



Carbon Reduction Plan

Publication date: 1st May 2025

Commitment to achieving Net Zero

Vickery Holman Ltd is committed to achieving Net Zero emissions by 2050.

Baseline Emissions Footprint

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.

Baseline Year: 2024	
Additional Details relating to the Baseline Emissions calculations.	
We have held ISO 14001 for over 10 years and this has meant that as a business we have an awareness of our consumption and undertake practices within our industry to reduce our carbon impact. As a service-based industry with four offices within the South West, we employ local people to service their local area, which avoids the need for excessive travel. Over the last 5 or more years, we have been supportive of our employees working at home and reducing the amount of commutable miles, only requiring office visits twice a week. Our employees are adapted at utilising online conferencing facilities. Where company travel is unavoidable, then car sharing is encouraged where possible. Our company fleet is mostly electric or hybrid vehicles. Private cars are beyond the scope of our control and arranged with employees. The reported figures reflect the usage of four offices and all business miles.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	(Gas) 5,718 tCO₂e
Scope 2	(Electricity + Water) 9,919 tCO₂e
Scope 3 (Included Sources)	(Travel/Mileage) 50,206 tCO₂e
Total Emissions	65,844 tCO₂e



Current Emissions Reporting

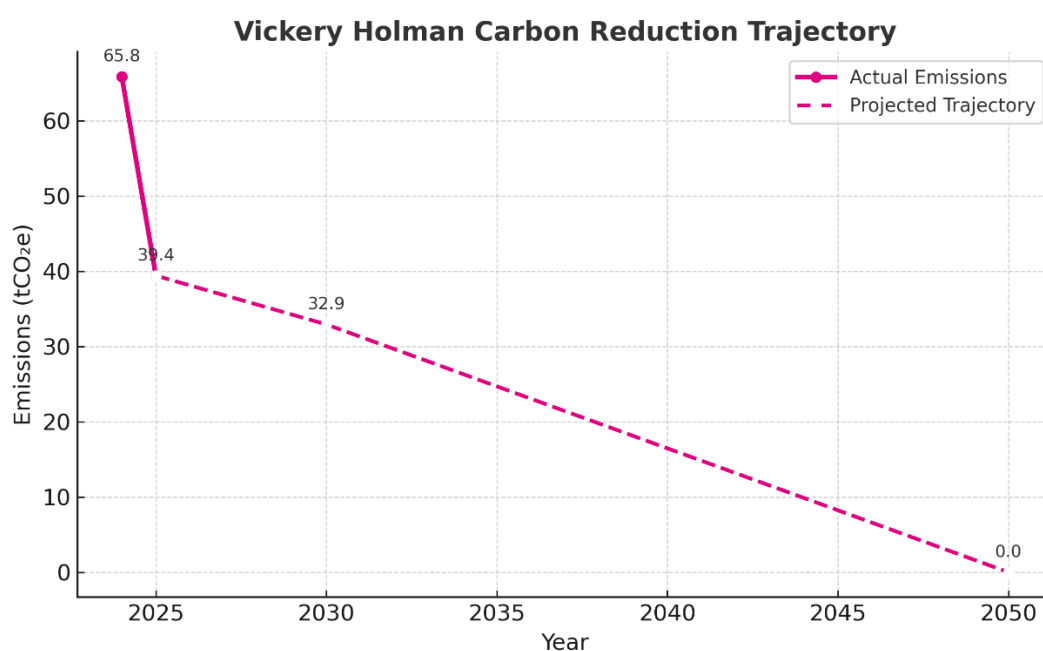
Reporting Year: 2025 (year ending June 2025)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	(Gas): 2.96 tCO ₂ e
Scope 2	(Electricity + Water): 4.17 tCO ₂ e • Electricity: 4.11 tCO₂e • Water: 0.06 tCO₂e
Scope 3	32.3 tCO ₂ e
Total Emissions	39.43 tCO ₂ e

Emissions reduction targets

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

- We project that carbon emissions will decrease over the next five years, with a pathway to Net Zero by 2050.
- Our target is to achieve a further 50% reduction by 2030 relative to baseline, with a year on year progress monitored and reported.

Progress against these targets can be seen in the graph below.





Carbon Reduction Projects

Completed initiatives (since 2024 baseline):

- Franking machines returned in favour of stamps to reduce energy use (Mar 2024)
- Car sharing initiatives introduced for company days (May 2024)
- Review of climate change impact on office working environments (Feb 2025)
- Food waste collection introduced across offices (Apr 2025)
- Ongoing use of online conferencing to minimise travel
- Fleet transition towards EV and hybrid vehicles

Future carbon reduction initiatives

In the future we hope to implement further measures such as:

Our environmental goal is to manage business processes, reducing potential impacts to a practicable minimum. The organisation is committed to operating an Environmental system that satisfies the requirements of **ISO 14001** and maintaining continuous improvement of our performance Objectives & Targets including:

- Designing activities to avoid green impacts arising
- Minimising the impact of corporate buildings within the local community
- Prevention of pollution to air, land water and natural resources
- Improving energy efficiency to reduce our overall carbon footprint
- Conservation of water for all application
- Regulation process impacts releasing odour, noise & effluent to the atmosphere
- **Reducing** waste materials necessitating landfill or incineration
- Increase **Reuse** and **Recycling** of recoverable materials
- Ensuring unavoidable waste disposal is undertaken by the safest and most responsible method available including **end of material life** considerations
- Responsible disposal of Waste Electrical Electronic & Equipment with (WEEE) Directive Accredited agencies
- **Procurement** strategy to work in partnership with Environmentally responsible Suppliers who share our goals
- Purchasing process materials from **Sustainable** sources (when available)
- Replacing process materials with 'Green' friendly alternatives
- **Transport** strategy to reduce the impacts associated with essential vehicle deployment

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed: Robert Beale, Managing Director

Date: 30th September 2025

³ <https://ghgprotocol.org/standards/scope-3-standard>