

2024 Carbon Emissions Report of Tony Gee and Partners LLP



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Issuing Office:	Tony Gee and Partners LLP Hardy House 140 High Street, Esher Surrey, KT10 9QJ +44 1372 461600
Tel:	esher@tonygee.com
Email:	

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Executive Summary

This 2024 Carbon Emissions Report underscores Tony Gee and Partners LLP's commitment to sustainability and our journey towards Net Zero. As a leading engineering consultancy, we recognize our responsibility to mitigate environmental impact, and this report provides a comprehensive overview of our carbon footprint, performance, and strategic initiatives for the reporting period.

Between January and December 2024, Tony Gee achieved an 8% (2.7 tCO₂e) year-on-year reduction in Scope 1 and 2 carbon emissions (market-based) compared to the previous year (2023) which is the baseline for this reporting period (2024 - 2029). This notable decrease was primarily driven by the strategic electrification of heating in two of our offices through recent relocations, one of which is now heated by highly efficient heat pumps and fitted with solar panels. We continue in our aims to source 100% renewable electricity across all office locations, securely attained through the Renewable Energy Guarantees of Origin (REGO) scheme.

Additional key initiatives implemented to further minimize our environmental impact included refining hybrid working models to effectively reduce commuting emissions, installing electric vehicle (EV) charging points at office locations to support sustainable transport, and implementing comprehensive energy management systems across all offices to optimize consumption. We also focused on reducing paper consumption and actively sourcing supplies from low-carbon suppliers to address Scope 3 impacts. Furthermore, our continued Summer of Active Travel (SOAT) initiative was highly successful, resulting in over 15,100 miles of active commuting and saving more than 1.05 tonnes of carbon emissions.

Our unwavering commitment to decarbonisation is reflected in our robust mid-term goal of achieving a 50% reduction in carbon emissions by 2030, with a firm commitment to reaching net-zero emissions no later than 2050. This report highlights the significant progress made, acknowledges the challenges encountered, and outlines the crucial next steps in our decarbonisation journey. We remain dedicated to continuously enhancing our energy and carbon management strategies, ensuring Tony Gee contributes proactively to a more sustainable future.

Introduction: Company Overview & Carbon Reporting Framework

Tony Gee and Partners LLP is a consulting firm specialising in civil, structural, and geotechnical engineering, providing design and specialist technical services to the global construction industry. With a strong focus on technical excellence and collaboration, Tony Gee operates across a range of sectors, including rail, highways, power, and marine.

This report outlines the company's efforts to manage and reduce energy consumption and carbon emissions across its operations, detailing the strategies implemented to minimise environmental impact. Tony Gee assesses Scope 1, 2, and 3 emissions throughout its value chain, ensuring that emissions data inform both short- and long-term targets, driving continuous improvement in carbon performance.

At the heart of these efforts are Tony Gee's [Sustainability Strategy](#) and [Sustainability and Environmental Policy](#), which provide the framework for integrating carbon reduction into operational processes and design outputs. These policies reinforce the company's commitment to embedding sustainability at every level of the business. For operational impacts our focus is across four key areas; carbon, energy, travel, and supply chain spend, ensuring that environmental responsibility remains a core principle of its business activities.

Governance & Sustainability Leadership

To achieve its strategic objectives and sustainability commitments, Tony Gee has established a robust leadership structure that integrates environmental and social responsibility into corporate decision-making. The Executive Board works in close coordination with the Sustainability Director and sustainability teams to ensure that business priorities align with our environmental goals. The Sustainability Director, supported by a Carbon Consultant and a network of sustainability representatives across offices, leads the company's carbon reduction strategy. This strategy ensures alignment with frameworks such as SECR, Pledge to Net Zero, and ESOS, as well as ISO 14001 and the PAS 2080 standard for carbon management in projects.

Tony Gee's leadership ensures regular monitoring, reporting, and review of carbon management practices, fostering a culture of continuous improvement and innovation. This integrated approach positions Tony Gee as a leader in sustainable engineering, dedicated to reducing environmental impact and achieving its long-term objective of net-zero carbon emissions.

Carbon management practices form part of our integrated Management Systems, and as such include processes for continual improvement. This includes annual review of the Sustainability and Environmental Policy and our third party verified carbon footprint data compiled through the Sustrax platform. Internal and external feedback informs the identification of improvement areas, allowing strategies to be adapted to new challenges, technological advances, and evolving regulatory requirements. Through our approach to continual improvement, Tony Gee remains responsive, resilient, and forward-looking in its approach to sustainability.

Baseline, Boundaries, and Targets Setting

Previous Reporting (2018-2023)

Our previous carbon reporting has been against a baseline year of 2018, where primarily Scope 1& 2 emissions were monitored targeted for reduction. From 2018 to 2023 we achieved a reduction of around 80% on Scope 1&2 emissions (market based). Scope 3 emissions relating to business travel were monitored, and remained relatively static, despite increase in turnover and staff numbers over the period.

Updated Baseline

The Tony Gee's baseline year for this reporting period is 2023 in which the company carbon emissions are as in the table below. From 2023 onwards Scope 3 carbon will be included in our reporting and targeted reductions. Tony Gee reporting period follows the calendar year (Jan to Dec).

Table 1: Tony Gee baseline emissions of 2023

Scope	Quantity, tCO ₂ e (Location-based)	Quantity, tCO ₂ e (Market-based)
Scope 1	33	33
Scope 2	87	0
Scope 3 (excluding purchases)	678	650
Scope 3 (estimated purchases)	2262	2262
Total	3060	2973

Reporting Boundaries

To ensure consistent, comparable, and industry-aligned emissions reporting, clear boundaries are established to define the scope and extent of emissions included in Tony Gee's carbon reporting process. These boundaries are set in accordance with the GHG Protocol Corporate Standard and reflect the company's operational capacity.

The 2024 carbon reporting boundaries for Tony Gee's emissions are as follows.

Table 2: Scope 1 and 2 emissions reporting boundaries

Scope	Completion status	Boundaries
Scope 1	Full	✓ All the direct emissions of our fuel consumption are included in our Scope 1 emissions.
Scope 2	Full	✓ Includes all electricity of all our offices across the UK.

Table 3: Scope 3 Carbon Emissions Reporting Boundaries

Scope 3 category	Completion status	Boundaries
1. Purchased goods and services	Full	✓ Tony Gee purchases emissions have been accounted for through calculating the total emissions of the overall spend.
2. Capital goods	Not relevant	✓ Tony Gee did not make any purchases that could be classified as capital expenditures during the last reporting period.
3. Fuel- and energy related activities (not included in Scope 1 or Scope 2)	Full	✓ Tony Gee fuel purchases are included in this category.
4. Upstream transportation and distribution	Full	✓ Emissions from our upstream transportation are calculated within the total spend of Tony Gee. These primarily include stationery, IT equipment, uniforms, and meeting necessities, supplied by various companies.
5. Waste generated in operations	Excluded	✓ Excluded due to the quality of the data and because Tony Gee office wastes are minimal.
6. Business travel	Partial	✓ Business travel encompassing flights, hired vehicles, and employee-owned vehicles utilised for professional purposes has been incorporated. For a more comprehensive reporting of business travel, company-leased vehicles employed for business journeys have also been included within this category. Business rail travel is excluded due to lack of access to accurate data.
7. Employee commuting	Full	✓ The commuting of employees to and from the office or designated working site is formally documented via an annual survey

The other Scope 3 categories from eight to fifteen are all irrelevant to Tony Gee GHG emissions.

Target Setting and commitment to achieving Net Zero emissions:

Tony Gee has established clear, measurable targets to guide our journey towards net-zero emissions by 2050 or earlier. Our approach focuses on improving energy efficiency and reducing consumption across our operations, decarbonising business travel, and transitioning to renewable energy sources. Key targets are described below.

Carbon Footprint Reduction Plan:

- **Achieved (2018-2023):** Tony Gee set out to reduce carbon emissions from our office operations by 30% between 2018 and 2023, and this goal was not only met but significantly exceeded, with an 82% market-based reduction achieved on Scope 1 & Scope 2 and 48% overall reduction on our in scope carbon.

- **Near-Term (2023-2030):** Tony Gee next step is to achieve a further 15% reduction in carbon emissions across all operations for Scope 1 and 2. We are expanding our Scope 3 boundaries to include our spends and other relevant categories as per the GHG protocol, and a target to reduce our Scope 3 by 42%. Both targets in this period are set against a 2023 baseline.
- **Long-Term (2030-2050):** Our long-term commitment is to reach net-zero carbon emissions, demonstrating our dedication to environmental stewardship.

Energy Efficiency action in compliance with ESOS:

Our estimated energy saving up to December 2027 from our ESOS action plan are as below.
All these savings are from Inception to 05/12/2027

Table 4: ESOS planned energy saving actions

Expected Completion	Initiative	Estimated Saving (kWh)	Description
Feb-2024 (Achieved)	LED Lighting Upgrade (Esher Office)	621	Replaced all remaining fluorescent lights with energy-efficient LEDs.
Jul-2024 (Achieved)	Ashford Office Relocation	167,500	Moved to a more energy-efficient office space in Ashford.
Dec-2024 (Achieved)	Manchester Office Relocation	67,881	Relocated to a more energy-efficient office space in Manchester.
Jan-2025 (Achieved)	LED Lighting Upgrade (Other Leased Offices)	236	Replaced all applicable bulbs with energy-efficient LEDs across other leased office locations.
Jan-2025 (Achieved)	HVAC Optimization (Esher Office)	16,765	Set heating and cooling systems to optimal energy-saving temperatures (19°C for heating, 24°C for cooling), including the server room.
Jan-2025	Server Room Cooling Optimization (All Offices)	6,425	Standardized server room cooling systems to an optimal energy-saving temperature of 22°C across all offices.
Feb-2025	Water Heater Timer Installation	10,458	Installed timers on hot water systems at our Esher and Stonehouse offices.
Mar-2025	Pipework Insulation (Hardy House)	2,976	Insulated previously uninsulated accessible pipework at Hardy House.
Jul-2026	Intelligent Thermostatic Radiator Valves (eTRVs)	2,036	Installed eTRVs in all applicable offices to enhance heating control in different areas.
Jul-2026	Solar PV Installation (Stonehouse)	51,942	Installed a solar photovoltaic (PV) system at our Stonehouse location.
Jun-2027	ISO 50001 Implementation	14,940	Implementation of the ISO 50001 Energy Management System to drive continuous energy performance improvement.

Renewable Energy Targets:

Tony Gee is committed to powering its operations sustainably. In the past few years, Tony Gee has successfully transitioned to 100% renewable energy tariffs for electricity across all our office locations. Tony Gee will maintain this commitment to sourcing green electricity and

further aim to electrify our offices' heating systems wherever possible, moving away from fossil fuels entirely.

Beyond renewable energy procurement, Tony Gee is actively exploring opportunities for on-site renewable energy generation. This includes investigating the feasibility of installing solutions like solar panels at Tony Gee-owned properties and BESS storage to decouple renewable electricity generation.

These energy and carbon management targets are reviewed periodically. This ensures they remain relevant, challenging, and aligned with the evolving landscape of sustainability.

Energy and Carbon Reduction Action Plan

Tony Gee is dedicated to achieving its carbon reduction goals through a structured and proactive approach. Our strategy encompasses the following key areas:

- ✓ **Strategic Planning & Tracking:** Tony Gee has developed comprehensive action plans with clearly defined measures and responsibilities. A cornerstone of this is its carbon database tool, which leverages the Sustrax online platform to track carbon emissions. This enables effective monitoring of progress and informed adjustments.
- ✓ **Resource Allocation & Continuous Improvement:** Resources are strategically allocated to support carbon reduction initiatives internally. Tony Gee is committed to continuous improvement, actively collaborating with its partners and suppliers.
- ✓ **Compliance & Alignment:** Tony Gee maintains compliance with all relevant environmental legislation and standards. The firm's Energy and Carbon Reduction Plan is regularly reviewed and updated to align with evolving best practices and government requirements. This ensures its efforts contribute effectively to the UK's net-zero objectives, specifically by adhering to the carbon and sustainability standards of SECR, PPN6/21, Pledge to Net Zero, and ESOS.

Carbon Reduction Plan and Opportunities

Tony Gee actively identifies opportunities to reduce operational carbon emissions, including the use of energy-efficient appliances and equipment across its offices.

Examples include:

- ✓ **Heat pumps:** Installed where feasible to lower heating-related emissions.
- ✓ **Efficient IT and printing equipment:** Selected based on top-tier energy performance ratings.

Furthermore, some of the new Tony Gee's offices, such as the Ashford office which we moved to in July 2024, utilize solar panels and heat pumps technology reducing consumption and emissions. Tony Gee has also actively reduced paper usage by facilitating a shift towards minimal printing, supported by updated digital focussed procedures and the introduction of software applications like Bluebeam.

Below is the long-term carbon reduction plan for each scope.

Scope 1 Emissions:

- ✓ By 2050, Tony Gee aims to achieve Net Zero by transitioning to zero- and low-carbon fuels for all its operations.

Scope 2 Emissions:

- ✓ Exclusively purchase green electricity generated from renewable resources, certified by REGO.
- ✓ Reduce emissions from both supply and demand sides by minimizing electricity usage as much as reasonably practicable.
- ✓ Install green electricity generation facilities in all feasible office locations before 2050 to reach Net Zero.
- ✓ Seek to lease new offices through green lease agreements and actively influence landlords to utilize green electricity and lower their buildings' carbon footprints.
- ✓ Purchase high-efficiency appliances and electrical equipment is prioritized to further reduce the carbon footprint.

Scope 3 Emissions:

- ✓ Tony Gee aims to reduce its Scope 3 carbon emissions across all applicable categories. During the current reporting period, we have included all spend emissions which is representative for all our Scope 3.
- ✓ Work with our supply chain to improve our understanding and data on supplier emissions and encourage and support their carbon reduction strategies.

Energy Demand and Supply - Carbon Reduction Opportunities

Beyond categorizing by emission scope, an alternative approach to understanding carbon reduction efforts involve examining them from the perspectives of demand and supply. This framework also distinguishes between improvements that have already been achieved and those that are planned, as presented in the subsequent tables.

Table 5: Achieved improvements to reduce carbon emissions

From the Supply Side	From the Demand Side
✓ Heat recovery systems: In our Esher office, we have installed air handling units with a Cross-Flow Recuperation Box to recover heat from extracted air.	✓ Variable temperature settings on thermostats are implemented throughout our offices to optimise energy consumption.
✓ Switching to green electricity tariffs since 2022.	✓ LED lighting is installed in 95% of our office spaces to enhance energy efficiency.
✓ Moving to electrified heating offices for our Ashford and Manchester offices.	✓ Double-glazing windows have been installed in all office locations improving thermal insulation. Passivhaus principles are incorporated into one of our office designs

✓ Utilizing solar panels as in Tony Gee's Ashford office.	✓ A Cycle-to-Work scheme has been introduced to reduce employees' commuting emissions.
	✓ An EV salary sacrifice scheme has been introduced to further reduce employees' commuting emissions.

Table 6: Recommended improvements under consideration:

From the Supply Side	From the Demand Side
✓ Install storage batteries (VPPs) for electricity in Tony Gee offices. to optimize the use of distributed energy resources (DERs) and benefit from the green surplus in the grid.	✓ Replace appliances with high-efficiency models at the end of their lifecycle.
✓ Use hot water produced from heat pumps where applicable.	✓ Increase staff awareness through educational training and knowledge sharing.
✓ Install ground source heat pumps where applicable.	✓ Review operational practices that lead to energy consumption for opportunities to reduce.
✓ Install solar panel hot water systems where applicable.	✓ Move to Cloud Server to reduce carbon emissions from on-premise servers' electricity consumption and capital carbon of servers' replacement
✓ Install high-efficiency solar panels as the technology improves (our Stonehouse office is currently in the process of installing a solar PV system).	

Measurement, Monitoring, and Reporting

Tony Gee is committed to transparent and accurate reporting of its carbon performance, supported by robust data collection, monitoring, and verification processes.

Data Collection and Monitoring

Tony Gee leverages the Carbon Footprint Ltd carbon estimating platform Sustrax to consolidate and monitor carbon data across all relevant operations. Sustrax adheres to the GHG Protocol guidance methodology, which enables the capture of comprehensive emissions data from the entire value chain. This includes the three scopes of the GHG protocol that Tony Gee reports its emissions according to as in the figure below.

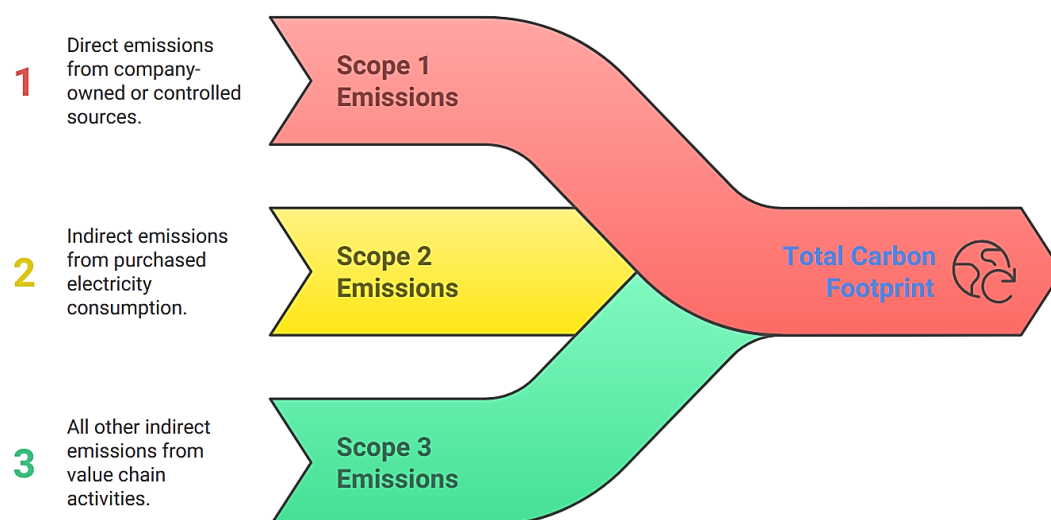


Figure 1: The three scopes of the GHG protocol. This system ensures carbon data is consistently gathered across all operational areas, with a strong focus on accuracy and completeness.

Carbon Performance Indicators (CPIs): Tony Gee's key performance indicator for carbon management is carbon intensity per Full Time Employee (FTE). This metric allows the firm to measure its carbon performance relative to the size of its workforce, providing a clear and actionable indicator of progress toward its carbon reduction goals. By tracking carbon intensity, Tony Gee can evaluate the effectiveness of its carbon management strategies and make informed decisions on where to focus its efforts. This is reported alongside absolute carbon emissions.

Reporting Framework: Carbon data is reported both internally and externally according to the GHG Protocol to ensure transparency and accountability. Internally, reports are generated regularly and shared with management to track progress against carbon reduction targets. Externally, detailed carbon footprint reports are provided to stakeholders, including clients and partners, on an annual basis. This reporting framework aligns with industry standards, including SECR, PPN6/21, and Pledge to Net Zero, ensuring disclosures are accurate, comprehensive, and reflect Tony Gee's ongoing commitment to sustainability.

Verification and Validation To ensure the accuracy and credibility of its carbon data, Tony Gee engages in third-party verification and validation processes. Carbon calculations and reports undergo external review with Carbon Footprint Ltd to confirm they meet the required standards and accurately reflect the firm's carbon footprint. This independent verification not only enhances the reliability of the data but also strengthens stakeholder trust in Tony Gee's carbon management practices.

Tony Gee carbon emissions for the year 2024

The table below shows Tony Gee GHG emissions for 2024 alongside the 2023 market-based baseline totals:

Table 7: Tony Gee carbon emissions for the year 2024 - Location and market based

Scope	Location-based (tCO ₂ e)	Market-based (tCO ₂ e)	2023 Market-based Baseline (tCO ₂ e)
Scope 1	31	31	33
✓ Fuel	27	27	
✓ Company Cars	4	4	
✓ Employee Cars	-	-	
✓ Hire Cars	-	-	
Scope 2	96	-	0
✓ Electricity	96	-	
Scope 3	2,495	2,463	2912
✓ WTT Electricity	21	-	
✓ Electricity T&D	8	-	
✓ WTT Electricity T&D	2	-	
✓ WTT Fuel	4	4	
✓ Hotel Stays	9	9	
✓ Public Transport	7	7	
✓ WTT Public Transport	2	2	
✓ Commuting	358	358	
✓ WTT Commuting	95	95	
✓ Flights	39	39	
✓ WTT Flights	5	5	
✓ Spend (Purchases)	1,743	1,743	
✓ Company Cars	-	-	
✓ WTT Company Cars	1	1	
✓ Employee Cars	70	70	
✓ WTT Employee Cars	19	19	
✓ Hire Cars	13	13	
✓ WTT Hire Cars	4	4	
✓ Home Workers	96	96	
Total	2,622	2,494	2,945

The graph below shows Tony Gee carbon emissions sources (location-based) for 2024 sources.

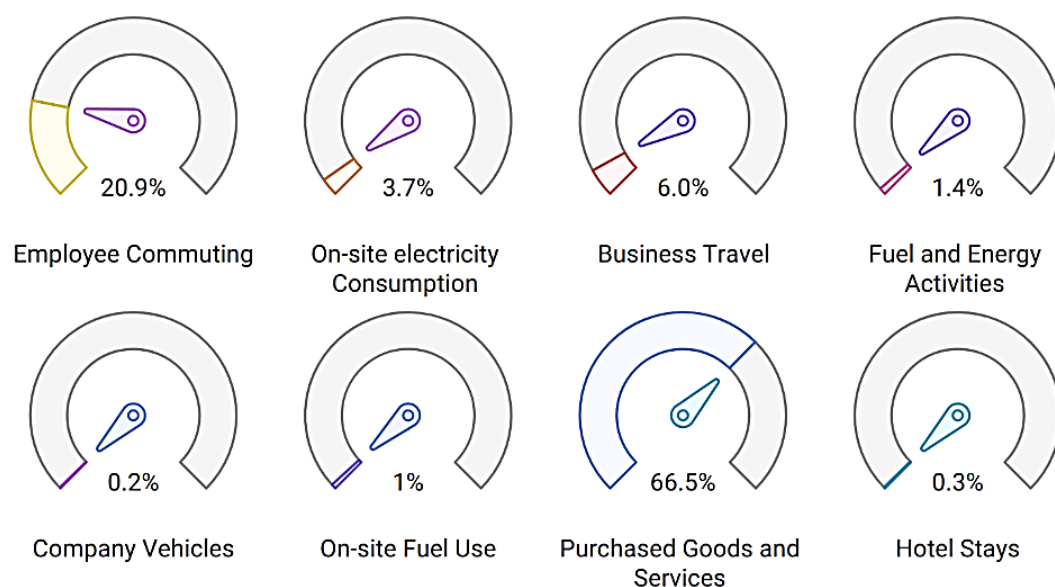


Figure 2: Tony Gee carbon sources for 2024

Below are the carbon performance indicators (CPIs) for 2024 market-based and location-based.

Table 8: Tony Gee Carbon Performance Indicators (CPIs) for 2024

Carbon Performance Indicator (CPI)	Value, tCO ₂ e/FTE per year
Emissions per FTE (Location-based)	4.75
Emissions per FTE (Location-based) - excluding commuting and spending	0.77
Emissions per FTE (Martek-based)	4.51
Emissions per FTE (Martek-based) - excluding commuting and spending	0.54

In 2024, we continued to procure green electricity usage, however, our Scope 1 and 2 emissions have slightly risen due to company growth and expansion. On a per-employee basis, our market-based carbon emissions are now at 4.51 tCO₂e per year which has risen by 2.96 due to inclusion of all our Scope 3 sources which significantly increased our total carbon.

When evaluating our performance against financial metrics, our emissions per £M turnover are 51.92 tCO₂e when including Scope 3, compared to a much lower 0.63 tCO₂e when these are excluded. This difference underscores the substantial influence of our supply chain and other indirect activities, highlighting the need for continued focus on reducing Scope 3 emissions.

Below are our other carbon metrics for 2024.

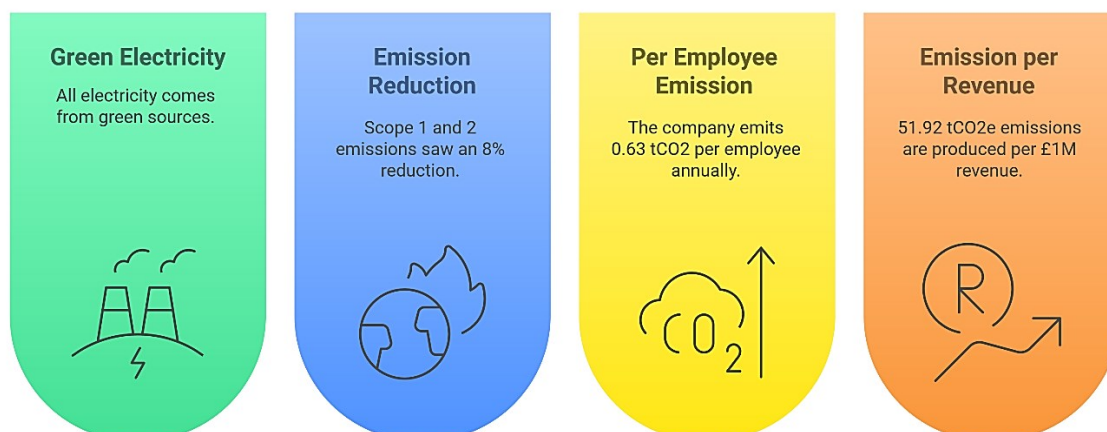
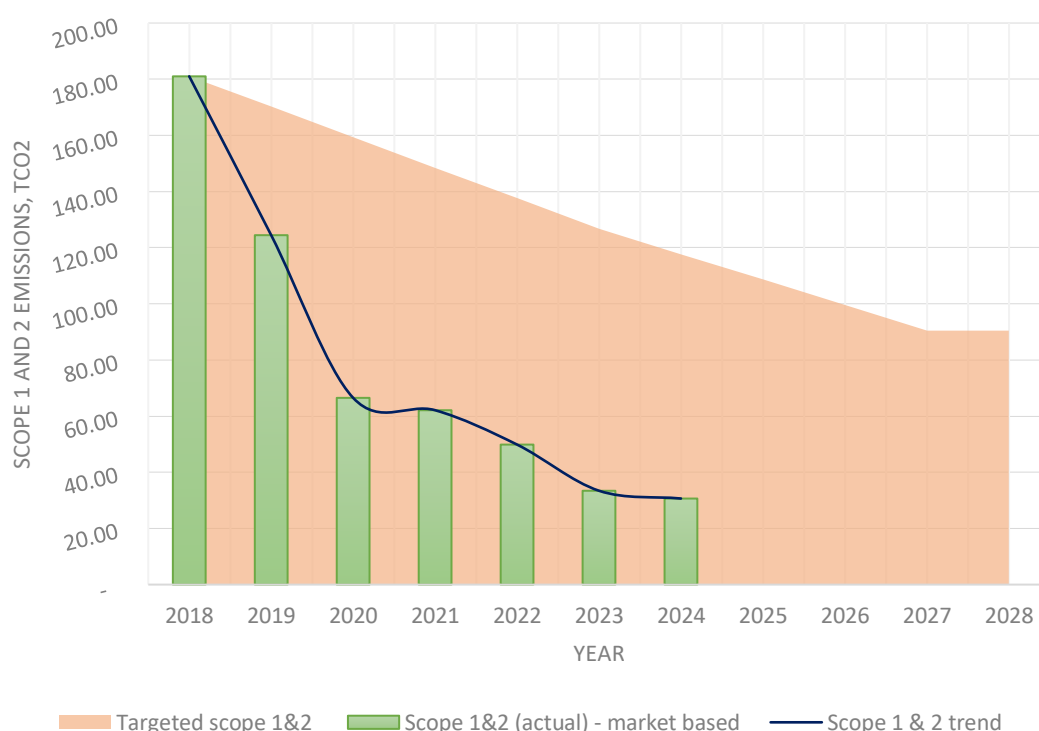


Figure 3: Tony Gee Carbon Metrics for 2024

Progress against the Net Zero targets

The graph below shows the progression against Tony Gee baseline toward the Net Zero target for Scope 1 and 2 (market-based). Tony Gee achieved more than 80% reduction (market-based) in Scope 1 and 2 carbon emissions between 2018 and 2024.

Tony Gee scope 1&2 carbon emissions reduction

Figure 4: Tony Gee carbon emissions vs carbon targets. A YoY reduction of 2.77 tCO₂e has been achieved in 2024.

Our Scope 3 emissions have increased year-on-year, largely due to the continued expansion of our reporting boundaries. The figure below illustrates this trend. However, on a like-for-like basis, when compared to our 2018 baseline and excluding the temporary reduction during the

COVID-19 period, the increase in absolute emissions reflects the company's sustained annual growth of approximately 10% per year.

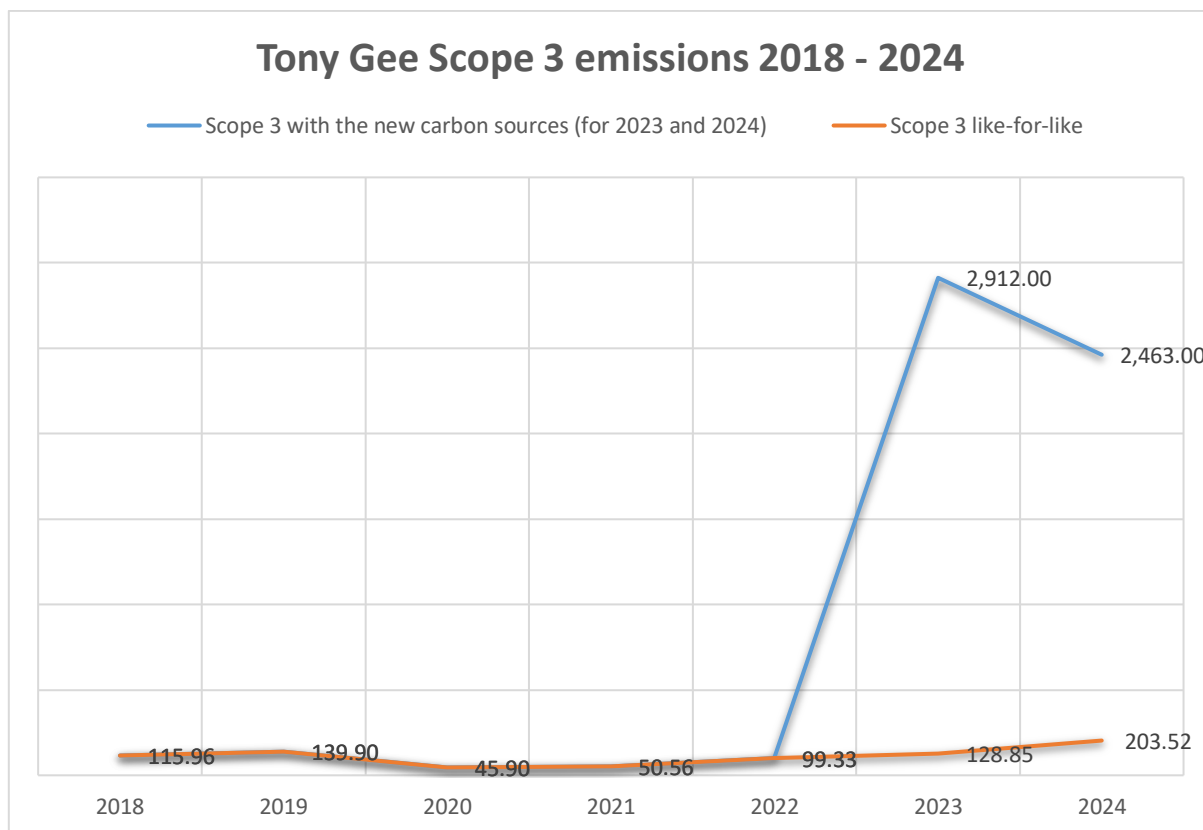


Figure 5: Tony Gee Scope 3 carbon emissions 2018 - 2024

Supply Chain Engagement and Carbon Management

Tony Gee integrates carbon management across its supply chain by embedding sustainability principles within its procurement practices. This approach, described under **Upstream and Downstream Integration**, ensures that both the upstream and downstream supply chain activities actively contribute to the company's overall carbon reduction objectives. Our procurement policies prioritise low-carbon materials and services, favouring suppliers who demonstrate a strong commitment to sustainability, resource efficiency, and innovation in carbon management.

As part of **Supplier Assessment and Capacity Building**, we regularly evaluate our suppliers' environmental performance. This includes assessing their carbon reduction initiatives, use of sustainable materials, energy practices, and alignment with international standards. Where gaps are identified, Tony Gee supports suppliers in strengthening their sustainability capabilities through guidance, training, and collaboration. This not only improves supply chain performance but also enhances resilience and competitiveness across our projects.

We also take a proactive approach to **Environmental Risk Management**. This involves identifying and mitigating climate-related risks linked to the supply chain, such as the use of carbon-intensive materials, exposure to regulatory changes, or vulnerability to climate-driven disruption.

Together, these practices form a coherent and robust framework for sustainable procurement and risk management. They help to reduce indirect emissions (Scope 3), encourage broader industry shifts towards low-carbon practices, and support Tony Gee's ambition to deliver sustainable engineering solutions while maintaining operational and reputational resilience.

Compliance and Certification

Tony Gee maintains a robust carbon management framework encompassing footprint analysis, target-setting, and reduction initiatives. We comply with key frameworks such as SECR, ESOS (including Phase 4), and PPN 06/21, and we publish our Carbon Reduction Plan online. We are a signatory to the Pledge to Net Zero. These measures reinforce our commitment to sustainable engineering and regulatory excellence.