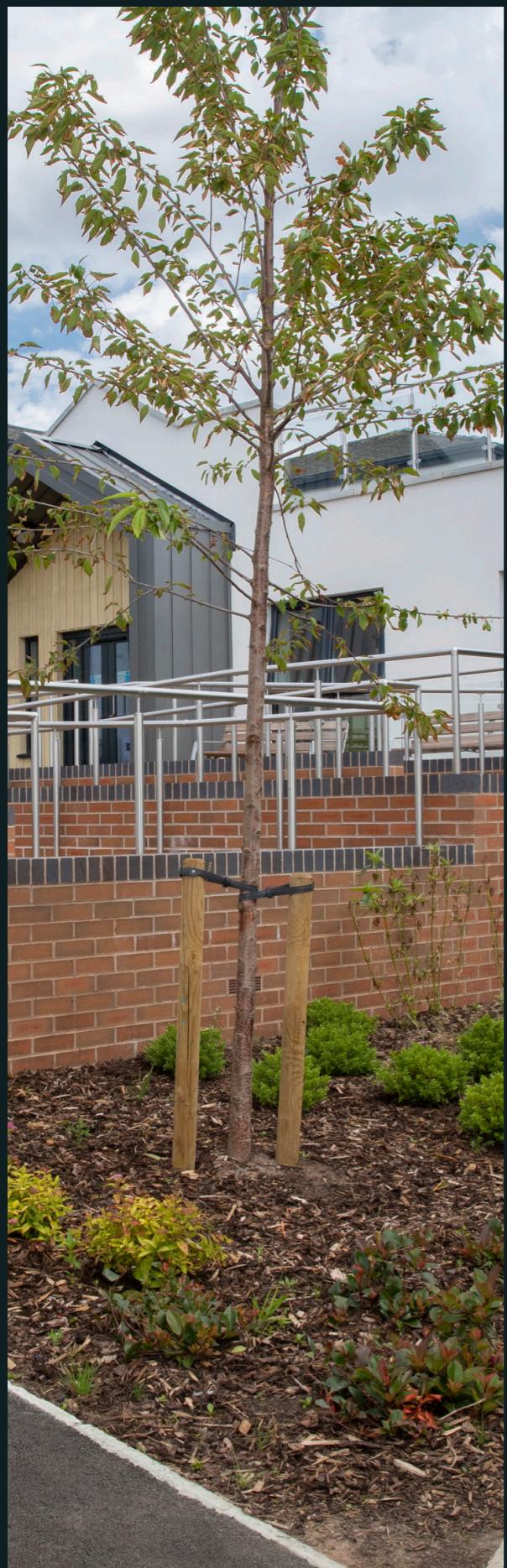


Greenhouse Gas Inventory and Decarbonisation Strategy to Achieve Net Zero

1st January 2024 to 31st March 2025
(15 months)





Go Green Experts supports organisations in the measurement, monitoring and mitigation of their social and ecological footprint.

We have a wealth of experience supporting companies and non-profits in their drive to reduce the impact of their operations. We ensure that our work is in line with the latest science and standards and work closely with businesses to create a robust ESG strategy.



READConstruction

Read Construction is a multi-award-winning construction company with a client focused appetite for sustainable development.

We provide a fully managed service to public and private sector clients on a design & build or construct only basis for projects from £500,000 to £30m+.

Since 1988, we continue to support projects across North and Mid Wales and the North West and West Midlands.

Title: Greenhouse Gas Inventory and Decarbonisation Strategy to Achieve Net Zero

For Period: 1st January 2024 to 31st March 2025

Company: Read Construction

Project Sponsor and Approval: Iolo Rhys

Consultants: Go Green Experts Ltd

Consultant Co-Authors: Will Dennis, Zusiphe Kapa

Dated: October 2025

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About This Report

This report contains the carbon footprint of Read Construction for the reporting period 01/01/2024 – 31/03/2025. The purpose of this report is to disseminate the inventory of greenhouse gas (GHG) emissions with great attention to the accounting principles of relevance, accuracy, consistency, completeness and transparency.

This report is intended for all stakeholders interested in the GHG emissions inventory and the associated reporting structure and explanations.

This report:

- Covers the footprint for all entities within operational control of Read Construction.
- Has been prepared in accordance with the requirements of the Greenhouse Gas Protocol reporting standards (Corporate Accounting and Reporting Standard, 2004; Corporate Value Chain Accounting and Reporting Standard, 2011).

- Endeavours to use primary data wherever possible but especially surrounding all major emissions sources. Where primary data is not available, a consistent and conservative approach to calculation is applied.
- Excludes specific targets or forecasts as well as reports on GHG removals and offsets.

The reporting period covered in this document is 15 months as Read Construction transitions from calendar year to financial year reporting. As a result, year on year comparisons are not considered appropriate. The period of the next iteration of this footprint is expected to be 12 months, starting from the first day following this reporting period. Any deviation from this will be mentioned in communication at the time of publication.

More details on the applied reporting framework can be found in the Report Methodology (Appendix A).

1.

Executive Summary

Read Construction is committed to reaching net zero by 2040.



Since 2021, Read Construction has been measuring and reporting the carbon emissions resulting from its operations. An ambitious target was set to reach net zero emissions across all scopes by 2040. Two interim targets were also set: reducing scope 1 & 2 emissions to zero by 2030 and reducing scope 3 emissions by 42% in the same period. These targets are based on Read Construction's baseline emissions, now set as 2023, which are consistent with guidance from the Science-Based Targets Initiative (SBTi).

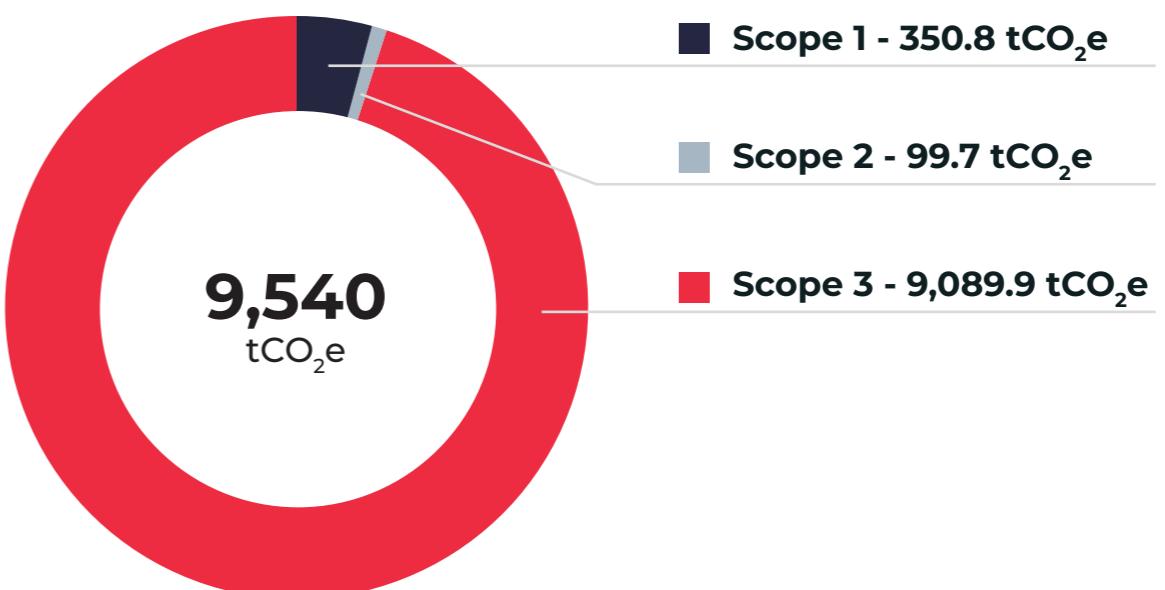
Read Construction has commissioned Go Green Experts to measure its annual operational emissions, and this report provides a summary of the 2024/25 reporting period and an update on the company's progress towards net zero.

In the 15 months to 31st March 2025, Read Construction's total emissions were 9,540 tonnes of carbon dioxide equivalent (tCO₂e). Scope 1 (direct) emissions from fuel and gas consumption accounted for 4% of the total, with scope 2 electricity emissions just 1%. In order to meet its interim target for these scopes, Read Construction will focus on decarbonising heat by replacing fossil

fuels such as fuel oil and natural gas, and using electricity from renewable sources.

Scope 3 (indirect) emissions account for the remaining 95% of Read Construction's footprint, driven primarily by spend on goods and services. Achieving the interim and net zero targets will rely on engaging with suppliers to reduce their own emissions, and Read Construction plans to encourage this through its sustainable procurement policy.

Emissions intensity – a metric allowing businesses to track progress in reducing like-for-like emissions regardless of annual fluctuation in revenue or headcount – has fallen by 19% compared to 2023, despite the additional 3 months included in this reporting period. This is due to an increase in turnover, which has resulted in an intensity of 164.44 tCO₂e per £m. Employee intensity however increased in line with emissions and the longer reporting period, to 130.69 tCO₂e per FTE.



2. Organisational Boundary

Consolidation approach

The organisational boundaries for this report were set using the operational control approach for consolidation. Under this approach, the organisation accounts for 100% of the GHG emissions from operations and the value chain over which it has operational control.

Operational control applies when the organisation or one of its subsidiaries has the full authority to introduce and implement its operating policies at the operation. This consolidation approach applies to all units and subunits.

The below diagram highlights the emission scopes that have been included and excluded from the boundary for Read Construction.

Data Sets Analysed

Go Green Experts Ltd has reviewed the following data sets submitted by Read Construction in order to calculate the in-scope operational emissions:

Business Activity	Data Source
Electricity, gas, fuel and water consumption	Utilities statements; information provided by individual sites.
Refrigerant gas usage	Service reports from air conditioning contractors.
Business travel by land	Fuel data from owned vehicles.
Employee commuting and homeworking	Mileage data from private vehicles, split by fuel type. Homeworking based on average worked hours split between home and office or site.
Purchased goods and services	Full purchase ledger of supplier and subcontractor spend.

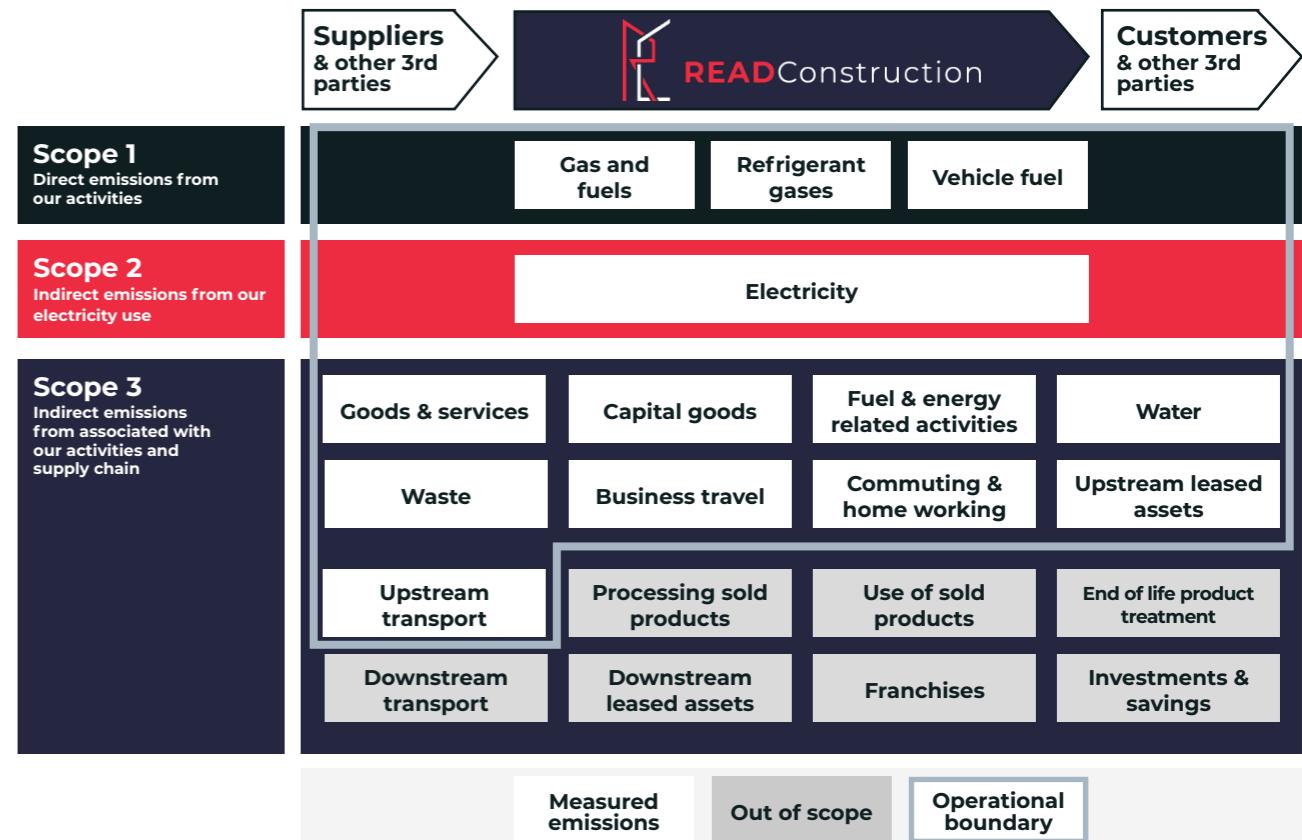


Figure 2.1: Read Construction - Organisational Boundary



3. Carbon Footprint

Footprint summary

For the period 1st January 2024 to 31st March 2025 the carbon footprint (scopes 1, 2 and 3) for Read Construction was calculated as below:

	2024/25 (15 months) Location-based	2023 (12 months) Location-based
Total emissions	9,540.42 tCO ₂ e	7,510.00 tCO ₂ e
Scope 1	350.82 tCO ₂ e	93.10 tCO ₂ e
Scope 2	99.66 tCO ₂ e	98.80 tCO ₂ e
Scope 3	9,089.94 tCO ₂ e	7,318.00 tCO ₂ e
Carbon intensity (turnover)	164.44 tCO ₂ e per £m	204.1 tCO ₂ e per £m
Carbon intensity (FTE)	130.69 tCO ₂ e per FTE	104.3 tCO ₂ e per FTE

Figure 3.1: Read Construction emissions summary 2024/25

The tables in this section show the total carbon footprint for Read Construction. Where different, two figures are reported here based on the “location-based” and “market-based” methodology for calculating electricity emissions.

The location-based method: a method to quantify GHG emissions from electricity based on the average energy generation emission factors for a specific geographical location. In this case, the calculation assumes that electricity emissions per kWh are the average for the UK national grid.

The market-based method: a method to quantify GHG emissions from electricity based on data supplied by the energy generators from which the company purchases electricity. This method shows the impact of renewable energy tariffs, which generate zero scope 2 emissions.

In future reports, the focus will be on reporting market based emissions in order to demonstrate the progress made with renewable energy tariffs, however both reporting figures will be stated. As the UK grid decarbonises we are hopeful that the gap between market- and location-based emissions will narrow so that net zero will be achievable under both measures.



Emissions by business activity

The table below shows the breakdown of Read Construction's emissions by scope category for the 15-month reporting period. Year-on-year comparison tables have been removed as the reporting period lengths are non-comparable.

2024/25		
	tCO ₂ e	% to total
Scope 1 - Direct Emissions from operations		
Stationary emissions	70.78	0.7%
Mobile emissions (owned vehicles)	280.04	2.9%
Fugitive emissions (refrigerants)	0	0.0%
Scope 1 total	350.82	3.7%
Scope 2 - Indirect Emissions from electricity		
Purchased Electricity - market-based	99.66	1.0%
Purchased Electricity - location-based	99.66	
Scope 2 total	99.66	1.0%
Scope 3 - Indirect Emissions in the value chain		
Purchased goods and services	8,230.82	86.3%
Capital goods	275.08	2.9%
Fuel- and energy-related activities	130.39	1.4%
Transport and distribution	379.52	4.0%
Water	1.42	0.0%
Waste generated in operations	19.63	0.2%
Business travel	0.00	0.0%
Commuting & Homeworking	53.09	0.6%
Scope 3 total	9,089.94	95.3%
Total GHG emissions	9,540.42	

Figure 3.2: Read Construction emissions by scope category 2024/25

Emissions by site

(Excludes Head Office)

Emissions by Site (tCO ₂ e)	Scope 1		Scope 2	Scope 3					Total
	Gas & Fuel Oil	Mobile Combustion	Electricity	Goods & Services	Energy Supply	Transport Upstream	Waste	Water	
Cheshire College S&W, IOT	-	0.18	6.37	358.50	3.65	13.00	0.06	0.08	381.85
Cheshire College S&W, T-Levels	-	0.71	2.33	219.16	0.96	11.72	0.03	0.02	234.92
Creative Hub	-	0.01	2.26	50.24	0.87	7.05	4.09	0.03	64.55
Holmes Chapel School & College	-	-	0.64	74.05	0.21	4.23	0.04	0.01	79.19
Invertek Warehouse	-	-	1.94	585.78	0.64	23.27	0.53	0.02	612.18
Lleiod Apartments	4.76	1.88	3.28	419.23	2.65	28.26	2.79	0.04	462.88
Llys Awelon	-	0.15	8.97	763.47	3.65	25.39	0.53	0.08	802.25
Llys y Gwynt	-	-	1.58	127.33	0.52	18.00	0.21	0.03	147.67
Llysfaei Teaching Hub	-	-	7.71	1,172.39	2.54	15.87	0.31	0.02	1,198.83
Maes y Capel	-	0.31	8.53	335.62	5.37	35.67	6.75	0.06	392.30
Northgate Arena	-	0.25	4.56	76.71	2.39	5.79	0.41	0.17	90.28
Ruskin High School	1.11	0.02	3.10	88.30	1.27	8.35	0.01	0.02	102.18
Seren Lodge	-	0.53	4.04	115.79	3.94	13.46	0.29	0.02	138.07
Shavington Academy	5.38	0.09	2.69	259.58	2.09	26.50	0.06	0.03	296.42
Tŷ Menai	17.10	0.02	2.48	1,019.26	4.57	37.15	2.73	0.14	1,083.46
Wisteria Court	-	0.04	6.38	333.78	2.67	36.94	0.19	0.07	380.07
Wrexham Tennis Centre	4.76	0.22	1.14	214.02	1.48	11.96	0.11	0.02	233.71
Ysgol Ein Harglwyddes	-	0.11	1.49	306.19	1.62	9.60	0.08	0.04	319.13
Ysgol y Fflint	-	0.19	15.88	1,670.95	7.47	26.67	0.36	0.41	1,721.92
Total	33.11	4.70	85.37	8,190.35	48.56	358.89	19.59	1.30	8,741.88

Figure 3.3: Read Construction emissions split by site, all scopes

4. Data integrity and assumptions

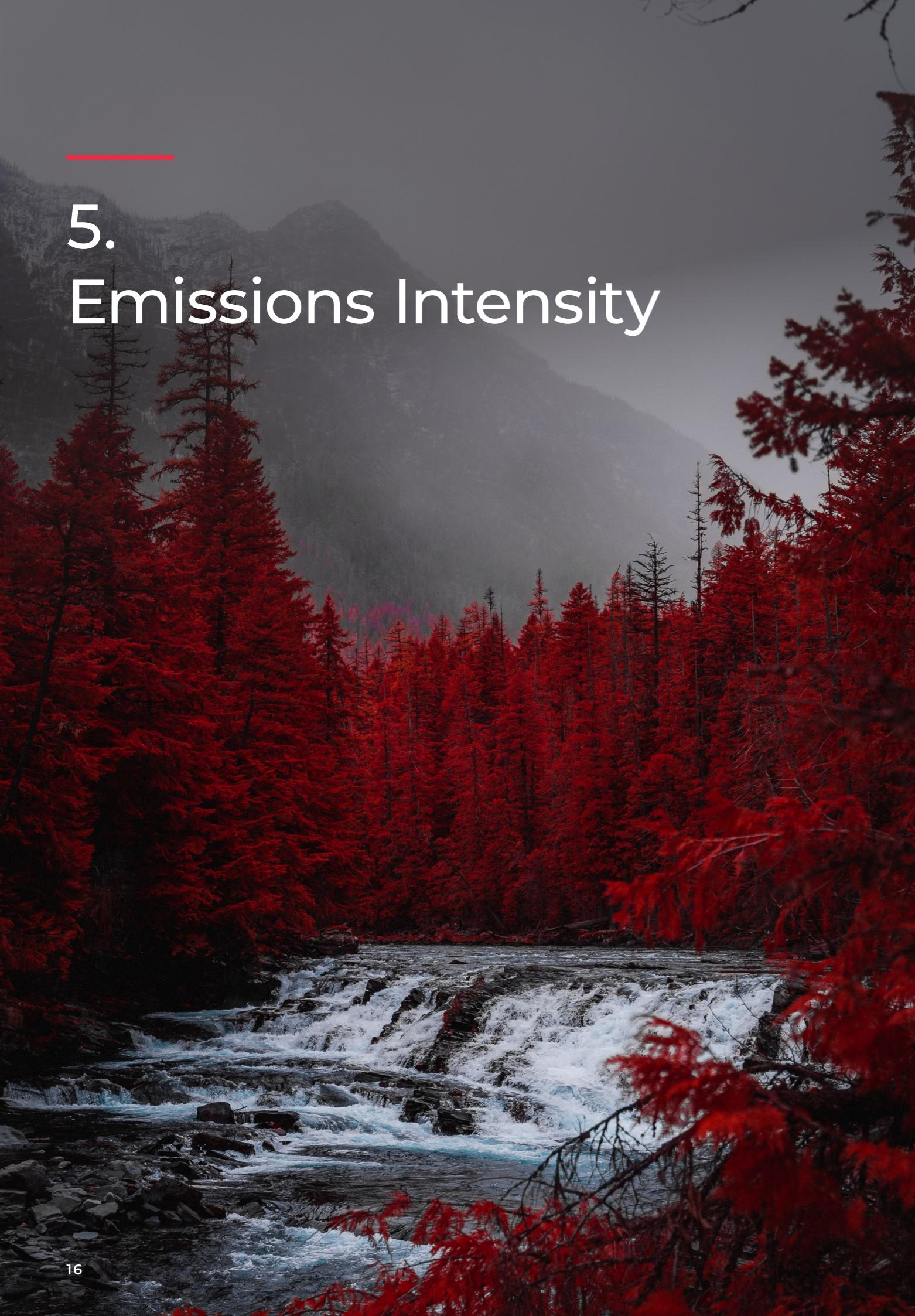
Scope Category	Inclusion	Notes
Scope 1: Gas, fuels and refrigerants	Included	<ul style="list-style-type: none"> Metered gas consumption data was provided for head office; no other sites used mains gas – this activity accounted for just 0.5% of scope 1 emissions. Fuel oil consumption data was provided in litres for seven sites including head office. In total, 22,000 litres were used and this accounts for 20% of scope 1 emissions. Fuel data from business travel in company vehicles was reported in litres; this was primarily diesel and accounts for 80% of scope 1 emissions – over 40,000 litres of additional fuel use was recorded this year compared to the baseline. Maintenance documentation from air conditioning contractors was reviewed; no refrigerant additions or removals were performed in the reporting period.
Scope 2: Electricity	Included	<ul style="list-style-type: none"> Metered electricity consumption data was provided for all sites. Despite the extended reporting period, scope 2 emissions remained the same as 2023. No detail was provided on renewable energy tariffs or REGO purchases; although energy for head office was reported to be supplied by Pozitive Energy, no evidence was received from the landlord regarding the exact tariff.
Scope 3.1: Purchased goods & services	Included	<ul style="list-style-type: none"> A full purchase ledger was provided with a financial breakdown per supplier and supplier type. Spend-based emissions were allocated to each supplier and purchase category type.
Scope 3.2: Capital goods	Included	<ul style="list-style-type: none"> Embedded emissions from assets purchased in the reporting period accounted for 3% of scope 3; these were predominantly from machinery and equipment.
Scope 3.3: Fuel and energy-related activities	Included	<ul style="list-style-type: none"> Indirect emissions resulting from the generation, transport and distribution of mains gas and electricity.
Scope 3.4: Upstream transportation & distribution	Included	<ul style="list-style-type: none"> Mileage data was provided for upstream freight transport via HGV, and this was broken down by site. Miles were calculated as a round trip distance assuming no multiple drops in order to avoid underestimation. Upstream transport accounted for 4% of scope 3 emissions.
Scope 3.5: Waste & Water	Included	<ul style="list-style-type: none"> Waste reports were provided for all sites, including a breakdown of waste streams and end of life fate. General waste fate was provided by the waste contractor for 14 of 19 sites, split between recycling and either combustion or landfill. For sites missing general waste fate details, an average of the other sites was used. Head office waste data was not recorded as it is disposed of via council collections. For this site an employee-average general waste consumption figure was used. In total, waste disposal accounted for 0.2% of scope 3 emissions. Metered water consumption data was provided for all sites. Although water use is not a high emitter, it is recorded separately to ensure accountability is taken for conserving supplies as water stress increases over the coming years.

Calculation commentary by scope category

Scope Category	Inclusion	Notes
Scope 3.6: Business travel	Included	<ul style="list-style-type: none"> All business travel emissions have been captured in scope 1 fuel calculations.
Scope 3.7: Commuting and working from home	Included	<ul style="list-style-type: none"> Mileage data for commuting was captured for all employees, split by fuel type. All commuting was completed by car - no public transport use was reported. An average of 17 hours of homeworking was reported per week, per employee.
Scope 3.8: Upstream leased assets	Included	<ul style="list-style-type: none"> Due to the availability of good data, emissions from the use of any leased properties have been captured in scope 1 & 2 and are therefore not reported in this category.
Scope 3.9: Downstream transportation & distribution	Not applicable	<ul style="list-style-type: none"> Read Construction does not purchase downstream freight to customers.
Scope 3.10: Processing of sold products	Out of scope	<ul style="list-style-type: none"> Life cycle emissions of built properties are not currently included in Read Construction's footprint measurement.
Scope 3.11: Use of sold products	Out of scope	<ul style="list-style-type: none"> Life cycle emissions of built properties are not currently included in Read Construction's footprint measurement.
Scope 3.12: End-of-life treatment of sold products	Out of scope	<ul style="list-style-type: none"> Life cycle emissions of built properties are not currently included in Read Construction's footprint measurement.
Scope 3.13: Downstream leased assets	Not applicable	<ul style="list-style-type: none"> No assets were leased to third parties during the 2024/25 reporting period.
Scope 3.14: Franchises	Not applicable	<ul style="list-style-type: none"> No franchises were operated in the 2024/25 reporting period.
Scope 3.15: Investments	Out of scope	<ul style="list-style-type: none"> Investments and banking activity data has not been included in this inventory.



5. Emissions Intensity



Carbon Intensity is a metric that allows a company to compare its emissions year on year as the size and activity of the business increases or decreases. This is calculated by measuring emissions per £m in revenue, staff headcount or production.

These metrics allow industry benchmarking and comparison with similar organisations that have published their own carbon intensity. It also enables customers to estimate their own footprint from doing business with Read Construction, using the revenue intensity metric multiplied by their spend.

Read Construction experienced strong business growth in the 15-month 2024/25 reporting period, with turnover increasing by 58% compared to the 12 months of 2023. Despite this growth, absolute emissions only increased by 28%, resulting in

a positive reduction in revenue-related carbon intensity. As employee numbers remained static, the increase in emissions did however lead to a slight increase in employee-related intensity. As with the rest of the calculation, these percentages are caveated with the non-comparable length of the reporting periods:

- Turnover intensity fell by 19% to 164.44 tCO₂e per £m revenue.
- Employee intensity rose by 26% to 130.69 tCO₂e per FTE.





Figure 5.1: Read Construction market-based intensity metrics 2024/25

Per £m Revenue		Per Employee (FTE)	
Total tCO₂e	9,540.42	No of Employees (FTE)	73
Revenue	£58,018,115	tCO₂e per Employee (FTE)	130.69
Tonnes CO₂e per £m Revenue	164.44		

Per £m Revenue		
Scope	tCO ₂ e	tCO ₂ e per £m
Scope 1	350.82	6.05
Scope 2	99.66	1.72
Scope 1 & 2	450.48	7.76
Scope 3	9,089.94	156.67
Total	9,540.42	164.44

Figure 5.2: Read Construction market-based intensity metrics 2023

Per £m Revenue		Per Employee (FTE)	
Total tCO₂e	7,509.90	No of Employees (FTE)	72
Revenue	£36,805,313	tCO₂e per Employee (FTE)	104.30
Tonnes CO₂e per £m Revenue	204.04		

Per £m Revenue		
Scope	tCO ₂ e	tCO ₂ e per £m
Scope 1	93.10	2.53
Scope 2	98.80	2.68
Scope 1 & 2	191.90	5.21
Scope 3	7,318.00	198.83
Total	7,509.90	204.04

6. Supply Chain Analysis



Emissions from the supply chain (scope 3.1 – purchased goods & services) make up 86% of Read Construction's total footprint. The tables below show a breakdown of the allocation of emissions by supplier, as well as the top emitting operational activities.

Supplier Name	Emissions [tCO ₂ e]	% to total
ATHERTON & PARTNERS	912.63	11.09%
HYGIENIC FINISHING SYSTEMS LTD	795.29	9.66%
THOMAS CONTRACTING LTD	717.19	8.71%
VECTOREX CONSTRUCTION LIMITED	627.76	7.63%
KHS MECHANICAL LIMITED	581.96	7.07%
INNOVARE OFFSITE LTD	547.77	6.66%
A J FIELD ELECTRICAL LTD	391.46	4.76%
OMBLER WILLIAMS LTD	369.11	4.48%
LESTER CLADDING LTD	221.68	2.69%
JRS MECHANICAL SERVICES LTD	159.68	1.94%
DAVE COTTLE CIVIL ENGINEERING	151.87	1.85%
C.S.ALUMINIUM WINDOWS LTD	133.58	1.62%
PALINGS MECHANICAL & ELECTRICAL	133.28	1.62%
PAV ELECTRICAL CONTRACTORS	132.74	1.61%
BRIAN J WATTS LIMITED	115.74	1.41%
KENDLEY LIMITED	102.50	1.25%
FORTIFIRE SOLUTIONS LIMITED	87.03	1.06%
CELT INSTALLATIONS LTD	86.37	1.05%
EVADX LIMITED	80.31	0.98%
C&C CATERING EQUIPMENT LTD	80.20	0.97%

Emissions breakdown by supplier – top 20

This table shows Read Construction's top 20 suppliers by total emissions.

These suppliers account for 78% of the total supply chain emissions, and over 50% of emissions are a result of spend with the top six companies.

All of the top six suppliers provide Read Construction with goods and services from the highest emission categories listed in the second table below, predominantly electrical machinery and cement/concrete.

In order to address these emissions, Read's priority will be capturing data from these 20 suppliers on their carbon intensity and eventually move from spend-based to activity-based data such as material weights.

Activity Category	Emissions [tCO ₂ e]	% to total
Construction (service)	3,597.65	43.71%
Construction work (product)	1,678.92	20.40%
Cement, lime and plaster	1,157.89	14.07%
Electrical machinery and apparatus	535.92	6.51%
Other service activities	329.45	4.00%
Wood and products of wood	246.43	2.99%
Basic iron and steel	190.08	2.31%
Bitumen	105.41	1.28%
Fabricated metal products	86.92	1.06%
Furniture	79.95	0.97%
Renting of machinery and equipment	61.97	0.75%
Machinery and equipment	56.54	0.69%
Chemicals and paints	40.38	0.49%
Stone and masonry	30.78	0.37%
Bricks, tiles and baked clay products	10.38	0.13%
Glass and glass products	10.09	0.12%
Rubber products	7.13	0.09%
Plumbing products	4.42	0.05%
Plastic products	0.51	0.01%
Grand total	8,230.82	100.00%

Emissions breakdown by activity type

This table provides a summary of the emission activity categories based on spend data with individual suppliers.

These category names represent the emission factors that have been used for the supply chain calculation. Where a specific emission factor is not available for an activity, the spend has been included in Construction under service or product.

While this data provides an overview of high emitting categories, spend-based data can overinflate emissions based on market prices and in future should be replaced by actual weight of materials in order to maintain an accurate assessment of the supply chain footprint.

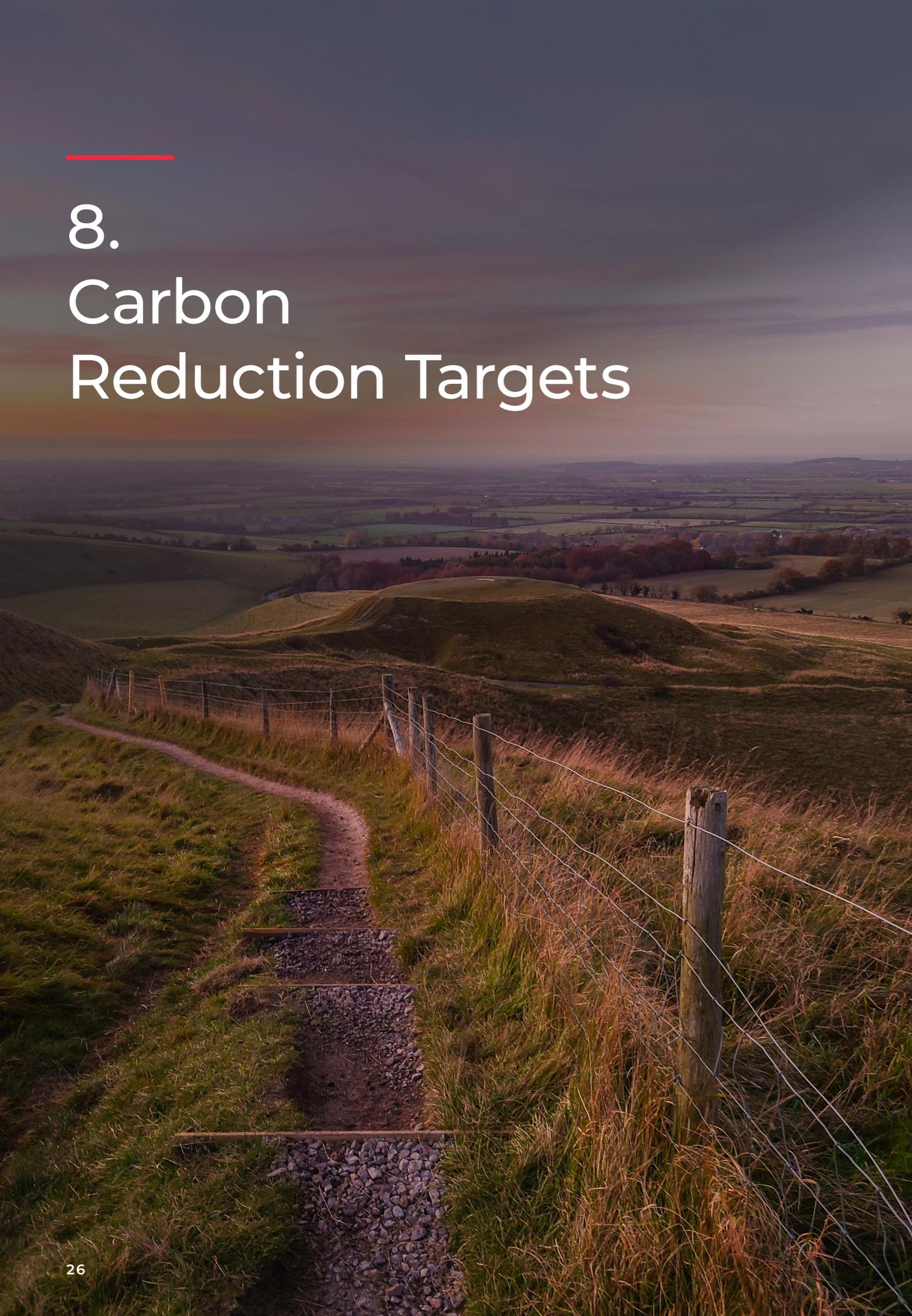


7. Completed emissions reduction initiatives



Initiative	Completed	Scope
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.	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
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.	2024	1
All Read machines have been 'converted' during the reporting period. Moving forward, all Read plant will run on HVO.	2024	1
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.	2024	1, 2, 3
Lighting at the office will be changed to modern LED fittings. Work has already started during 2024.	2024	2
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.	2024	2

8. Carbon Reduction Targets



Read Construction committed to setting near- and long-term targets for reducing and removing emissions from its operations.

Near-term target:

- Reduce scope 1 & 2 emissions to zero by 2030
- Reduce scope 3 emissions by 42% by 2030

Long-term target:

- Reach net zero operational emissions by 2040 across all scopes (1, 2 & 3)

The net zero target year and interim targets were originally set using 2021 as Read Construction's baseline emissions period. However, due to the measurement of additional scope 3 categories in 2023 the decision was made to rebaseline last year. Despite this, Read Construction has maintained its ambitious plans to reach net zero emissions by 2040.

These targets are consistent with the Science-Based Targets Initiative (SBTi) guidance, and to achieve them Read Construction will implement decarbonisation initiatives across the business as part of a robust carbon reduction strategy. These initiatives are split into short-, medium- and long-term actions, and cover reductions across all three scopes of emission.



Target Net Zero pathway

The graphs below show the glide path from baseline to net zero emissions by 2040 and indicate how this year's emissions compare to the trajectory. For the purposes of providing comparison, the 2024/25 figures have been reduced by 20% to account for the additional three months in this reporting period and provide a more representative data sample.

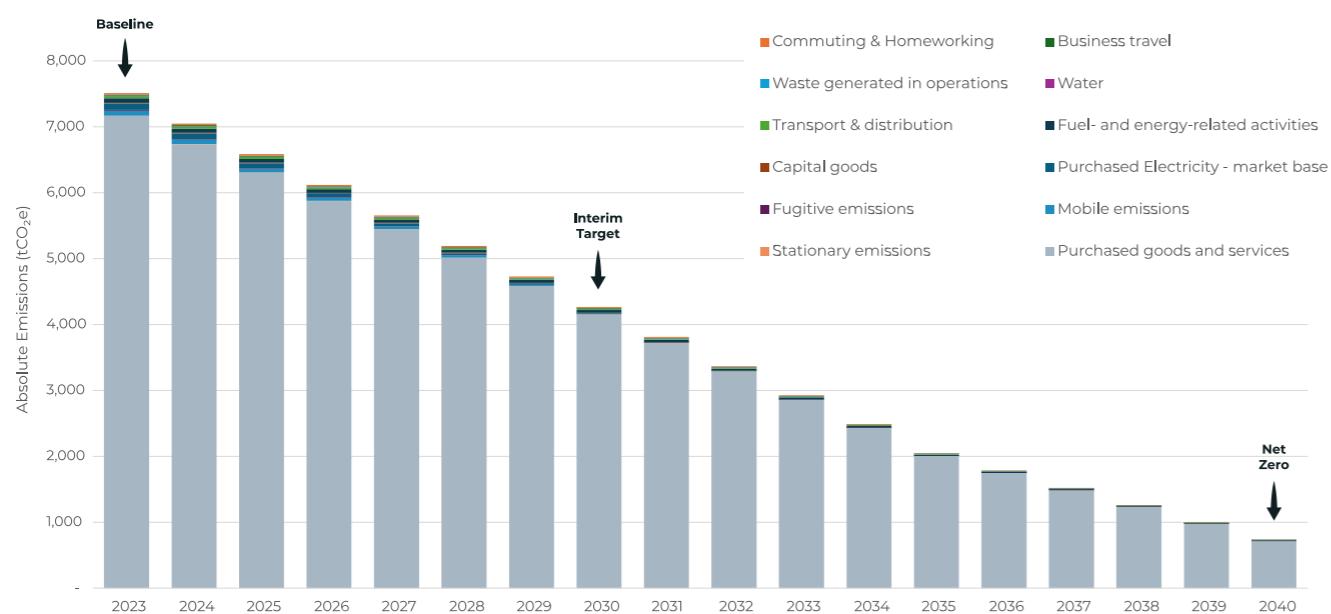


Figure 8.1: Read Construction carbon reduction plan summary: All scopes

As a result of the same fuel consumption emissions (both from on-site heating and vehicle travel), the scope 1 & 2 trend has seen a spike well above the required trajectory to meet the 2030 interim target of zero emissions. In order to bring this figure back on track, a swift transition to electric vehicles and heating may be required. In the interim, low-carbon alternatives to fuel oil and diesel such as HVO may need to be introduced at a fast rate, along with renewable tariffs for site energy.

Wider economy assumptions

As part of the glide path to net zero, informed assumptions on the wider global economy decarbonisation milestones have been made:

Energy:

The proportion of grid electricity from renewable sources will steadily increase, and commercial tariffs for 100% renewable energy will become easier to obtain without price penalty as technologies evolve and become more competitive with fossil fuels.

Transport:

The usage of electric vehicles will increase dramatically, as will the usage of alternative, lower-carbon forms of transport (including cycling, trains, zero-emissions buses, and EV car share) facilitated by improvements in the UK's low-carbon transportation infrastructure and active travel commitment.

Supply chain:

The supply chain nationally will become less carbon-intensive over time, with more options for very low-carbon products and services, thus supporting a gradual reduction in Read Construction's scope 3 emissions.

Within the construction industry, hard-to-abate materials such as steel and concrete will slow the progress of overall emissions reductions initially but there is significant investment in lower-carbon options. As these alternatives become more affordable it will be important to transition to greener construction principles centred around materials from recycled or low emission sources.

It is also important to note that increasing material costs in the construction industry will increase scope 3 emissions where spend-based data is used. It is therefore imperative that construction companies transition to weight-based activity data on materials in order to avoid the impact of higher costs on their emissions footprint.

Detailed carbon reduction pathway

The tables that follow break down the annual emissions reduction requirements for Read Construction in order to meet its 2030 and 2040 decarbonisation targets. These figures are absolute carbon equivalent reductions for each category of operational activity, and the annual reductions have been based on a combination of wider economy trends and scientific guidance from SBTi.

All calculations are based on achieving a minimum of 90% reduction in total emissions by the net zero year, with the expectation that all remaining residual emissions will be offset through responsible and approved schemes.

	2023	2024	2025	2026	2027	2028	2029	2030
Scope 1 - Direct Emissions from operations								
Stationary emissions	5.60	4.88	4.16	3.44	2.72	2.00	1.28	0.56
Mobile emissions (owned vehicles)	75.50	65.79	56.09	46.38	36.67	26.96	17.26	7.55
Fugitive emissions (refrigerants)	12.00	10.46	8.91	7.37	5.83	4.29	2.74	1.20
Scope 1 total	93.10	81.13	69.16	57.19	45.22	33.25	21.28	9.31
Scope 2 - Indirect Emissions from electricity								
Purchased Electricity - market-based	98.80	86.10	73.39	60.69	47.99	35.29	22.58	9.88
Scope 2 total	98.80	86.10	73.39	60.69	47.99	35.29	22.58	9.88
Scope 3 - Indirect Emissions in the value chain								
Purchased goods and services	7,161.30	6,731.62	6,301.94	5,872.27	5,442.59	5,012.91	4,583.23	4,153.55
Capital goods	9.08	8.54	7.99	7.45	6.90	6.36	5.81	5.27
Fuel- and energy-related activities	66.80	62.79	58.78	54.78	50.77	46.76	42.75	38.74
Transport and distribution	35.30	33.18	31.06	28.95	26.83	24.71	22.59	20.47
Water	1.42	1.33	1.25	1.16	1.08	0.99	0.91	0.82
Waste generated in operations	6.00	5.64	5.28	4.92	4.56	4.20	3.84	3.48
Business travel	13.60	12.78	11.97	11.15	10.34	9.52	8.70	7.89
Commuting & Homeworking	24.50	23.03	21.56	20.09	18.62	17.15	15.68	14.21
Scope 3 total	7,318.00	6,878.92	6,439.84	6,000.76	5,561.68	5,122.60	4,683.52	4,244.44
Total GHG emissions	7,509.90	7,043.41	6,576.91	6,110.42	5,643.92	5,177.43	4,710.93	4,244.44

Figure 8.2: Read Construction detailed carbon reduction plan to 2030 (all figures in tCO₂e)

Detailed carbon reduction pathway (continued)

	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040
Scope 1 - Direct Emissions from operations										
Stationary emissions	0.18	0.08	0.04	0.02	0.01	0.00	0.00	0.00	0.00	0.00
Mobile emissions (owned vehicles)	2.49	1.12	0.50	0.23	0.10	0.05	0.02	0.01	0.00	0.00
Fugitive emissions (refrigerants)	0.40	0.18	0.08	0.04	0.02	0.01	0.00	0.00	0.00	0.00
Scope 1 total	3.07	1.38	0.62	0.28	0.13	0.06	0.03	0.01	0.01	0.00
Scope 2 - Indirect Emissions from electricity										
Purchased Electricity - market-based	3.26	1.47	0.66	0.30	0.13	0.06	0.03	0.01	0.01	0.00
Scope 2 total	3.26	1.47	0.66	0.30	0.13	0.06	0.03	0.01	0.01	0.00
Scope 3 - Indirect Emissions in the value chain										
Purchased goods and services	3,723.88	3,294.20	2,864.52	2,434.84	2,005.16	1,747.36	1,489.55	1,231.74	973.94	716.13
Capital goods	4.72	4.18	3.63	3.09	2.54	2.22	1.89	1.56	1.23	0.91
Fuel- and energy-related activities	34.74	30.73	26.72	22.71	18.70	16.30	13.89	11.49	9.08	6.68
Transport and distribution	18.36	16.24	14.12	12.00	9.88	8.61	7.34	6.07	4.80	3.53
Water	0.74	0.65	0.57	0.48	0.40	0.35	0.30	0.24	0.19	0.14
Waste generated in operations	3.12	2.76	2.40	2.04	1.68	1.46	1.25	1.03	0.82	0.60
Business travel	7.07	6.26	5.44	4.62	3.81	3.32	2.83	2.34	1.85	1.36
Commuting & Homeworking	12.74	11.27	9.80	8.33	6.86	5.98	5.10	4.21	3.33	2.45
Scope 3 total	3,805.36	3,366.28	2,927.20	2,488.12	2,049.04	1,785.59	1,522.14	1,258.70	995.25	731.80
Total GHG emissions	3,805.36	3,366.28	2,927.20	2,488.12	2,049.04	1,785.59	1,522.14	1,258.70	995.25	731.80

Figure 8.3: Read Construction detailed carbon reduction plan to 2040 (all figures in tCO₂e)

Carbon Reduction Plan – glide path chart in full

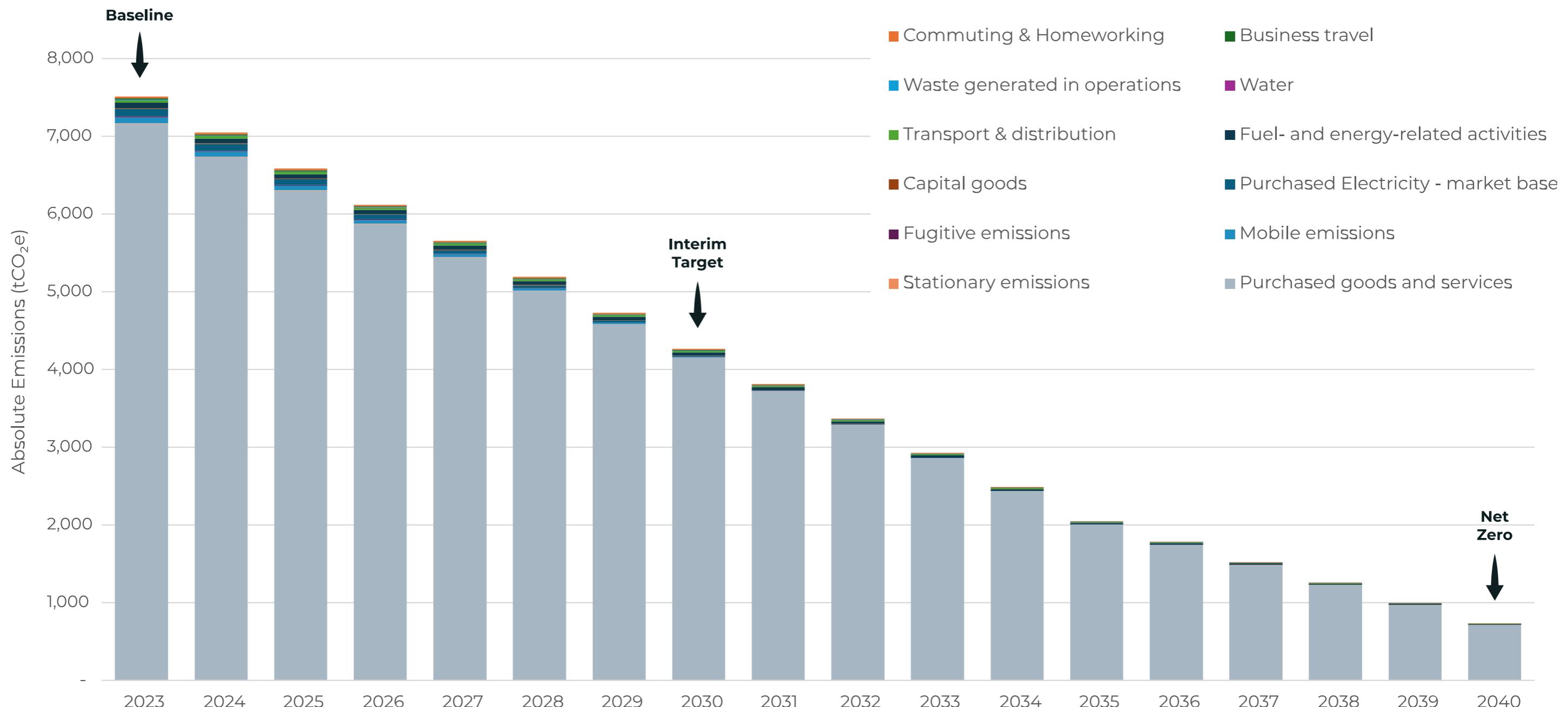


Figure 8.4: Read Construction carbon reduction glide path

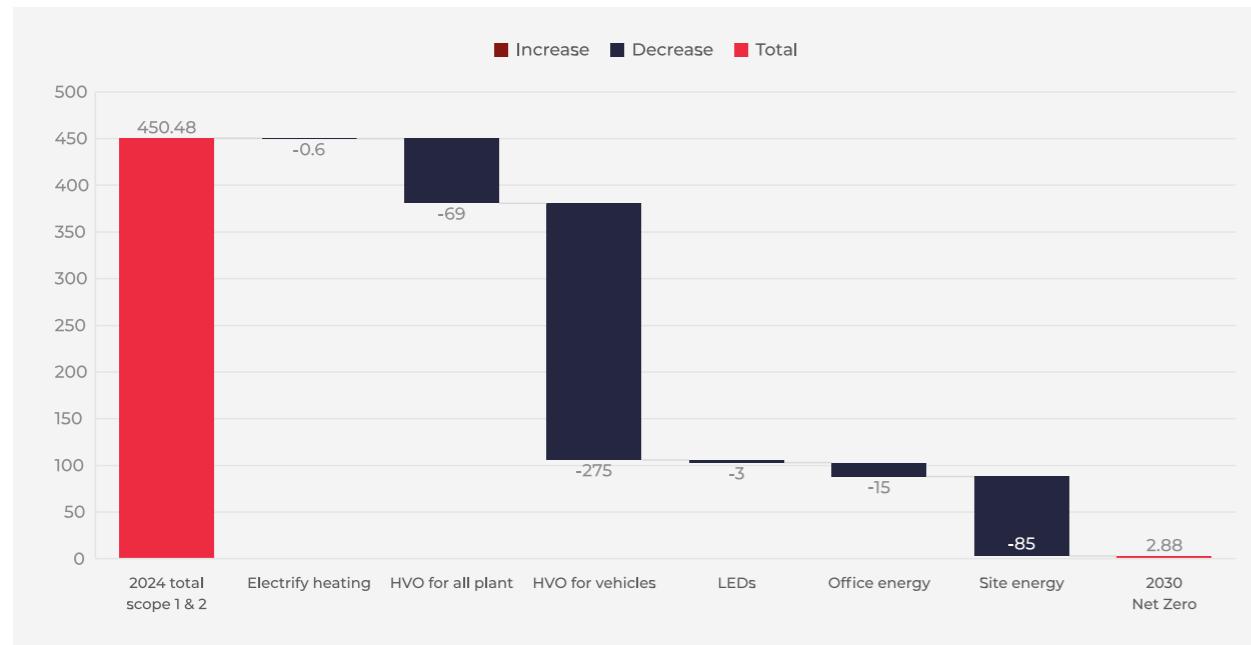
9. Planned initiatives

Category	Initiative	Target	Estimated Savings (from 2024)
Scope 1: Stationary Emissions	Replace mains gas with electric heating and hot water supply at head office (powered by green energy).	2030	0.6 tCO ₂ e
	Transition from fuel oil to HVO for all site plant following conversion of all machinery in 2024.	2025	69 tCO ₂ e
Scope 1: Mobile Emissions	Option 1: transition all diesel fuel to HVO in company vehicles.	2027	275 tCO ₂ e
	Option 2: replace 50% of current diesel vehicles with EVs (powered by renewable energy).	2028	278 tCO ₂ e
	Option 3: replace 100% of the diesel fleet with EVs.	2030	280 tCO ₂ e
Scope 2: Purchased Electricity	Complete LED retrofit in the office.	2028	3 tCO ₂ e
	Switch head office electricity to a green (renewable) tariff or purchase sufficient REGOs to cover supply.	2026	15 tCO ₂ e (market-based)
	Ensure all site electricity connections are covered by renewable tariffs or purchase sufficient REGOs to cover supply.	2027	85 tCO ₂ e (market-based)
	Install solar PV at head office and other sites (temporary on-site energy generation) to remove reliance on grid energy.	2030	100 tCO ₂ e (market-based)
Scope 3: Purchased Goods & Services	Transition from spend-based to weight-based data from suppliers for more accurate calculation of material emissions (emissions from high-impact materials such as steel and concrete can be overestimated in spend data by over 50%).	2028	2,470 tCO ₂ e
	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.	2024-2030	2,870 tCO ₂ e
	Carbon Reduction Plan requested from subcontractors as part of PQQ		
	<ul style="list-style-type: none"> 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. 		
	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.		
	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.		
	Transition to lower carbon alternatives for hard-to-abate emissions in materials such as steel and concrete, using recycled materials (e.g. green steel) wherever feasible.	2035	284 tCO ₂ e

Planned initiatives (continued)

Category	Initiative	Target	Estimated Savings (from 2024)
Scope 3: Transport	Move from mileage reporting to actual fuel use to avoid overstating emissions from vehicles completing multiple drops and round trips.	2028	114 tCO ₂ e
	Investigate the opportunity to transition freight vehicles to lower carbon fuel options such as HVO, CNG or electric.	2028	304 tCO ₂ e
	Coordinate with project designers to influence the available pool of local supply chain and suppliers, including local material sourcing.	2028	35 tCO ₂ e
Scope 3: Waste	Work with waste contractors to reduce quantity of waste sent to landfill, aiming for energy-from-waste as a worst case end of life fate.	2027	12 tCO ₂ e
Scope 3: Commuting & Homeworking	Improve data collection to include car size and fuel type to avoid overstating staff commuting emissions.	2026	10 tCO ₂ e
	Develop and implement a Sustainable Travel Policy to promote lower carbon forms of travel to the office and site through car sharing and salary sacrifice schemes for EV.	2027	28 tCO ₂ e
	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.	2025	3 tCO ₂ e

Scope 1 & 2 initiatives impact on targets



Appendix A.

Report Methodology

This assessment of Greenhouse Gas (GHG) emissions is compliant with the Greenhouse Gas Protocol, a globally recognised standard jointly developed by the World Resources Institute and the World Business Council for Sustainable Development. The Greenhouse Gas Protocol provides comprehensive, standardised frameworks for quantifying and managing GHG emissions across private and public sector operations, value chains, and mitigation efforts.

Five key accounting principles are central to the Greenhouse Gas Protocol methodology:

Calculations

Relevance	Ensure that the GHG data collection accurately records and presents all relevant emissions from the organisation.
Completeness	The calculation captures all emitted GHGs. If any emission sources are omitted, clear and detailed justifications are given.
Consistency	The calculations are based on uniform methods. Any changes in data sources, calculation boundaries, or emission factors are always reported.
Transparency	All collected data is clearly and coherently reported, preferably through an accurate audit scheme. All assumptions on methods, approximations and emission factors are well documented.
Accuracy	The quantification of GHG emissions is without systematic overestimation or underestimation, it is tried to reduce uncertainties as much as possible.

The emissions for each category of activity have been calculated in line with the methodology defined in the Greenhouse Gas Protocol and using emissions factors from various sources including Exiobase, the Office of National Statistics (ONS) and the UK Government's Department for Energy Security and Net Zero (DESNZ).

Following the guidelines of the Greenhouse Gas Protocol, the emissions inventory encompasses seven primary (groups of) GHGs: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), sulphur hexafluoride (SF_6), nitrogen trifluoride (NF_3), hydrofluorocarbons (HFCs), and perfluorocarbons (PFCs). All of these gases are considered in-scope.

Additionally, emissions out-of-scope are also considered, this included carbon dioxide from biogenic origin (bioCO_2) and other greenhouse gases which are not included in the Kyoto Protocol but still have a well-established global warming effect.

Assumptions

Where good quality activity-based data was not available, spend-based emissions calculations have been performed in line with the Greenhouse Gas Protocol. In the few cases where neither activity nor spend based data were made available, averages have been used to fill gaps based on headcount or floor area – any such assumptions are explained in section 5 of this report.

Scope 1, 2 and 3 emissions

The Greenhouse Gas Protocol classifies emissions into 3 scopes and 21 categories:

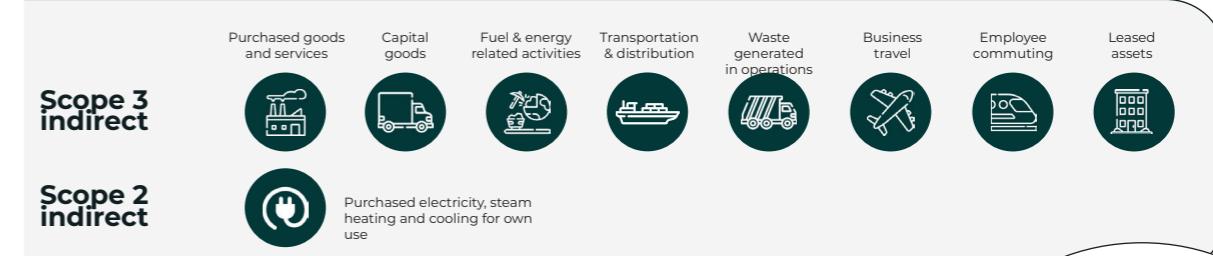
Scope 1 Direct GHG emissions originate from sources owned or controlled by the organisation.

Scope 2 Indirect GHG emissions result from purchased electricity and other energy carriers.

Scope 3 Other indirect GHG emissions beyond those covered by Scope 2 that happen elsewhere in the value chain, both upstream and downstream.

These scopes are further subdivided into distinct activity categories. Scope 1 encompassed 4 categories, Scope 2 encompasses 2 categories, and Scope 3 emissions are split into 15 categories, across upstream and downstream. See Figure A.1 for a visual summary of this classification across the value chain.

Upstream activities



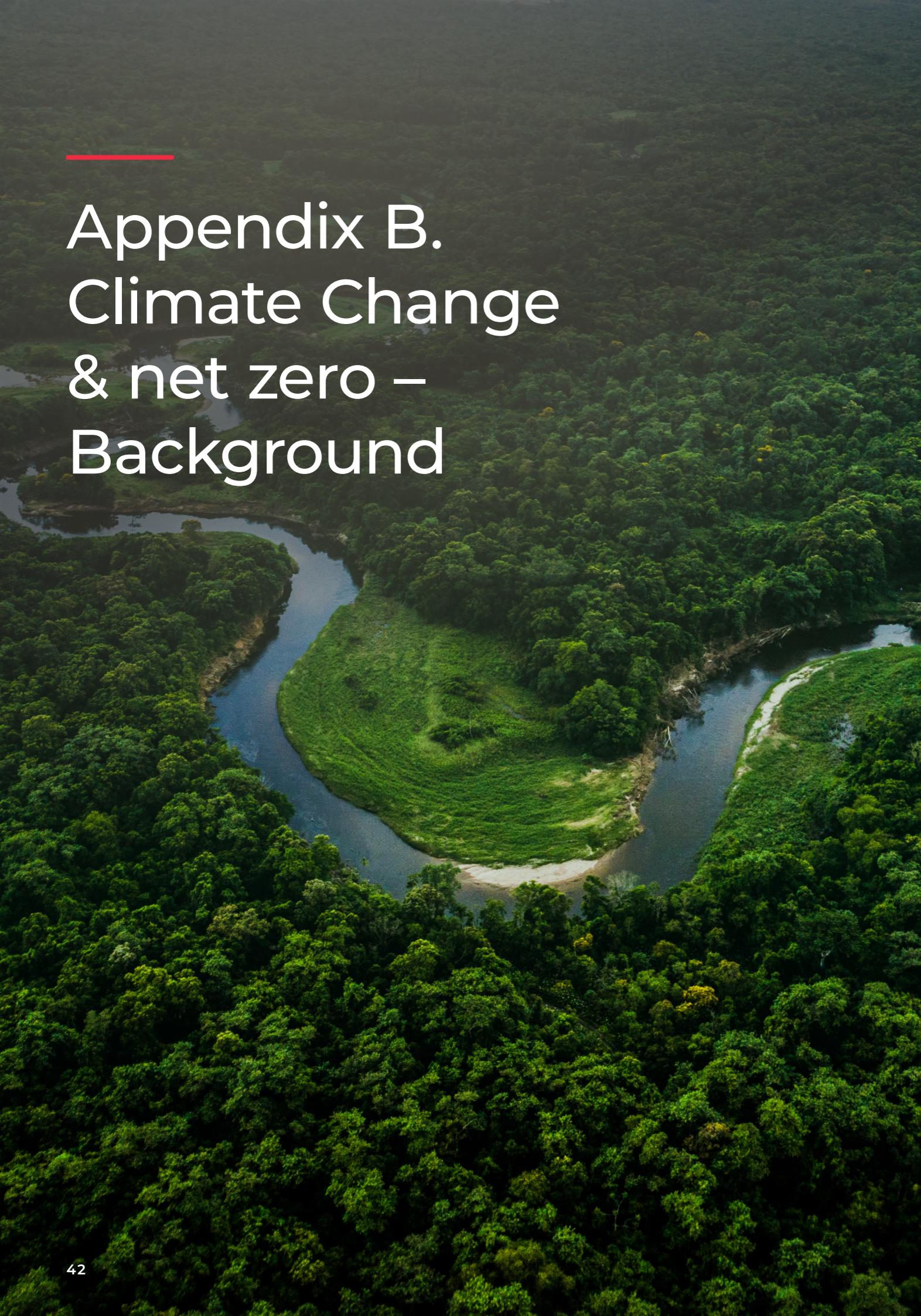
Reporting company



Downstream activities



Figure A.1: Depiction of Scope 1, Scope 2 and Scope 3 emission categories



Appendix B. Climate Change & net zero – Background

Since the Industrial Revolution, the average temperature of the planet has risen by around 1°C. This is a rapid change in terms of our global climate system and the temperature rise is continuing. Governments and businesses globally are taking action to minimise this rise and minimise the most severe impacts of climate change.

The Paris Agreement of 2015 committed member countries to reduce their carbon output "as soon as possible" and to do their best to keep global warming "to well below 2°C".

Definition of Net Zero

Net Zero means cutting GHG emissions to as close to zero as possible, with companies then obliged to ensure that any remaining emissions that cannot be avoided by the company activity are removed from the atmosphere, for example via Direct Air Capture technology (DAC) – per SBTi guidance.

Science-based targets

SBTi is a collaboration between the CDP (formerly the Carbon Disclosure Project), the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).

The SBTi's goal is to provide companies worldwide with the confidence that their climate targets are supporting the global economy to achieve net zero before 2050.

Individual business contribution

Whilst national and local governments are setting targets and policies, including legislation, individual businesses can contribute to the process. Thousands of businesses around the world of all types and sizes are committing to measure and reduce their emissions by:

- **Measuring**, understanding, and taking steps to reduce their own GHG emissions (Carbon Footprint)
- **Reducing** emissions across all aspects of their operations, including energy use, transport and travel, supply chain, finance and waste
- **Influencing** stakeholders including suppliers, customers, staff, and the public to take steps to reduce emissions in parallel
- **Reporting** and publicising progress.

Individual business benefits

By following this route, a company can benefit from:

- **Cost-saving**: Where most carbon is emitted is almost certainly where spend is highest
- **Winning business**: More and more companies and government agencies are making sustainability a factor in requests for proposals
- **Funding and investment**: Banks and investors are increasingly treating organisations that have clear sustainability plans favourably, for example via offering improved lending rates for sustainability projects
- **Public relations and marketing**: Publicising sustainability goals and reporting achievements
- **Social and environmental**: Helping to reduce society's carbon emissions and waste.

