



Carbon Reduction Plan For Gaddum Centre

Publish date: November 2025



Gaddum

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Carbon Reduction Plan

Supplier name: The Gaddum Centre
Company Registration Number: 01348975
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Commitment to achieving Net Zero

The Gaddum Centre is committed to achieving Net Zero emissions by 2040.

Historical Measurements and Adjusted Baseline Emissions Footprints

We have measured our carbon emissions with Positive Planet for the year 1st April 2022 – 31st March 2023, the 1st of April 2023-31st March 2024. Previously we set our baseline year for 1st April 2023- 31st March 2024. This year we have rebase lined to 1st April 2024-31st March 2025.

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. We have chosen to rebase line our measurement to be April 2024 – March 2025. This is because we have measured additional scope 3 categories of Purchased Goods and Services and Capital Goods which is a more accurate picture of Gaddum’s operational emissions.

Previous Baseline Year: FYE 2023	
The following scope 1 categories have zero emissions: <ul style="list-style-type: none">• Mobile Combustion• Fugitive Emissions• Process Emissions	
The following scope 2 categories have zero emissions: <ul style="list-style-type: none">• Purchased Electricity (market-based)• Heat & Steam	
The categories outlined above have zero associated emissions as The Gaddum Centre’s operations mean there are no relevant activities which require accounting for. Namely a 100% renewable energy tariff was in place during the measurement period, there are no company owned/operated vehicles or air con units and there is no manufacturing or demand for heat and/or steam.	
Previous Baseline year emissions: 1 st April 2022 – 31 st March 2023	
EMISSIONS	TOTAL (tCO ₂ e)

Scope 1	1.328
Scope 2	Market-based: 0.00 Location-based: 0.237
Scope 3 including: <ul style="list-style-type: none"> • Business Travel • Transportation & Distribution (Upstream & Downstream) • Employee Commuting & Homeworking • Operational Waste & Water 	34.409
Total Emissions	Market-based: 35.737 Location-based: 35.974

Our total emissions equate to a Carbon Intensity Metric of **0.397 tCO₂e per full-time employee equivalent (FTE)** based on **90 FTEs** during the baseline period (using market-based emissions).

**Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.*

Current Emissions Reporting and New Baseline Year

This new baseline year is a more representative picture of Gaddum's emissions, for this measurement we have included scope 1, 2 and in scope 3 this measurement includes data for the previously unmeasured categories of Purchased Goods & Services and Capital Goods.

Reporting Year:1 st April 2024-31 st March 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0.0
Scope 2	Market-based: 0.0 Location-based: 0.0
Scope 3 including: <ul style="list-style-type: none">● Purchased Goods & Services● Capital Goods● Fuel & Energy Related Services● Business Travel● Transportation & Distribution (Upstream & Downstream)● Employee Commuting & Homeworking● Operational Waste & Water● Leased Assets (Upstream)	134.6
Total Emissions	Market-based: 134.6 Location-based: 134.6

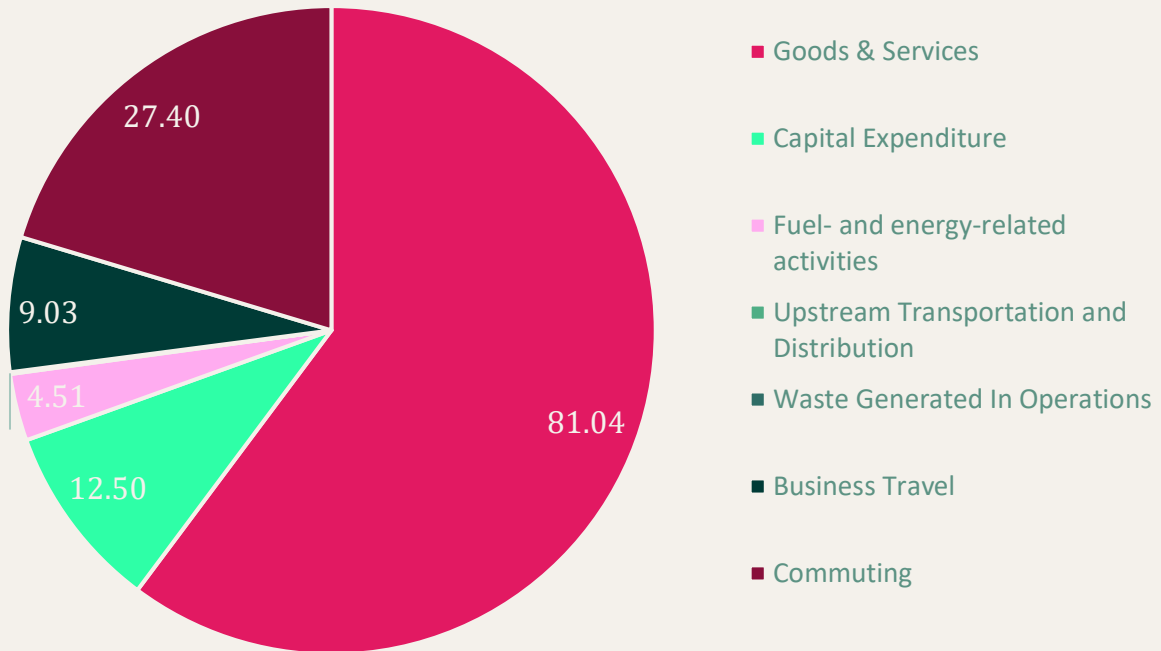
There are zero market- based scope 2 emissions as Gaddum are on a 100% renewable energy tariff. They currently are in a shared office space and their electricity and gas usage has been proportioned to the square foot of their overall usage.

Our total emissions equate to a Carbon Intensity Metric of **2.0 tCO₂e per full-time employee equivalent (FTE)** based on **68.5 FTEs** during the measurement period (using market-based emissions).

Carbon Emissions Breakdown

Measurement Results		
By Scope	tonnes	% of total
Scope 1	0.0	0
Scope 2 (<i>Location-based</i>)	0.0	0
Scope 2 (<i>Market-based</i>)	0.0	0
Scope 3	134.6	100
By Source		
Direct	0.0	0
Upstream	134.6	100
Downstream	0.0	0
By Category		
Office Utilities	0.0	0
Company Cars	0.0	0
Business Travel	9.0	7
Employee Commuting	27.4	20
Procurement	93.5	69
Distribution	0.1	0
Waste	0.0	0
Indirect Energy Emissions	4.5	3
Total		
Location-based	134.6	-
Market-based	134.6	-

Emissions by Category CO₂e



Of the measured categories, Goods and Services was the largest contributor to our overall emissions footprint, accounting for 81.04 tCO₂e. This was followed by the emissions associated with Commuting and WFH accounting for 27.40. tCO₂e and is a result of the commuting to the office and emissions associated with working from home. The third largest category was Capital Expenditure as this was from emissions associated with the purchasing of laptops which was 12.50 tCO₂e.

Emissions reduction targets

The Gaddum Centre is committed to achieving Net Zero by 2040.

To achieve Net Zero we will need to reduce our absolute emissions by 90% from our baseline year and offset any residual emissions. To track our progress towards our long-term Net Zero target, we have also set some near-term targets to 2030.

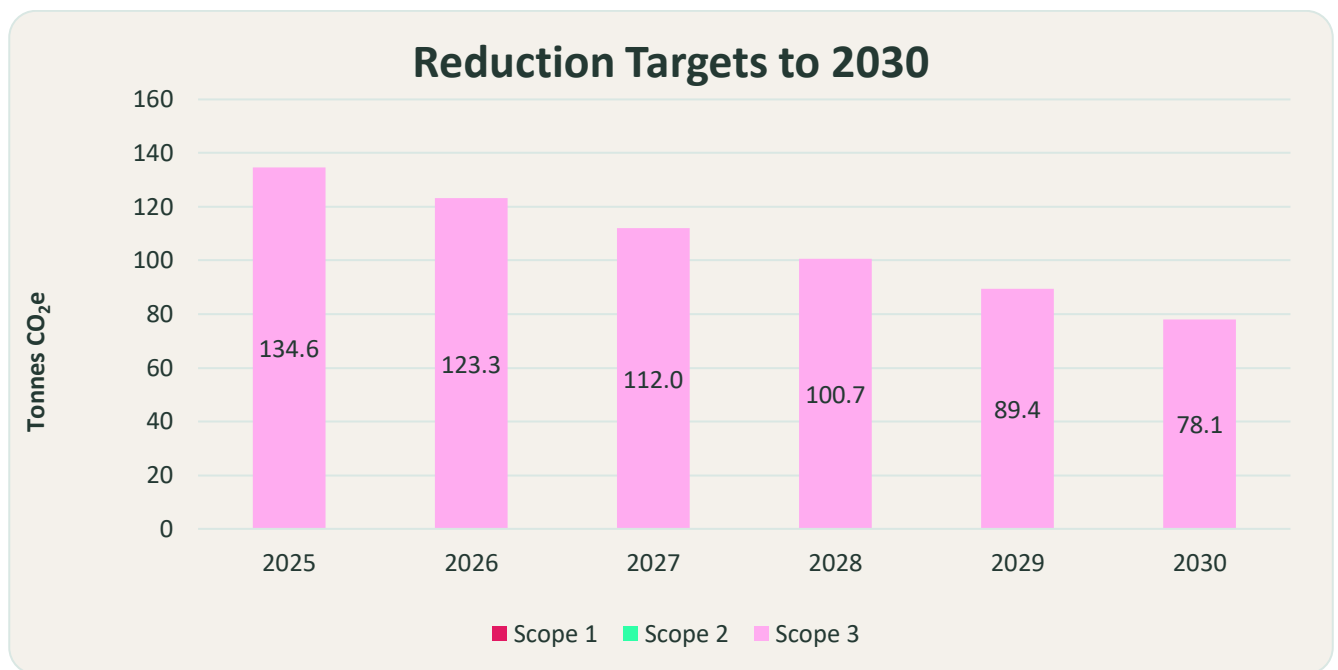
Our near-term targets:

- Reduce scope 1 by 42% by 2030.
- Reduce scope 2 emissions to zero by 2030.
- Reduce measured scope 3 emissions by 42% by 2030.
- Measure remaining relevant scope 3 categories by 2027 (downstream emissions).

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2040.
- Neutralise any residual emissions using verified carbon offsets.

Reduction targets can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Activity	Completion Year	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2023	1,2,3
100% Renewable energy tariff in place at Greenfish office	2022	2

Future Carbon Reduction Plans

In the future we hope to implement further measures such as:

Activity No.	Activity	Target Date	Category
1	Ask the landlord to consider low-cost options such as reducing the boiler temperature and adding heat & solar control reflective window sheets.	2026	Stationary Combustion
2	Discuss planning for larger cost solutions to decarbonisation of heating systems with landlords, potential solutions include servicing of inefficient systems in the short-term and the replacement of gas boilers with electric systems, solar heating or heat pumps (following an energy audit to assess feasibility and payback periods). Where landlords are unwilling to discuss long-term decarbonisation, and when viable, consider moving to premises without gas heating for 100% reduction in stationary combustion emissions. If moving to a new premises, consider EPC ratings of new building.	2030	Purchased Electricity
3	Encourage landlords to implement energy efficiency measures to reduce the overall amount of electricity consumed at sites. This includes the optimisation of operational procedures and adoption of energy management systems (such as ISO 14001). Examples of reduction measures include: <ul style="list-style-type: none">• upgrading lighting and introducing more sensor lighting, and aligning sensor times to usage patterns (e.g. 3 minutes for corridors, 20 minutes for working spaces)• installing timers on sockets/equipment reviewing and renewing inefficient equipment (when at end of life), and actively consider the energy efficiency of equipment when new purchases are required (e.g. laptops, fridges, dishwashers)	2027	Purchased Electricity

We also aim to implement the further initiatives below to reduce Scope 3 emissions:

Activity No.	Activity	Target Date	Category
1	Create a Green Team of representatives to lead sustainability initiatives within Gaddum. This team to lead on improving office sustainability. They can reduce waste, improve recycling, and encourage energy-saving habits across the office. The team can raise awareness through campaigns, events, and staff challenges that build a culture of sustainability. They might also support sustainable travel options and greener purchasing choices.	2026	Commuting & Home Working Business Travel
2	Consider training and engagement for the Green Team, leadership, and the wider employee base. Including and not limited to, creating spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.	2026	Purchased Goods & Services
3	<p>Develop and implement a Sustainable Travel Policy to support environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate.</p> <p>Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes; such as bike to work or car sharing opportunities.</p> <p>Utilise the emissions travel hierarchy:</p> <ul style="list-style-type: none"> ● Digital communication ● Walking and cycling ● Public and shared transport 	2026	Business Travel Commuting

	<ul style="list-style-type: none"> • EV's and car sharing/clubs • ICE vehicles and car sharing/clubs • Air travel <p>Consider creative ways to engage and support workforce to influence change.</p> <p>Examples include setting an internal organisation carbon credit scheme (limit that to a number of tCO₂e per year), extra holiday days for low emission travel choice, bonuses, subsidised travel, and equal mileage payments for diesel/petrol/EVs/cycling.</p>		
4	<p>Next year on the employee commuter survey include additional question around renewable home tariffs and/or alternate heating solutions to gas. As a part of this provide information to home-based employees to inform decisions around sustainable energy behaviours and choices. This could be run by the Green team.</p>	2026	Employee Home working and Commuting
5	<p>Implement a Sustainable Procurement Policy. Encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms.</p> <p>Commit to a Sustainability Audit or Survey to request further information regarding credentials – Plan to send these to the top 10/20 suppliers by spend. This data collection will support reduction journey by gathering important data for future measurements & encourage supply chain integration towards Net Zero.</p> <p>Complete this audit within two phases:</p> <ol style="list-style-type: none"> 1. Identify suppliers for engagement 2. Formulate and collect data (survey/scoring) <p>Once completed prioritise suppliers with lower carbon footprints as part of the above phased approach. This may also involve purchasing second hand/refurbished (furniture, IT</p>	2026	Procurement

	<p>equipment) and extending the lifespan of purchased items.</p> <p>Develop and monitor procurement policy for all new suppliers to align to Net Zero goals.</p>		
6	<p>Work with relevant team members throughout the year to get systems in place for the collection of high-quality data for use in the next measurement. Improving the quality of data will broadly involve a shift from spend-based data to activity-based data (see the Data Quality Guidance for more information). This will allow for more accurate and consistent measurement between years, as activity data is less subject to change and is more comprehensive (e.g. covers the full footprint for fuel & energy related activities).</p> <p>The category to prioritise for improving data quality is Business travel, for example finding out vehicle fuel types and using less spend data.</p>	2026	All categories

Based upon the above completed and planned initiatives, it is projected that (as a minimum) Scope 3 carbon emissions will further decrease over the next seven years from the current normalised measurement of **134.6** tCO₂e to **78.1** tCO₂e by 2030. This is a reduction of **42%** and will keep us on track to Net Zero.

Declaration and Sign Off

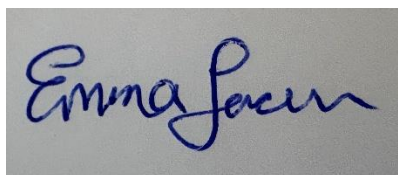
This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Management Plan has been reviewed and approved by The Gaddum Centre Executive Team.

Signed on behalf of The Gaddum Centre:

A handwritten signature in blue ink that reads "Emma Jackson". The signature is written in a cursive style.

Name: Emma Jackson

Position: Finance & Resources Director

Date: 10th November 2025

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/corporate-value-chain-scope-3-standard>