



CARBON REDUCTION PLAN

Company name: Read Construction Holdings Ltd
Company Registration Number: 4401595
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01 HISTORIC EMISSIONS FOOTPRINT

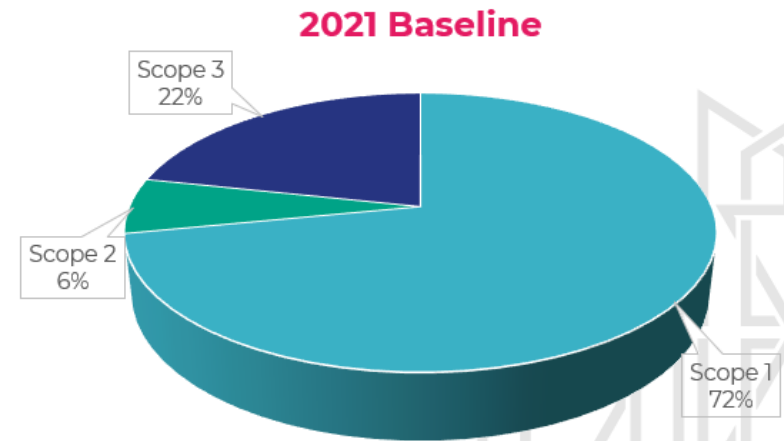
The original baseline emissions were a record of the greenhouse gases produced in the past and were produced prior to the introduction of any cohesive strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured. We initially chose our baseline year to be January 2021 – December 2021. **Due to the increased numbers of categories measured since the original 2021 baseline, 2023 will form a new baseline for future years' measurements. Reduction Plans will be adjusted accordingly.**

Baseline Year: Jan' - Dec' 2021

All Scope 1 and Scope 2 emissions have been accounted for, as have the following Scope 3 categories:

- Fuel & Energy Activities
- Upstream Distribution
- Operational Waste
- Business Travel
- Employee Commuting

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	562.4
Scope 2	30.2
Scope 3	169.3
Total Emissions	761.9



Carbon Intensity per employee: **10.44 tCO₂e per employee** based on 73 employees during the measurement period.

Carbon Intensity per £m turnover: **29.24 tCO₂e per £m.**

Low-value calculations were produced for Upstream Purchased Goods and Services (scope 3). The additional value was equal to 2957tCO₂e. Whilst the data wasn't accurate enough to include in our reporting, we didn't want to start our journey with a blind eye to such a large carbon contributor.

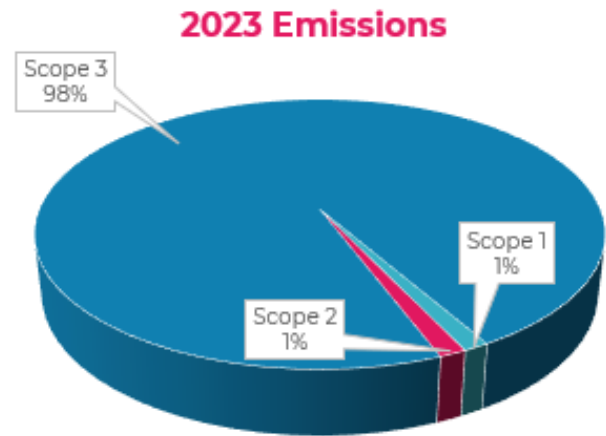
02 CURRENT EMISSIONS REPORTING & NEW BASELINE

Reporting Year: Jan' - Dec' 2023

All Scope 1 and Scope 2 emissions have been accounted for, as have the following Scope 3 categories:

- Purchased Goods & Services
- Capital Goods
- Fuel & Energy Activities
- Upstream Distribution
- Operational Waste
- Business Travel
- Employee Commuting & Home Working

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	93.1
Scope 2	98.8
Scope 3	7318
Total Emissions	7510.0



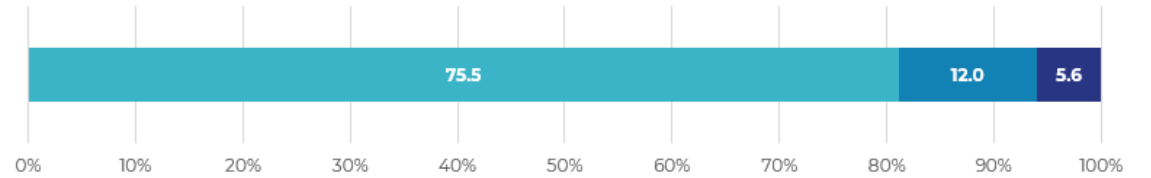
Carbon Intensity per employee: **104.3 tCO₂e per employee** based on 72 employees during the measurement period.

Carbon Intensity per £m turnover: **204.1 tCO₂e per £m**.

Due to the increased numbers of categories measured since the original 2021 baseline, 2023 will form a new baseline for future years' measurements. Reduction Plans will be adjusted accordingly.

Scope 1 Breakdown

Aspect	T CO ₂ e
Company Vehicles	75.5
Leaked Emissions	12.0
On-Site Fuel Combustion	5.6

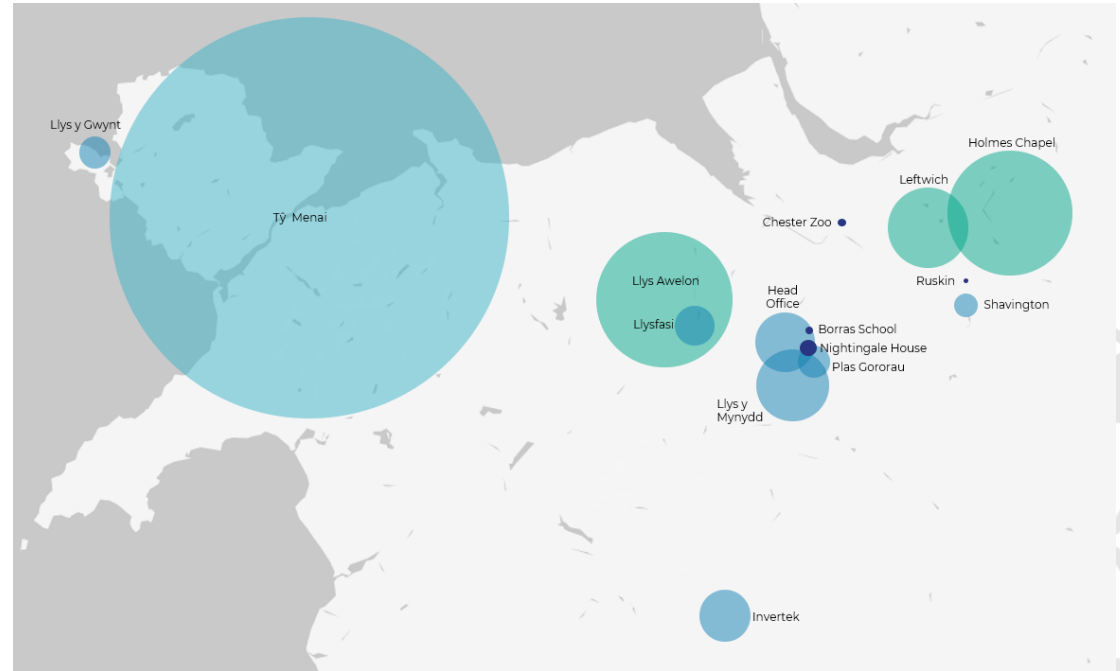


The largest contributing factor in scope 1 is emissions due to company vehicles. Electric vehicles (EVs) accounted for 5 of the 34 vehicles at the beginning of 2023, rising to 17 of 38 vehicles at the end of the year – this is an increase from 15% to 45% of the fleet. More vehicles are due to be replaced during 2024, with the company prioritising the selection of electric models.



Scope 2 Breakdown

Location	T CO ₂ e
Tŷ Menai	47.86
Llys Awelon	7.02
Holmes Chapel High School	6.52
County High School, Leftwich	4.18
Llys y Mynydd	3.79
Head Office & Yard	3.08
Invertek Drives	2.70
Llysfasi Teaching Hub	2.12
Plas Gororau	1.77
Llys y Gwynt	1.65
Shavington Academy	1.31
Nightingale House	0.89
Borras School	0.59
Chester Zoo Stable Block	0.37
Ruskin High School, Crewe	0.09



The data above represents the energy used by Read on all our construction sites and head office in Brymbo. Every site was able to establish a connection to grid distribution for most of the project, providing a substantial reduction in carbon footprint by comparison with generator-produced electricity.

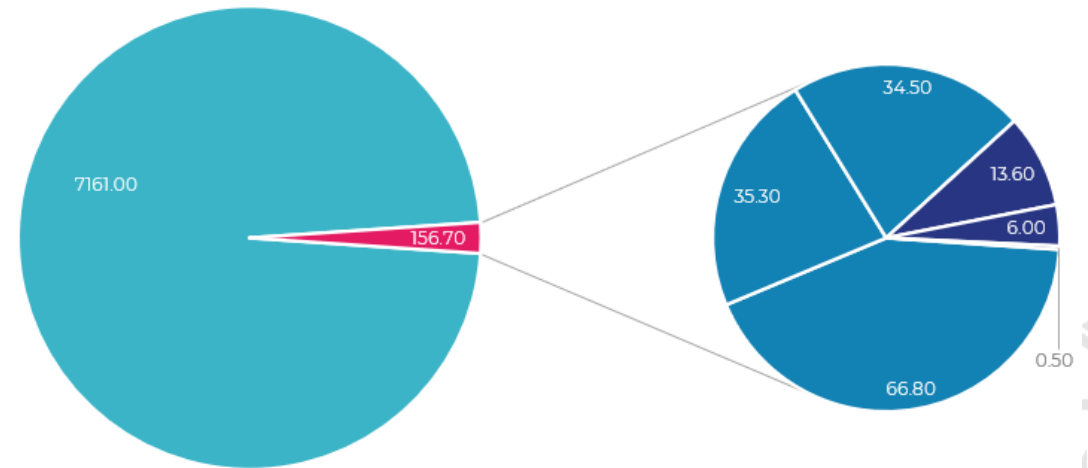
The largest contributing project was Tŷ Menai, Bangor. This project was an internal refurbishment of a large structure, gross internal floor area of approx. 6750m², which lasted for most of the year. Nightingale House, the next largest contributor was similarly an internal refurbishment, but of a smaller floor area and fewer months.

Arrangements for power distribution through existing structures during refurbishment projects will be reviewed with an electrical contractor with a view to improving the efficiency of site establishments. We are also investing in new site accommodation units to improve energy efficiency against the existing stock.

The landlord of our head office location is separately procuring a feasibility study for carbon reduction opportunities.

Scope 3 Breakdown

Upstream Aspect	T CO ₂ e
Purchased Goods and Services	7161.3
Fuel & Energy Related Activities	66.8
Transportation & Distribution	35.3
Employee Commuting & Home Working	24.5
Business Travel	13.6
Operational Waste	6.0
Capital Goods	0.5



The largest contributing aspect to this scope is Purchased Goods and Services, which includes the impact of all our subcontractors and suppliers. This remains low-quality data as it's based on spend data. The aspect wasn't included in the baseline or following year due to the low quality, but was mentioned in text to indicate that we were aware of the potential impact. This aspect has now been included to improve our transparency and strategy to net zero.

03 EMISSIONS REDUCTION TARGETS

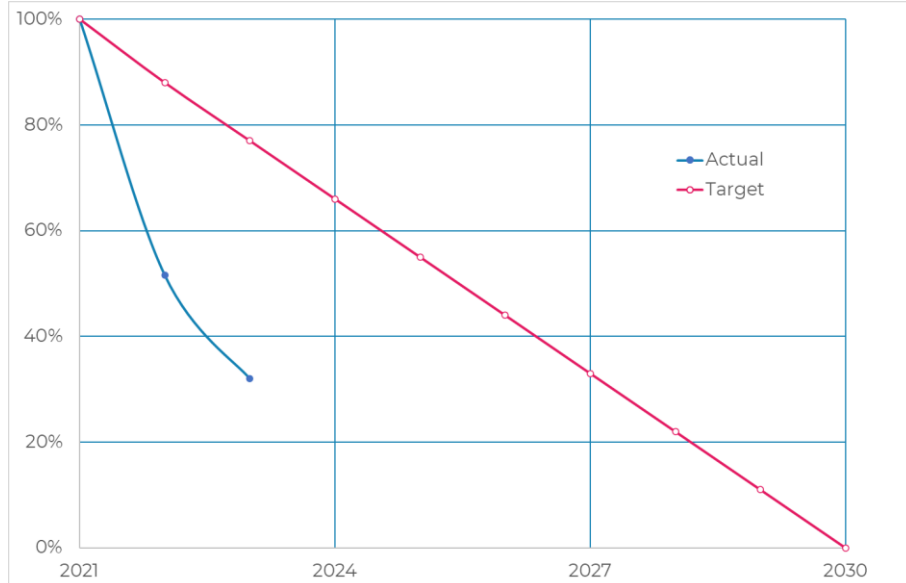
Read Construction is committed to achieving Net Zero by 2040.

To progress towards Net Zero, our original plan set carbon reduction targets for the 7-year period to 2030. During this time, targets will be set for the remaining period to ensure Net Zero will be achieved by 2040.

We are aiming to reduce our absolute carbon emissions by at least 90% from our baseline year, in line with science-based Net Zero targets. To keep ourselves on track with these long-term targets, we have set the following goals:

- Short Term
 - Reduce scope 1 and scope 2 emissions to zero by 2030
 - Reduce measured scope 3 emissions by 42% by 2030
- Long Term
 - Reduce our total emissions by at least 90% by 2040
 - Neutralise any residual emissions using verified carbon offsets

Reduce our Scope 1 & 2 emissions to zero by 2030

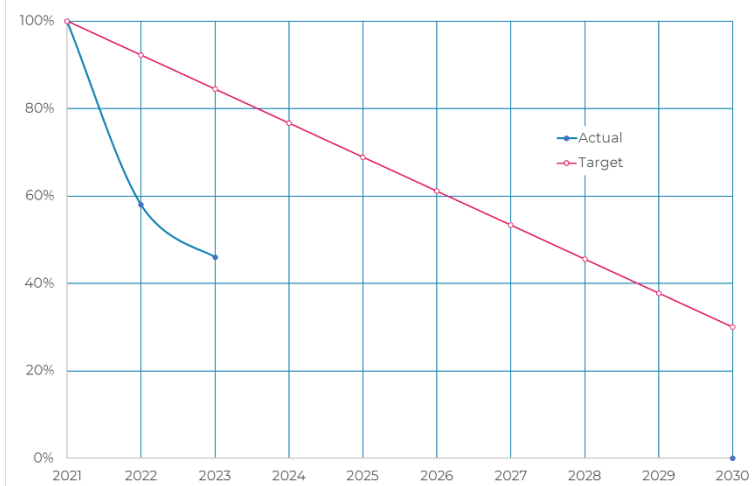


The graph on the left shows that we're on track to achieving our 2030 target with further reductions to the combined scopes 1 and 2.

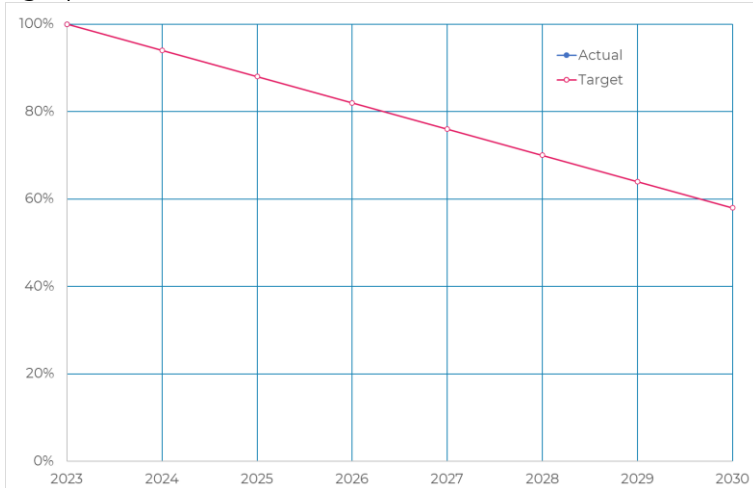
This graph considers historic performance, and will be adjusted in the next plan to realign with the new baseline year of 2023.

Reduce our Scope 3 emissions by 42% from our baseline year by 2030.

Historic graph: 2021 baseline without Purchased Goods & Services



New graph: 2023 baseline to include Purchased Good & Services



Additional measurement categories in scope 3, beyond the minimum requirement of five categories for PPN06/21, means that 2023 will become the new baseline for the carbon reduction plan moving forward and this graph be recalibrated accordingly. This will be shown on the bottom graph in future.

The top graph records our progress against the previous target (reduce by 70%) when the new categories are omitted from this year's calculations. This shows our progress in other areas of the business to this stage, and well on track to our reduction target.

In a bid to improve the accuracy of our reporting, **Positive Planet** hosted an online survey for our subcontractors. The top fifteen contractors (based on spend) were invited to complete a questionnaire with details of their measurements to date. Whilst we couldn't include any data in our own scope 3, we were encouraged by the response rate and their interest in taking more steps in future. Examples of steps already taken include:

- Already having a carbon reduction plan in place.
- Investing in EV fleets.
- Upgrading office lighting and air-conditioning.
- Electric plant and tools.
- Minimising and reusing waste.

COMPLETED CARBON REDUCTION INITIATIVES	Completion Date	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.	2022	1, 2, 3
Continue to grow the Green Team to lead initiatives. This team will be made up of members from different departments to support the roll out of initiatives and management of data.	2022	1, 2, 3
Encourage the management company at the office to procure a 100% renewable electricity tariff. This change will reduce market-based emissions at the office to 0 tCO ₂ e, however, we will continue to explore solutions to construction site related electricity.	2022	2
Explore and implement Hydrotreated Vegetable Oil (HVO) and hydrogen power to support the fleet.	2023	1
Trialling off-grid renewable technologies on construction sites to reduce Scope 2 site emissions. Two projects have now had their welfare electricity provided by temporary PV setups.	2023	2
Implement behaviour change initiatives within the workplace for reduction of emissions, including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate.	2023	2
As of December 2023, EV's compose 45% of our fleet. We will continue to explore EV schemes and EV charging initiatives for workforce to create behaviours changes and buy-in.	2023	1, 2, 3

SCOPE 1 & 2 FUTURE REDUCTION PLAN	Target Date	Category	Estimated Savings
<p>Encourage the management company to explore alternate air con gases such as R449A and R454A. Additionally encourage the repair / replacement of heavily leaking units in open areas.</p>	2024	Fugitive Emissions	5 tCO2e
<p>Implementing HVO on site. Since the beginning of 2024, 100% of the telescopic handlers we have provided to sites have been fuelled by HVO. At the time of writing this plan, we have purchased nearly 10,000 litres of HVO in place of what would have previously been diesel.</p>	2025	On-site Fuel Combustion	25 tCO2e
<p>Continue to undertake improvements and replacement of existing site welfare/office units with energy efficient units incl. insulation, lighting, heating, equipment. Four of the 38 units already owned have been refurbished during 2024, with the remaining due to be serviced following the purchase of 24 new units.</p> <p>Optimise operational procedures and implement ISO 14001 management systems.</p>	2027	Purchased Electricity	20 tCO2e
<p>Landlord undertaking feasibility study for carbon reduction initiatives incl. updating plant for newer and more efficient, introducing PVs.</p> <p>Lighting at the office will be changed to modern LED fittings. Work has already started during 2024.</p> <p>Encourage investment in PVs for renewable energy source.</p> <p>If the landlord / building owners fail to share a similar net zero pathway, review long-term potential for moving head office premises to more sustainable building.</p>	2028	Scope 2 Stationary Combustion	2 tCO2e
<p>To completely reduce market and location-based energy emissions to zero, install temporary on-site renewable energy generation technologies such as solar PV panels to generate 100% of heating and energy demand.</p> <p>Continue to implement energy efficiency measures to reduce the overall amount of electricity consumed at sites. Read have employed an electric subcontractor to review power distribution through our sites and support investment/installation of new, more efficient equipment.</p> <p>If the UK Grid is 100% powered by renewable energy before this point, our Scope 2 location-based (and market-based) electricity emissions will already be zero.</p>	2030	Stationary Combustion Purchased Electricity	60 tCO2e

<p>Embed CO₂ reduction targets into all business operations:</p> <ul style="list-style-type: none"> • Financial and commercial: review carbon intensity of items linked with management accounts incl. insurance, pensions, cloud servers • Design management: develop low-carbon alternative options, whole-life considerations • Estimating & Quantity Surveying: see scope 3 procurement (not included here) • Vehicles and logistics: review logistics emissions • Plant and equipment: see scope 1 HVO previously (scope 3 requirement for subcontractors) • Office and facilities: carbon literacy training • Construction and resources: carbon literacy training • Procurement: see scope 3 procurement (not included here) 	2030	Various	80 tCO₂e
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Based upon the above completed and planned initiatives, it is projected that Scope 1 & 2 carbon emissions will decrease to **0 tCO₂e** by 2030.



SCOPE 3 FUTURE REDUCTION PLAN	Target Date	Category	Estimated Savings
<p>Develop and implement a Sustainable Travel Policy to support environmental impact of choices when allocating sites to employees, organising meetings, etc. The priorities within this policy will support active travel and low emission travel options where appropriate.</p>	2025	Business Travel Commuting	10 tCO2e
<p>Continue to roll out training to the wider work force, including for the Green Team, leadership, and the wider employee base. This will include certified Carbon Literacy Training, either directly or by nominating a 'Carbon Champion' from the Green Team who will undertake a train-the-trainer course.</p>	2025	Commuting, Home Work & Business Travel	3 tCO2e
<p>Introduce requirement for supply chain HVO use on selected schemes.</p>	2028	Fuel & Energy Related	30 tCO2e
<p>Coordination with project designers to influence the available pool of local supply chain and suppliers, including local material sourcing.</p>	2028	Transport & Distribution	15 tCO2e
<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> <ul style="list-style-type: none"> • Carbon Reduction Plan requested from subcontractors as part of PQQ • Carbon Reduction survey issued to top subcontractors as part of Read scope 3 improvement • Promote reporting tools such as the Supply Chain Sustainability School's to calculate and record carbon emissions. • Long-term development plans and training engagement with key supply chain partners. <p>Undertake a Sustainability Audit to request further credential information from top suppliers. Once completed, incorporate lower carbon footprints as a measure to selecting/prioritising suppliers. Develop and monitor procurement policy for all new suppliers to align to Net Zero goals.</p> <p>Review logistics partners/suppliers and utilise the above Sustainable Procurement Policy. Work with providers to gather their emissions data, and/or switch to lower-carbon suppliers. Prioritise purchasing from local suppliers to limit delivery mileage.</p>	2024 - 2030	Upstream Distribution Purchased Goods & Services	3000 tCO2e

Based upon the above completed and planned initiatives, it is projected that (as a minimum) Scope 3 carbon emissions will further decrease until the 2030 milestone. It is estimated that over **3000 tCO2e** will be removed from the current measurement; this is a reduction of **42% from our baseline year**.

As part of our commitment to sustainability and ecology, Read have started to commemorate the completion of projects by making donations for the National Trust to “plant a tree” in the client’s name.

We’re aware that this might be perceived as green washing, so this statement is to make it clear that these donations have *not* been included in our carbon footprint calculations as any form of offsetting.

It’s just a good thing to do! 🌳

04 DECLARATION AND SIGN OFF

This Carbon Reduction Plan has been completed in accordance with guidance and reporting standard for Carbon Reduction Plans, **beyond** the minimum requirements of PPN06/21.

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 Read Construction Holdings Ltd directors.

Signed on behalf of Read Construction Holdings Ltd:

Name: Alex Read, Director

Karen Heaton-Morris, Director

Signed:



Date: 05th September 2024

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>