Studley Net Zero Plan

Blue terms are defined in the Glossary.

Net Zero Target

Achieve Net Zero GHG emissions by 2040, based on a 2024 baseline and covering Scopes 1, 2, and 3 in line with the GHG Protocol and UK government definitions.

1. Baseline Emissions (2024)

Scope	Emissions (tCO_2e)	Notes
Scope 1	270.33	Diesel fuel and gas consumption
Scope 2	45.99	Electricity (location-based)
Scope 3	3,064.82	Purchased goods, commuting, waste, upstream energy, etc.
Total	**3,381.14**	Verified GHG Protocol baseline

2. Net Zero Trajectory & Targets

Milestone Year	Reduction Target	Scope Focus
2026	15% reduction in Scopes 1 & 2 (vs. 2024)	Energy efficiency, gas controls, fleet optimisation
2030	50% reduction in Scopes 1, 2 & measurable Scope 3	EV rollout, renewable electricity, supplier engagement

Milestone Year	Reduction Target	Scope Focus
2035	75% reduction across all scopes	Embedded low-carbon procurement, heat system alternatives
2040	90–95% absolute reduction across Scopes 1–3; remaining emissions offset via certified removals	Carbon removals only (no voluntary offsets pre-2035)

3. Scope-by-Scope Reduction Strategy

- **Scope 1: Direct Emissions (270.33 tCO_2e)**
  - Complete **transition to fully electric/hybrid fleet by 2030**
  - Reduce diesel use through **route planning, training, and gradual vehicle replacement**
  - **Optimise gas consumption** in workshops/offices via seasonal programming, insulation improvements, and HVAC upgrades
  - Investigate **low-carbon heating systems** (e.g. heat pumps) by 2028
- **Scope 2: Electricity (45.99 tCO_2e)**
  - Maintain ongoing **electricity reduction of 5% per year** relative to operational activity
  - Switch to **100% renewable electricity contracts** by 2028
  - Explore **onsite solar options** where feasible by 2030
- **Scope 3: Value Chain (3,064.82 tCO_2e)**

Breakdown & Actions:

Category	Emissions (tCO_2e)	Key Actions
Purchased goods & services	1,020.65	ESG supplier screening; request emissions disclosures; pilot low-carbon procurement by 2028

Category	Emissions (tCO_2e)	Key Actions
Fuel- & energy-related activities	67.89	Addressed via Scope 1/2 reduction improvements
Waste in operations	53.98	Increase recycling, track waste streams, ensure zero to landfill
Employee commuting	39.47	Promote low-carbon commuting, EV salary sacrifice schemes, hybrid working

All Scope 3 actions will be guided by supplier engagement and updated annually.

Our total Scope 3 emissions in 2024 were 3,064.82 tCO_2e. The table above reflects the upstream emissions only such as goods we purchase, staff commuting, and waste we generate. However, a further 1,882.83 tCO_2e comes from downstream activities, which are things that happen after our services are delivered for example, how our work is transported, used, or disposed of further down the chain. While we don't directly control these, they are included in our total emissions baseline. We will continue to monitor these categories and assess whether reduction actions are needed.

4. Carbon Removals & Offsetting Plan

- No offsets will be used before 2035
- From 2035 onwards, only **certified removals** (e.g., reforestation, biochar, DACS) to cover unavoidable emissions
- Removals strategy will be published in full by 2030

5. Governance & Monitoring

Area	Responsibility
Plan Oversight	Sustainability Steering Group
Delivery	ESG Lead, Ops, Facilities, Procurement
Tracking	Annual GHG inventory, energy/waste data, supplier emissions

- Full plan reviewed biennially

- Progress disclosed through **Sustainability Report** and EcoVadis/other frameworks

6. Communication & Engagement

- All staff trained in Net Zero and sustainability by 2026
- Net Zero responsibilities embedded into **job roles, procurement, and fleet decisions**
- Supplier toolkit and engagement programme launched by 2027

7. Risk Factors / Assumptions

- UK grid continues to decarbonise
- EV transition remains financially viable
- Supplier transparency on Scope 3 improves
- Energy reduction achievable despite company growth

Glossary of Terms

Carbon Offsetting (via Certified Removals):

This means paying for projects that remove carbon dioxide (CO_2) from the atmosphere like planting trees, restoring forests, or using technology that captures carbon from the air. These removals are used to "cancel out" any emissions a company can't eliminate.

Certified removals are officially verified by trusted organisations to make sure they're real, permanent, and well-managed.

Embedded Low-Carbon Procurement:

This means choosing to buy materials, products, and services that were made in ways that produce less carbon. It's about working with suppliers who use greener methods like recycled materials, efficient transport, or clean energy so that the goods you buy have a lower environmental impact built in from the start.

GHG (Greenhouse Gas):

GHGs are gases that trap heat in the Earth's atmosphere and cause global warming. The most common one is carbon dioxide (CO_2), but others include methane and nitrous oxide. These gases are released from things like burning fuel, using electricity, making products, and even waste. In business, we measure how much GHG we produce to understand and reduce our impact on the climate.

GHG Protocol:

The Greenhouse Gas (GHG) Protocol is the globally recognised standard for measuring and reporting greenhouse gas emissions across Scope 1, 2, and 3. It provides guidance for calculating emissions and supports corporate sustainability reporting.
https://ghgprotocol.org

Low-carbon Heating Systems (e.g. heat pumps):

This means looking into cleaner ways to heat our buildings that don't rely on gas. One example is a heat pump: It works a bit like a fridge in reverse, pulling warmth from the air or ground to heat your space using electricity instead of burning fuel. It's much better for the environment and could cut our emissions over time.

Renewable Electricity Contracts:

This means making sure all the electricity we buy from the grid comes from clean energy sources like wind, solar, or hydro not fossil fuels. We'll do this by choosing an energy supplier that guarantees the power we use is fully backed by renewables. E.g. Octopus Energy, Good Energy, EDF Energy (Renewable Tariffs Only).

What to Ask When Switching:

Is the tariff REGO-certified? (Renewable Energy Guarantees of Origin) A REGO certificate proves that the electricity you're using comes from renewable sources — like wind, solar, or hydro.

Is it 100% renewable electricity, or just partly green?

Does it include UK-sourced renewables (not just certificates)?

Seasonal Programming (for Gas Use):

This means adjusting heating settings to match the seasons like using less gas in warmer months and making sure heating only runs when it's really needed in winter. It helps save energy by not wasting heat when it's not cold outside or when buildings aren't in use.