



Gleeds Global Footprint

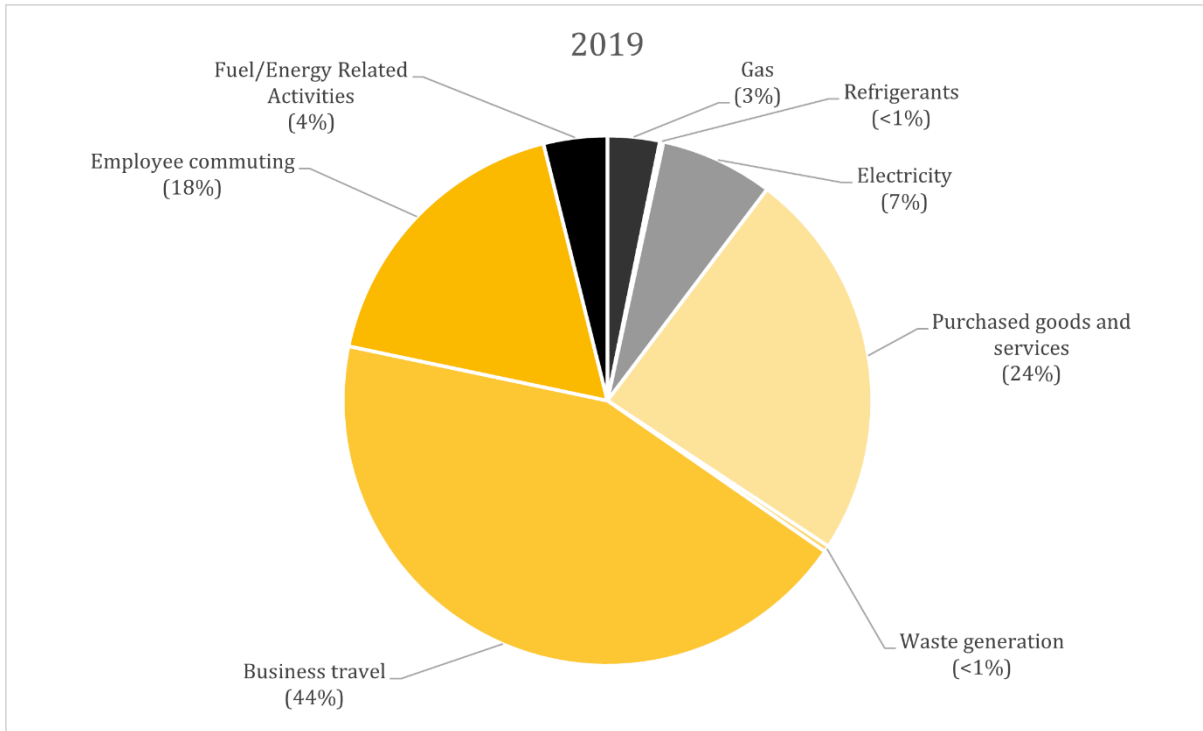
Commitment to achieving Net Zero

Gleeds is committed to being net zero by 2040 across our scope 1, 2 and 3 emissions. This will involve a 90% reduction in our emissions from our 2019 baseline

Emissions Footprint

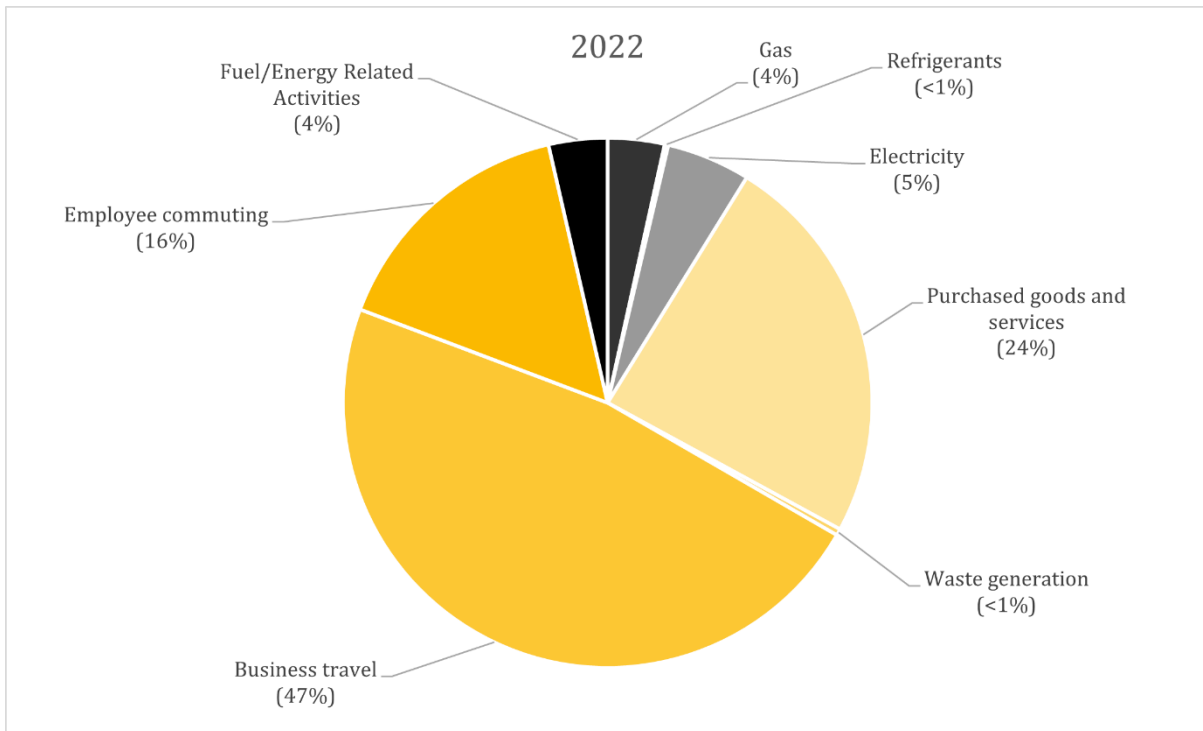
Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2019	
Additional Details relating to the Baseline Emissions calculations.	
This is the first year that Gleeds is reporting on its carbon emissions externally. Given that 2020 was not a standard year in terms of emissions (due to the impact of COVID-19), 2019 is the most recent year to be used as a baseline.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO _{2e})
Scope 1	541
Scope 2	1,097
Scope 3 (Included Sources)	14,243 GHG Protocol Categories Included: 1, 3, 5, 6, and 7
Total Emissions	15,882



Current Emissions Reporting

Reporting Year: 2022	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	612
Scope 2	853
Scope 3 (Included Sources)	15,136 GHG Protocol Categories Included: 1, 3, 5, 6, and 7
Total Emissions	16,601

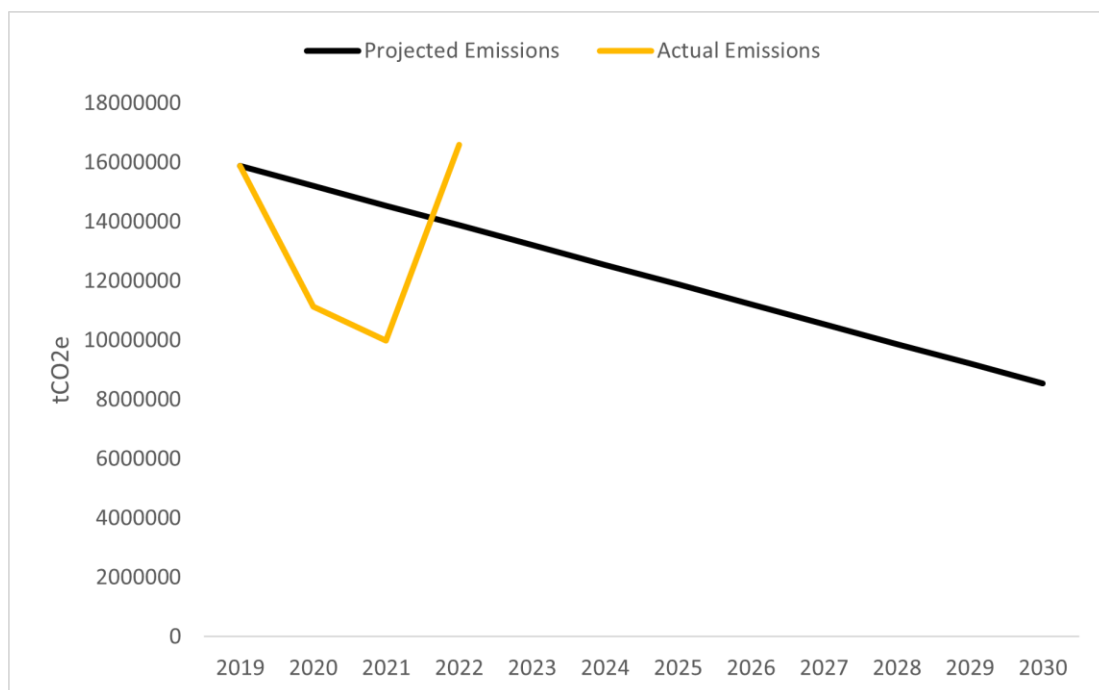


Emissions reduction targets

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 to 10,194 tCO₂e by 2025. This is a reduction of 25.2% from our 2019 baseline.

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





Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline.

Gleeds has committed to the Science Based Targets initiative, and we aim to have our reduction targets verified by the end of Q3 2023.

ISO 14001 has been implemented across our UK operations.

We are in the process of implementing further measures such as:

Integrating requests for environmental impact data into the procurement process for new suppliers.

Procuring all electricity provided to Gleeds offices from high quality renewable tariffs.

Switching all light bulbs to LEDs and implementing sensors (where possible) to reduce the amount of time that the lights are on.

Engaging with landlords of relevant sites to discuss medium-term plans for the phase-out of fossil fuel heating systems.

Establishing business travel policies and guidance, encouraging lower carbon transport modes.

Undertaking annual surveys requesting information on specific transport modes and distance travelled, to assess our employee commuting more accurately.