

GLENMAN CARBON REDUCTION PLAN

Jillian Lilico, Head of Social Value Shaan Ali Sustainability Analyst
GLENMAN CORPORATION LTD 8 POWER ROAD CHISWICK W4 5PY

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Carbon Reduction Plan

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Commitment to Achieving Net Zero

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: 2020

Additional Details: Emissions include site fuel use, electricity, water, car mileage, and waste. Scope 3 includes upstream transport and distribution, waste, business travel, and downstream transport.

EMISSIONS	TOTAL (tCO2e)
Scope 1	83.3
Scope 2	5.4
Scope 3 (Cat 4, 5, 7, 9)	185.3
Total Emissions	273.9

Current Emissions Reporting

Reporting Year: 2024

EMISSIONS	TOTAL (tCO2e)
Scope 1	42.1
Scope 2	2.7
Scope 3 (Cat 3, 5, 7, 9)	93.7
Total Emissions	138.6

Emissions Reduction Targets

We will reduce our organisational carbon footprint by 20% by 2028 (from 2024 levels) to 110.88 tCO2e. We will achieve this by:

- 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.

We have integrated monitoring on all sites to monitor energy, water, transport and waste performance, ensuring live tracking and early intervention.

Carbon Reduction Projects

Carbon Management	
Certification to ISO 14001:2015 (recertified to 2015 standard in 2016)	2013
Local labour monitoring	2017
Local procurement monitoring	2019
Sustainability training, local labour and local procurement targets embedded in subcontractor packages	2019
Local labour and local procurement reporting	2019
Pallet take back schemes to reduced packaging and pallet waste	2020
'Just in time logistics planning for efficient site deliveries with take back policies.	2020
Flexible working to reduce travel emissions	2024
Environmental awareness training rolled out to all staff	2024
Sustainability Analyst employed	2024
Implemented waste reduction plans on all Glenman sites	2024
Capture of vehicle data from deliveries	2024
Introduced resource and carbon emissions monitoring system (water, energy, car miles, waste).	2024
Introduced a carbon reduction measure from local labour	2024

Focusing on early grid connections to construction sites to limit the amount of on-site diesel as an intentional strategy	2024
All plant and equipment logged via NRMM to ensure compliance and emissions tracking. •	2024

Planned Initiatives:

- Subcontractors being monitored on carbon emissions
- Fuel use monitoring
- Energy monitoring all sites
- Improving site cabin set-ups including eco-cabins, electrical zoning, out-of-hours mains switches and increased use of LED lighting
- • Promoting the use of hybrid generators where on-site diesel use cannot be avoided
- Equipment emissions monitoring
- Site travel plans tailored for each project, promoting cycling and public transport.
- Hybrid generators mandatory – the only type of generator allowed on sites
- Sustainable procurement policy prioritising local, low-impact materials.
- Enhanced site biodiversity at key projects (e.g. pollinator planting, habitat boxes).
- Use of HVO fuel (which emits 10 times less carbon than mineral diesel oil) 2021
- Implementation of a new standard set-up for all site cabins
- Transition to fully electric or hybrid plant by 2030.
- Circular economy approach to materials, including take-back schemes and offsite construction methods.

- Collaboration with subcontractors to co-develop packaging-free supply solutions.



Scope 3 Emissions

Glenman has set the following emissions reduction target, which has been approved by the Science Based Targets Initiative:

Glenman commits to reduce absolute Scope 3 Greenhouse Gas emissions from purchased goods and services 55% by 2030 and 100% by 2040, from a 2020 base year.

It is not yet possible to show a reduction over time graph for Scope 3 emissions. Work is ongoing to gather accurate data from the supply chain. The current data relies on proxy carbon values and is therefore reliant on the amount spent within

different elements of the supply chain. It is not sensitive enough to be able to demonstrate where reductions have occurred.

Gathering this data is the first step.

Benchmarking and Alignment

All initiatives are based on best practice guidance from the UK Green Building Council (UKGBC), the Construction Leadership Council's CO2nstruct Zero programme, and PAS 2080.

Declaration and Sign-Off

This Carbon Reduction Plan complies with PPN 06/21 and its associated guidance. Emissions are reported per the GHG Protocol Corporate Standard and SECR requirements using BEIS conversion factors. Scope 3 reporting includes the required categories per PPN guidance.

Approved by:



Micheal Conneally
Contracts Director
Date: 15 April 2025