

Tony Gee Pledge to Net Zero



2022 Annual Report

Tony Gee has signed up to '[Pledge to Net Zero](#)' and are committed to the use of science-based targets to achieve net zero for our operational carbon by 2050. The pledge was established to commit organisations from the environmental sector to take a leading role in the transition to a Net Zero carbon economy. As a signatory Tony Gee has pledged to:

- Set and commit to delivering a greenhouse gas target in line with either a 1.5°C or well below 2°C climate change scenario – covering buildings and business travel as a minimum;
- Publicly report greenhouse gas emissions and progress against this target each year; and
- Publish one piece of research or thought-leadership each year on practical steps to deliver a net zero greenhouse gas economy.

This report outlines our progress in 2022 against our baseline assessment of operational carbon, the key aspects included and the targets we have set.

2022 Carbon Emissions from Tony Gee UK Operations

We have assessed our emissions for Scope 1, 2 and 3 as summarised in the table below. Note that we have had an organic Full Time Equivalent growth on average of 6.5% over 2022.

	Included Aspects	2018 Carbon Emissions	2022 Carbon Emissions
Scope 1	Emissions from company lease cars (business miles) Office gas supplies	56 tCO ₂ e	39.9 tCO ₂ e
Scope 2	Office electricity supplies	125 tCO ₂ e	0.4 tCO ₂ e
Scope 3	Transmission and losses associated with office electricity supply. ¹ Water supply and treatment (where data is available) Business travel (road, air and rail)	116 tCO ₂ e	71.3 tCO ₂ e
Total Carbon Emissions		297 tCO₂e	112 tCO₂e (62% reduction)
Volume of verified carbon offsets to be purchased		-	489FTE x 2 tCO₂e/FTE = 978 tCO₂e offset

¹ Transmission losses have very minimal impact on our emissions. The majority of the scope 3 emissions we calculate, is related to business travel.

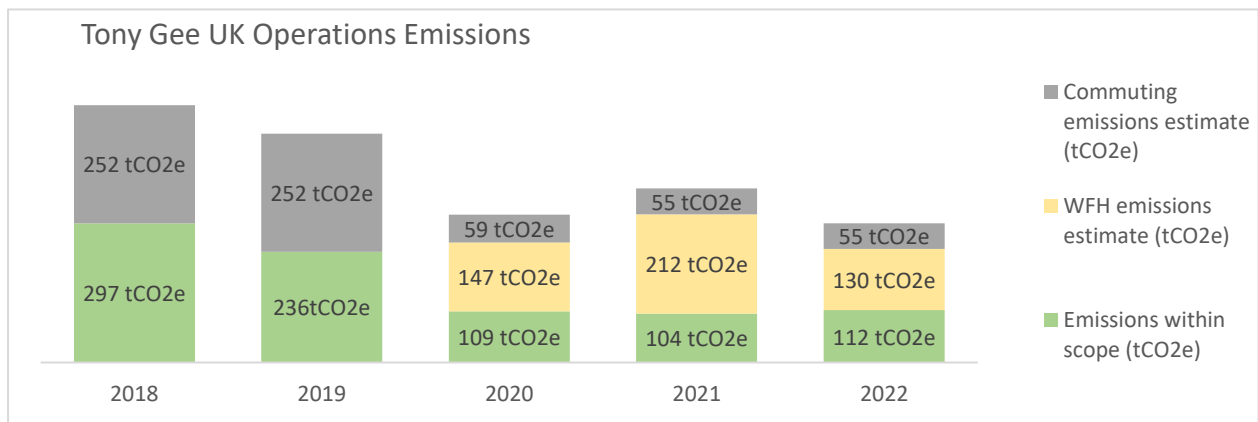
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	Aspect	2018 Carbon Emissions	2022 Carbon Emissions
Out of scope items for reference (estimated):	Commuting estimate	252 tCO ₂ e	55 tCO ₂ e
	Work from Home Electricity & heating	0 tCO ₂ e	130 tCO ₂ e ²
	Total estimated emissions including these out of scope aspects	549 tCO₂e	185 tCO₂e (66% reduction)

There has been a significant drop in total estimated emissions that is associated with working pattern changes in 2022 compared to our previous and our baseline year. However, a large proportion of this recent reduction is due to switching from our crude estimates of homeworking / commuting emissions in previous years to now using the Defra supplied homeworking carbon factor. We plan to re-baseline in 2023 now that this factor is available.

Commuting and Work From Home emissions are not included ‘in-scope’ yet as we don’t feel confident with these values at this time, but estimates are given as we work to improve the underlying data. We will include this when we are satisfied with the appropriateness of both as they go hand in hand – when more staff work from home, commuting reduces, and when working in an office commuting increases. Including just one will skew the results.



In all aspects we have used the best data available to us to measure or estimate the associated carbon. We are using a market-based approach. Where direct measurement has not been possible (e.g. energy supply for landlord operated offices), estimates have been made. UK Government GHG Conversion Factors for Company Reporting (2022)³ have been used to relate measured aspects to their associated equivalent carbon emissions (CO₂e). Note that some 2022 Quarter 4 data has not been finalised at the time of writing. This report will be adjusted as more data is received.

Aspects that are currently excluded from this pledge are: personal miles driven using company lease cars; staff commuting miles; emissions due to the products (civil engineering designs or professional

² This is the first year that we have used the new Defra Homeworking (office equipment and heating) carbon factor. We are gathering data going forward to suit this factor and get a more accurate value for number of hours worked at home for 2023.

³<https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2022>

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services) that we produce and are that constructed by others; office supplies that we use; the remainder of our supply chain and waste generated from our offices. Whilst these aspects are excluded in line with the pledge guidance, actions to reduce our impacts in these areas are still being taken.

Target

Our short-term target is 30% reduction in operational greenhouse gas emissions for our UK operations in the five-year period from our baseline, i.e. by 2023. Based on the information we have gathered, we have achieved this. We also commit to offsetting our residual emissions over this period.



Key Actions Completed in 2022

- Purchased 2021 carbon offsets of 2tCO₂e per year per FTE (or offset residual in scope emissions whichever is greater).
- Sustainability strategy launched to reduce our impact on projects. One of the key priority areas is carbon.

Key Upcoming Actions in the Next Period

- Externally validate 2022 emissions.
- Re-baseline to include commuting and homeworking within our 'in-scope' emissions.
- Set new medium term targets for reductions in line with SBTi.
- Scope 3 emission analysis by external provider.

Signed

Chris Young

Executive Managing Director

Natalie Cropp

Sustainability Director