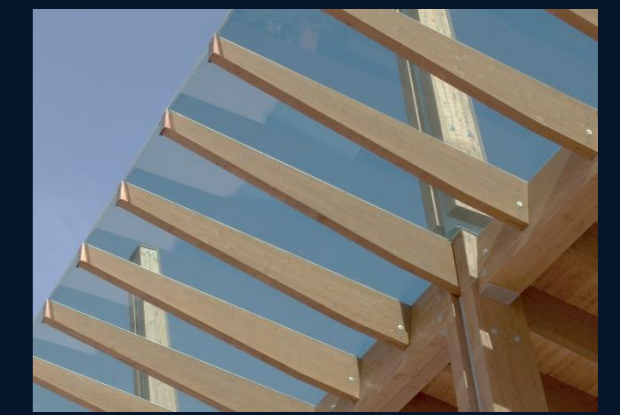
We will improve our monitoring and data collection processes through the integration of autonomy in utility metering.



/04

Trialling technologies

We will engage our subcontractors in order to pilot new and innovate technologies such as electrification of site machinery, the use of hydrogen and fuel cells for plant equipment, flywheels for cranes, and other relevant technologies as they become available.



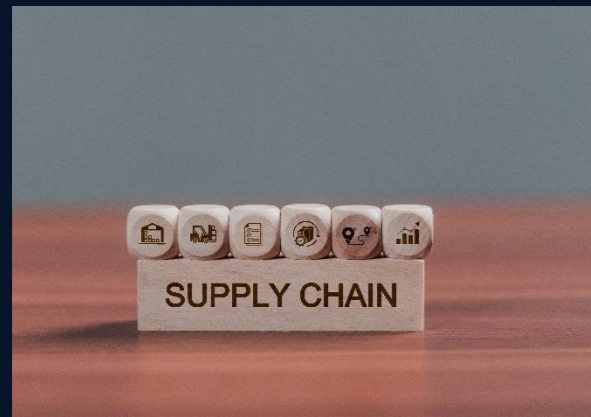
/05

Modern Methods of Construction

We will continue to integrate Modern Methods of Construction (MMC) within our buildings to reduce onsite waste, reduce installations time through prefabrication, and reduce material transportation and onsite resource use.

Reducing our Scope 3 emissions

We will continue to **optimise our corporate operations**, increasing employee **awareness of carbon** and getting involved in more **external industry events** to increase engagement on the subject matter with leading industry bodies and applying the lessons learnt.



/06

Supply chain sustainability

Ensure that sustainability design criteria is integrated as part of our tender process when assigning our trusted subcontractors and suppliers. It will be our topmost priority to ensure our suppliers are made aware of sustainability requirements.

Part of this process will be to mandate sustainability reporting as part of subcontractor delivery requirements.



/07

Sustainable office facilities

We will ensure that our office facilities are operated efficiently to lower energy and water use, waste and ensure conscious ordering of stationary materials. Furthermore, we will explore the opportunity of installation of onsite renewables such as PV where feasible.



/08

Reduce business travel emissions

We will encourage our staff to continue utilising the Electric Vehicle Scheme, make conscious travel choices and continuing to embrace our hybrid working approach.

We will also integrate electric vehicle charging points across offices and construction sites, where feasible.



/09

Increasing carbon literacy

By increasing our employee awareness of carbon, we will ensure that everybody is doing their bit in reducing our company's carbon footprint. We will also upskill our staff to enable them to use relevant software and tools as part of their work.



/10

Industry Engagement

As an industry leader, we plan to increase our involvement in industry events, participate in panel discussions and join a working group to increase collaboration with other industry bodies.

Net Zero carbon delivery roadmap

Our **Net Zero carbon delivery roadmap** informs the steps we need to take for Glencar to be **Net Zero carbon ready by 2045**. As part of the journey, we will set out **interim targets for Scope 3**, including **limits for upfront carbon** in line with UK Net Zero Carbon Buildings Standard across our construction projects. We are certain that by addressing and reducing upfront carbon in a phased approach will enable to reduce our emissions across each Scope 3 category. Our overarching target amounts to **5% reduction in total carbon emissions each year** against 2024/25.

2030

Achieve **25% reduction** in Scope 3 emissions against the baseline

All projects to achieve an upfront carbon value **< 400 kgCO₂e/m²**

2040

Achieve **75% reduction** in Scope 3 emissions against the baseline

All projects to achieve an upfront carbon value **< 200 kgCO₂e/m²**

2025

Baseline wider Scope 3 emissions

Establish Scope 3 **interim reduction targets**

Establish **limits for upfront carbon** in projects in line with the UK Net Zero Carbon Buildings Standard

Mandate **sustainability monitoring** across our supply chain

2035

Achieve **50% reduction** in Scope 3 emissions against the baseline

All projects to achieve an upfront carbon value **< 300 kgCO₂e/m²**

2045

Achieve **Net Zero carbon** for Scope 3 emissions

All projects to achieve an upfront carbon value **< 100 kgCO₂e/m²**

Declaration and 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:

Name: Chris Gleave

A handwritten signature in black ink, appearing to read "Chris Gleave".

Position: Director and Co-Founder

Date: 16th June 2025

