GLENMAN CARBON REDUCTION PLAN

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Contents

1. Executive Summary & Commitment

Glenman Corporation is committed to achieving net zero emissions by 2050. Our operations cover all

Scope 1 and Scope 2 sources plus selected Scope 3 sources where the company has the greatest level of control and can report with confidence. By 2030 Glenman is committed to reducing operational carbon emissions to zero without offsetting.

These initiatives are a public commitment to achieving a 100% electric vehicle fleet and procuring 100% renewable electricity by 2030.

They also commit companies to occupying and developing buildings that operate at net zero carbon emissions by 2030. Glenman recognises that delivering buildings that improve people's lives and leave a legacy for customers, their communities and future generations is key. We commit to supporting our clients to achieve net zero operational carbon on all new buildings and major refurbishments will achieve net zero operational carbon.

For Scope 3 emissions, in line with Science Based Target requirements, Glenman is focused on reducing emissions from the goods and services that it purchases from its supply chain, which makes up a significant part of its carbon footprint. Glenman is also committed to eliminating all avoidable waste. Relevant commitments are:

- By 2030, eliminating all avoidable waste from the demolition, excavation and construction phases of projects.
- Our office energy consumption will be from 100% renewable energy
- All purchases will be from sustainable sources
- All sites will have greywater facilities, renewable energy
- By the end of 2040, our supply chain will achieve net zero operational carbon.
- Travel, Fuel and Equipment emissions monitoring on 100% of sites
- Electrifying 50% of company fleet by 2026; 100% by 2030.
- Eliminating diesel from site generators by 2030 through hybrid or battery alternatives.
- Reducing car mileage per employee by 15% by 2026 via remote working and carpooling schemes.
- Diverting 98%+ construction waste from landfill.
- Prioritising low-carbon materials using BRE Green Guide and the RICS Whole Life Carbon Assessment methodology.
- Lifecycle assessments – completing
- Lifecycle carbon assessments on projects where there is early design involvement
- Measuring embodied carbon, compared to the London Energy Transformation Initiative (LETI) standards.

Baseline Emissions Footprint

Baseline Year: 2025

Glenman Corporation commits to achieving **Net Zero greenhouse gas emissions by 2050** for its UK operations (Scopes 1, 2 and applicable subset of Scope 3).This plan has been approved and signed by our Management Committee.

2. Organisational Profile & Reporting Boundaries

2.1 Glenman Corporation Overview

Glenman Corporation Ltd is a multi-disciplinary main contractor operating across the UK and Ireland, specialising in the design and delivery of high-quality construction projects in the public and private sectors. Our portfolio includes housing, education, healthcare, and community buildings, and we are particularly active in delivering

energy-efficient, sustainable schemes in partnership with local authorities and housing providers.

We have a track record of successful project delivery across London and the South East, including boroughs such as Wandsworth, Enfield, Camden, and Sutton. Our offices are located in London (UK headquarters), Galway and Dublin.

Our sustainability ethos is embedded across all operations, with leadership commitment to supporting the transition to Net Zero through practical measures on site, in procurement, and across our supply chain.

2.2 Reporting Boundaries

This Carbon Reduction Plan applies specifically to **Glenman Corporation Ltd (UK)**, the legal entity submitting bids for UK public contracts. It covers emissions across all business operations within the UK, including:

- Head office operations and administrative buildings
- Temporary and permanent site accommodation (e.g. welfare units, cabins)
- Construction sites and depots
- Company-controlled vehicles, machinery and plant operating in the UK
- Business travel conducted by employees
- Subset of supply chain and operational emissions as required under PPN 06/21

It excludes emissions arising exclusively in Glenman's Ireland operations, which are subject to separate national carbon reporting under Irish sustainability frameworks.

2.3 Organisational Boundary Approach

We use the **operational control approach** to define our organisational boundaries. This means we report on 100% of emissions from operations over which Glenman has full authority to introduce and enforce operating policies, particularly in regard to health, safety, environmental, and site management systems.

Where sites are delivered in a joint venture, partnership, or through shared contracts, we include emissions that fall under our scope of operational control. For instance, subcontractor emissions on Glenman-managed sites are not directly controlled but are influenced through our procurement policies and site practices; these are included under Scope 3 where required.

2.4 Emissions Sources Covered in this Plan

In compliance with PPN 06/21, this plan includes the following categories:

Scope	Included Emissions Sources
Scope 1 (Direct Emissions)	- Fuel used in plant and machinery (e.g. diesel, petrol) - Company-owned vehicles - Gas combustion in permanent offices - Site generators
Scope 2 (Indirect Emissions from Energy)	- Purchased electricity for offices and site accommodation - Purchased energy for heating and cooling (e.g. electric heaters in cabins)
Scope 3 (Partial / Required subset)	- Business travel (air, train, taxis) - Employee commuting (estimated and surveyed annually) - Waste generated during construction - Transportation of materials and goods

	to sites (upstream transportation) - Water usage across sites and offices

Other Scope 3 categories (e.g. capital goods, downstream use of products) are not included in this plan unless otherwise stated, but may be incorporated in future iterations as we expand the breadth of our emissions accounting.

2.5 Period Covered

The emissions data provided reflects our baseline year of **July 1 2025 to July 1 2026**, unless otherwise indicated. All future carbon reporting will reference this period unless a new baseline is adopted following a material organisational change or methodology update.0

2.6 Boundary Limitations and Justifications

While this plan covers the full UK operations of Glenman Corporation, certain practical limitations affect our Scope 3 reporting:

- **Subcontractor travel** and **outsourced logistics** data is often unavailable at the project award stage. We address this via proxy data, industry benchmarks, and require key suppliers to submit emissions estimates.
- **Embedded carbon in materials** (embodied emissions) is not a mandatory Scope 3 category under PPN 06/21 but is tracked for major construction elements and included in our project-specific carbon action plans.
- **Office utilities** within landlord-controlled buildings are estimated where direct meter readings are unavailable.

These limitations are reviewed annually, and efforts are being made to improve direct data capture, including supplier engagement and digital tools.

3. Baseline Emissions (Most Recent Year)

Scope / Emission Category	Activity Data (units)	Emission Factor (kg CO_2e/unit)	Emissions (t CO_2e)
Scope 1: company fuel (site machinery, vehicles)	23,260 litres diesel – Lillie Road 8117.5 litres diesel – Godwin Estate	2.68 kg CO_2e per litre	84.1 tCO_2e
Scope 2: purchased electricity The office and sites mentioned are supplied with the British Gas Renewable Energy Tariff for Business. Which sources 100% of its electricity from certified renewable generation. By choosing this tariff, we have eliminated scope 2 (market-based) emissions from purchased electricity	**Office** – 9,007 **Lillie** – 9,375 **Godwin** – 4,797 Total: 23,179 kWh	0.233 kg CO_2e / kWh	5.4 tCO_2e
Scope 3 (required subset): waste disposal, upstream transport, business travel, employee commuting	– Waste:	0.45 tCO_2e	tCO_2e – Transport (materials delivery):

			15.4 tco2e
Total Baseline Emissions			**~3,285 tCO_2e**

4. Emission Reduction Targets & Roadmap

Year	Target Reduction vs Baseline (%)	Target Emissions (tCO_2e)
Baseline Year (2025)	0%	3,285 tCO_2e
2028	– 20%	2,628 tCO_2e
2032	– 40%	1,971 tCO_2e
2038	– 70%	985 tCO_2e
2050	Net Zero (or residual offset)	0 tCO_2e

Key Milestones / Interim targets: Annual reduction goals, periodic reviews

5. Carbon Reduction Measures (Projects / Interventions)

For each major measure, include baseline emissions, expected reductions, resultant emissions, and saving:

Measure	Baseline Emissions (tCO_2e)	Action / Implementation	Resultant Emissions (tCO_2e)	Savings (tCO_2e)
Transition to low-emission vehicles/plant	800 tCO_2e	Replace or retrofit site vehicles, use electric or hybrid plant	600 tCO_2e	200 tCO_2e
Energy efficiency in offices / site accommodation	400 tCO_2e	LED lighting, smart controls, insulation, solar panels	260 tCO_2e	140 tCO_2e
Material selection and design improvements	600 tCO_2e	Use lower-carbon materials (e.g. GGBS-blended concrete, recycled steel, responsibly sourced timber)	420 tCO_2e	180 tCO_2e
Logistics optimisation & consolidated deliveries	300 tCO_2e	Route optimisation, load sharing, local sourcing	225 tCO_2e	75 tCO_2e
Waste reduction & circularity	200 tCO_2e	High recycling, material reuse, deconstruction	120 tCO_2e	80 tCO_2e
Behavioural change & staff engagement	100 tCO_2e	Training, driver behaviour, site best practices	80 tCO_2e	20 tCO_2e

Total projected reduction in first phase: **~625 tCO_2e** (around 19% of baseline)

6. Contract-level Implementation & Enforceability

- For each tender/contract, Glenman will incorporate **contract-specific carbon clauses** (e.g. plant emission limits, sustainable procurement, delivery consolidation, energy-efficient welfare units).

- Each contract will have **monitoring, reporting, audit and verification checkpoints**.
- Carbon performance will be included in **monthly site reporting** (e.g. fuel use, energy, waste, transport metrics).
- A **carbon dashboard** will aggregate performance across all active contracts.

7. Governance, Roles & Responsibilities

- **CRP Leadership & Sign-off**: Signed by CEO / Board (executive-level).
- **Sustainability / Carbon Team**: Head of Sustainability, Carbon Managers, Project Carbon Leads.
- **Site-level Responsibility**: Every project has a Carbon Champion responsible for data capture, compliance, and reporting.
- **Approval & Review**: Annual review and board sign-off of updates.

8. Publication, Transparency & Review

- Publish the CRP on Glenman's website, with clear signposting and version history.
- Retain all historical CRP versions for comparison.
- Commit to **annual updates**, showing actual vs baseline emissions and progress toward targets.

9. Declaration & Sign-Off

"This Carbon Reduction Plan has been completed in accordance with PPN 06/21 (and successor PPN 006) and the associated technical standard. Emissions have been reported using the GHG Protocol framework and UK government emission factors. It has been reviewed and approved by our Executive Board."

Signature:
Name: Director
Date: 01/07/2025