

Carbon Reduction Plan

21st March 2022

1. COMMITMENT TO ACHIEVING NET ZERO

Cassidy + Ashton is committed to achieving net zero emissions by 2040 for scope 1 and 2 emissions from a base year ending 31st March 2020. We are currently in the process of measuring our scope 3 emissions and intend to achieve net zero emissions across all scopes (1, 2 and 3) by no later than 2050.

2. CARBON EMISSIONS

2.1 Baseline emissions

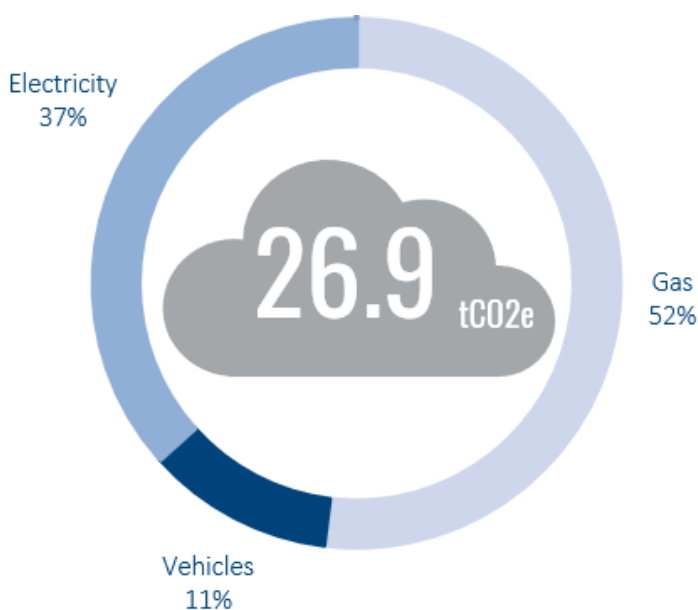
Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Cassidy + Ashton have aligned their carbon reporting to its financial year (1st April through to 31st March "FY"). A baseline year of 19/20 has been used for scope 1 and 2 emissions which also largely predates the business impact from the COVID-19 pandemic.

2.2 Emissions reporting

Scope 1 and 2 emissions arise primarily from energy use in offices which is recorded via meter readings. Mileage in company vehicles is currently recorded through the company expense system. Emissions are calculated using activity data and BEIS conversion factors.

Emissions Scope	2019/20 Baseline tCO ₂ e	2020/21 tCO ₂ e	Reduction from Baseline
Scope 1	27.6	17.1	-38%
Scope 2	16.6	9.8	-41%
Scope 3	-	-	-
Total emissions	44.2	26.9	-39%



Cassidy + Ashton's scope 1 and 2 carbon emissions reduced markedly between reporting years by 39%; however, this can be attributed mainly to the business interruption caused by the global COVID-19 pandemic. There is likely to be an increase in emissions in future reporting periods as office closures and social distancing measures are relaxed.

The image on the left shows the scope 1 and 2 carbon emissions for the latest reporting period (20/21). Gas consumption in the Preston office is the largest contributor to emissions, followed by electricity use across both offices.

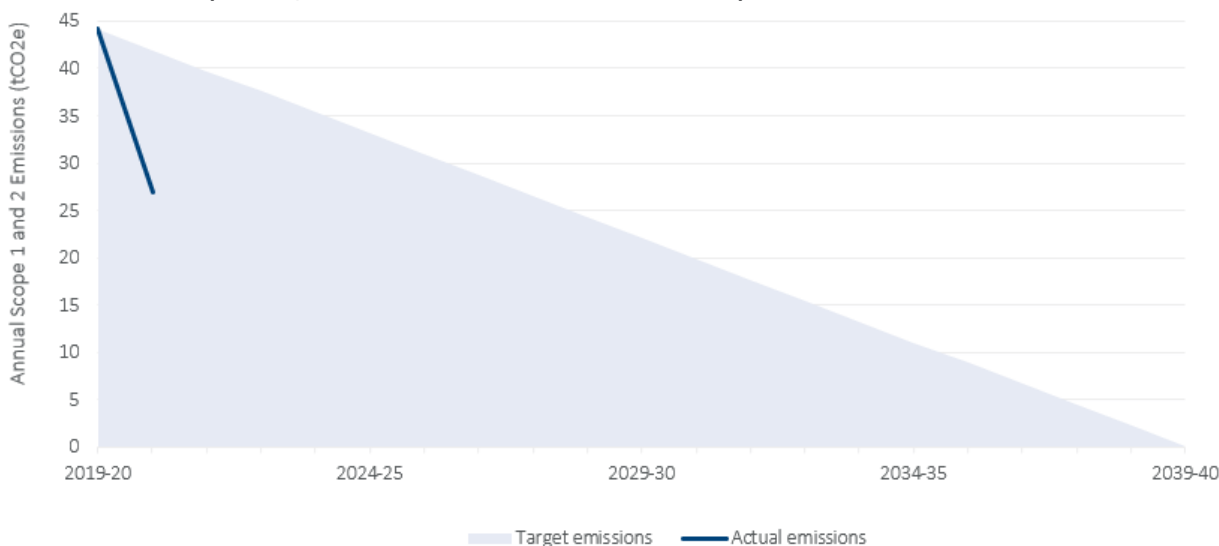
3. CARBON REDUCTION PROJECTS

Cassidy + Ashton is committed to becoming a net zero carbon across our operations (scope 1 and 2) by 2040 and to measure scope 3 emissions for inclusion in an updated carbon inventory with supporting targets and initiatives.

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets for scope 1 and 2:

- **Absolute target:** 90% reduction in scope 1 and 2 emissions by 2040
- **Renewable energy target:** 100% REGO-backed electricity by 2030

The below graph shows a linear decarbonisation trajectory from the baseline emissions to zero emissions by 2040. Due to the business interruption over the 20/21 reporting period, there was a total emissions reduction of 39%. This already exceeds the target of 35% reduction by 2027, or 15.5 tCO₂e over the next five years.



Cassidy + Ashton will prioritise decarbonisation initiatives to achieve an absolute reduction in scope 1 and 2 emissions of 90% by 2040. A renewable energy target will also support the wider energy transition to a net zero carbon grid. Carbon offsetting will be investigated for hard-to-decarbonise sources; however, this will be limited to 10% of baseline emissions as per the SBTi Net Zero Standard guidance.

4. CARBON REDUCTION PROJECTS

The following environmental management measures and projects have been completed or implemented since the 2019/20 baseline. The measures will be in effect when performing the contract, however it should be noted that the carbon emission reduction achieved by these schemes has been overshadowed by the recent business impact due to the COVID-19 pandemic. Primarily due to office closures and reduced travel in company vehicles.

Completed measures include:

- Full LED lighting replacement 1 month ago
- Installation of 6 No. EV charging points 1 year ago at the Preston Office
- All computer monitors replaced to LED 3 years ago

Over the next reporting period, Cassidy + Ashton intends to implement the following carbon reduction projects to realise carbon savings in line with our net zero target:

- Source 100% of electricity from credible renewable energy sources (REGO certificates)
- Transition vehicle fleet to electric, or hybrid where this is not feasible due to technology constraints
- Prioritise fossil fuel free heating alternative for future replacement of gas boiler in Preston office, such as a heat pump
- Conduct energy audit of Preston and Chester office to prioritise energy efficiency upgrades, for example insulation
- Expand installation of EV charging points to support transition to electric fleet at both offices
- Investigate green gas procurement options for Preston office

Gas consumption in the Preston office is a key area to decarbonise, however the current gas boiler was installed 18 months ago and has a considerable service life remaining. Lower carbon gas suppliers will be explored in the interim to manage this emission source.

Over the coming years it is anticipated that new vehicle models will become available to overcome current technology constraints. These include limited range, long charge duration and high vehicle costs (either purchase or leasing).

In addition, Cassidy + Ashton is currently implementing data collection systems to capture scope 3 emissions. Once these have been finalised several supporting initiatives will be introduced and included in an updated Carbon Reduction Plan.

5. DECLARATION AND SIGN OFF

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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 standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR Requirements. Cassidy + Ashton is currently in the process of measuring their Scope 3 emissions in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard. The required subset of Scope 3 emissions will be included in an updated Carbon Reduction Plan in 2022.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of Cassidy + Ashton:

Name	Chris Taylor
Position	Board representative
Date	21 st March 2022