Introduction

It is easy to procrastinate when it comes to measuring carbon emissions, there being a direct relationship between the accuracy of what is reported and the difficulty of obtaining the data that such accuracy requires. For example, accurately calculating emissions from the production and distribution of purchased goods and services requires extensive supplier outreach and co-operation. It also requires those suppliers to be measuring their own carbon footprint. In our experience, we have often found this not to be the case – less than 40% of the suppliers we spent more than £10,000 with during the reporting period measure their carbon emissions and make them publicly available.

As tempting as it can be to wait, getting started can help expedite more accurate reporting. In this, our first reporting year, we have therefore adopted a "report to improve" strategy. We are transparent about the limitations of the data we have relied upon as well as the assumptions and methodology we have used. Moving forward, we will use what we have learned to implement strategies not only to reduce our footprint but also to achieve targeted improvements in the accuracy of our reporting - emissions calculations in one year will be used to help prioritise future reduction and data improvement goals by mapping those categories of emissions which at face value have the largest footprint.

Most importantly, measuring our carbon footprint is a critical step in our responsible business journey, a journey we are fully committed to.

It is also important that our future reporting accurately reflects changes to our carbon emissions and this is not clouded by improvements in the accuracy of our reporting. We will analyse the impact of future changes to our assumptions and methodology and, if we consider this impact to be material, we will re-base our emissions to ensure we are comparing like-for-like.

Other than using an online emissions conversion and calculation platform, we have not sub-contacted or otherwise engaged the services of third-party consultants in relation to this project. All the work (and the learning) has been done in-house. Third-party verification is an important next step for us.

This report sets out our calculation of EMW's carbon emissions for its financial year 1 April 2024 to 31 March 2025.

Paul Bevington
Partner
December 2025

Context

An organisation’s emissions can be broken down into three categories, defined by the Greenhouse Gas (“GHG”) Protocol.

Scope 1 Emissions are the emissions released directly by a company’s own operations. For example, emissions generated by a boiler used to heat the reporting company’s building.

Scope 2 Emissions are indirect emissions from purchased energy consumed by a company. For example, emissions created by the power plant to generate the electricity used to light the reporting company’s office and run its computers.

Scope 3 Emissions are all other indirect emissions in a company’s value chain. For example, emissions resulting from the production and delivery of the paper used in the reporting company’s photocopiers. Scope 3 emissions usually account for most of an organisation’s emissions and in this respect EMW is no different. They are also the most challenging to calculate accurately.

EMW’s 2024/25 Emissions

Emissions Source	Amount	Percentage of Total	UK average*
Scope 1	95.41 tCO2e	13.36%	
Scope 2	0.68 tCO2e	0.1%	
Scope 3	618.17 tCO2e	86.55%	
Total	**714.26 tCO2**	100%	
Total tCO2e per FTE on Scope 1, 2 & 3	**5.49**		
Total tCO2e per £m Turnover on Scope 1, 2 & 3	**54.27**		**160**

*Office of National Statistics data for 2023

Assumptions and Methodology

General

The following assumptions and methodology apply generally to our emissions calculations:

- we have adopted an operational control approach to establishing the boundary, meaning our goal is to report all emissions from any facility or operation where we have the authority to implement operating policies, regardless of ownership. This is in line with the GHG Protocol and the BEIS Environmental Reporting Guidelines;
- Our calculations were completed using the SmartCarbonTM Calculator and applying UK Government emissions factors;
- emissions are generally calculated in metric tonnes of carbon dioxide equivalent (tCO2e) or kilograms of carbon dioxide equivalent (kgCO2e). A tonne is 1,000 kilograms;
- CO2e (or CO2 equivalent) is the universal unit of measurement to indicate the global warming potential ("GWP") of GHG's, expressed in terms of the GWP of one unit of carbon dioxide. There are seven main GHGs that contribute to climate change, as covered by the Kyoto Protocol: carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF6) and nitrogen trifluoride (NF3). Different activities emit different gases. Using CO2e allows all greenhouse gases to be measured on a like-for-like basis;
- where relevant, emissions from different EMW offices have been consolidated. Emissions are not, at this stage, broken down by site;
- some results have been rounded to the nearest whole integer or to one or two decimal places;
- our objective was always to use the most accurate methods of calculation, reasonably and practicably available to us. Sometimes the data needed simply didn't exist. Sometimes we had to balance additional accuracy with the resources we could reasonably devote to the project;
- when calculating emissions using the "spend" method, we have generally disregarded (a) where aggregate spend with any one supplier was less than £500; and (b) ad hoc purchases made using the company credit card.

Scope 1 Emissions - 95,413.76 kgC02e

Gas consumption has generally been derived from invoices based on meter readings. Meter readings that did not align with the reporting period were used to extrapolate data for the relevant period.

Scope 2 Emissions - 667.35 kgCO2e

As with Scope 1, electricity invoices that did not align with the reporting period were used to extrapolate data for the relevant period.

Scope 3 Emissions - 618,166 kgCO2e

Category 1 (Purchased Goods and Services)	349,950 KgCO2e
Category 2 (Capital Goods)	38,949 KgCO2e
Category 3 (Fuel and Energy Related Activities)	36,230 KgCO2e
Category 5 (Waste Disposal)	14,102 KgCO2e
Category 6 (Business Travel)	890 KgCO2e
Category 7 (Employee Commuting)	123,492 KgCO2e
Category 13 (Downstream Leased Assets)	54,553 KgCO2e
TOTAL	**618,166 KgCO2e**

The GHG Protocol identifies 15 categories of Scope 3 emissions, 9 of which are relevant to EMW's operations and 7 of which we have calculated. The appendix to this document breaks our Scope 3 emissions down by category and sets out the assumptions and methodology used in making each such calculation and, where relevant, explains why we have not reported in a particular category.

Key Findings

Most of our Scope 3 emissions are calculated using the “spend” method. This means approved average emissions factors are applied to the amount of expenditure incurred in any particular category. These average emissions factors can have the effect of masking the emissions impact of a business’s individual purchasing decisions. For example, a company spending £1,000 on paper that is delivered from a warehouse 2 miles away will have the same “spend” based emissions as a company spending £1,000 on paper that is delivered from a warehouse 200 miles away. We recognise that we are going to need to engage much more with our supplier 3network to move away from “spend” towards more accurate methods of calculating emissions.

We relied on surveys to collect data to calculate our Scope 3 employee commuting emissions. On reflection, we recognise that some of our questions invited (and resulted in) ambiguous replies and, as a result, we suspect our emissions in this category are slightly overstated. We will address this issue in future surveys.

Our heaviest footprint is, not unusually, our Scope 3 emissions, in particular ‘purchased goods and services’ and ‘employee commuting;’ Within purchased good and services our highest emissions are:

- computers and electronics, software and consultancy services;
- food and drink; and
- business support.

Drilling down further into “business support” will likely provide the biggest improvement in the accuracy of our reporting.

Green Lark Environmental Solutions

Independently of the work referred to in this report, we have also collaborated with Green Lark Environmental Solutions Ltd ("Green Lark") over the last 4 years to produce a desktop carbon footprint analysis and an annual environmental strategy report. This is a free to use service supported by Sustainable Business Milton Keynes. For the first 3 years, we did little more than calculate our Scope 1 and 2 emissions. For the year 2024, we sought to use the data we had already collated for the purpose of this report to produce a more comprehensive analysis.

In the interests of transparency, Green Lark calculates our emissions to be approximately 23% higher than the calculations set out in this report. It is difficult to pinpoint the reasons for this discrepancy with any degree of accuracy and your attention is drawn to the following:

- the same electricity usage data on both platforms produced materially different emissions calculations. Both calculations used the "location based" approach (using the average grid intensity where consumption occurs) rather than the "market based" approach (which reflects the emissions associated with the specific electricity supply contracts purchased). Calculating emissions on the Green Lark platform produced materially lower emissions than either "location based" calculations but the Smart Carbon platform does not cater for a "market based" approach;

- by far the greatest discrepancy is within the Scope 3 calculations, in particular those that would fall within Category 1 (Purchased Goods and Services). On this, we make the following observations:
  - a proportion of the Smart Carbon Scope 3, Category 1 emissions are derived from publicly reported supplier Scope 1 and 2 emissions. This method of emissions calculation, which is generally considered to be more accurate, is not accommodated by the Green Lark platform;
  - Smart Carbon organises Scope 3, Category 1 emissions by SIC Code (a standard industrial classification of economic activity), Green Lark does not. As a result, the same raw data has been applied differently by the two platforms, making a like-for-like comparison extremely difficult;

- although not in itself indicative of greater accuracy, our instinct is to place more reliance on the Smart Carbon results, largely based on the more detailed work that needed to go into it. We do, however, particularly appreciate the recommendations for areas of focus in the Green Lark report (a copy of which is available on request); and

- despite Green Lark calculating our emissions to be materially higher, it also states that those emissions are materially lower than the UK average.

What we will do next

Over the next 12 months we will look to partner with an environmental consultancy business to:

- help us refine our calculations;
- verify our results; and
- help us develop a carbon reduction strategy and establish goals.

Appendix

Scope 3

Category	Subject	Brief Description	Emissions	Assumptions and Methodology
1	Purchased Goods and Services	All cradle to gate emissions from the production of products or services purchased or acquired by the business during the reporting period other than emissions covered by categories 2 through 8		Our starting point was to identify category 1 suppliers with whom we spent more than £10,000 during the reporting period. We then sought to identify corporate level scope 1 and 2 emissions for these suppliers from publicly available information. If available, we used market value allocation factors to allocate our share of emissions as follows: *Allocated Emissions = (EMW Spend/Supplier Turnover) x Total Emissions* For those suppliers with no such publicly available information and for all other suppliers, we have used the "spend" method, taking the amount spent with each supplier and applying relevant Environmentally Extended Input-Output ("EEIO") emissions factors using: • the supplier's SIC code registered at Companies House (or, where multiple SIC codes are registered, the one we believe to be most relevant to the supplies made to EMW; • where SIC codes are not available or where we believe using them will incorrectly represent the products of services received, we have used a SIC code that we believe most closely reflects the supplies made by that business to EMW. In addition: • where possible, we have aligned the EMW reporting period with publicly available supplier data. Where not possible, we have used the most up to date publicly available supplier data;
				• if data is not available at supplier level, but is available on a consolidated basis at group level, we have used group data; • delivery costs have not been deducted from spend. To avoid double counting, these have not been included in Category 4; and • invoices covering both products and services have been allocated to one category only based on our judgement.
2	Capital Goods	All cradle to gate emissions from the production (not use) of capital goods purchased or acquired by the business during the reporting period		As per 1. above.
3	Fuel and Energy Related Activities	Fuel and energy activities not included within Scope 1 or 2.		Emissions in this category comprise "well to tank" emissions derived from our business travel (Category 6) and commuting (Category 7) emissions.
4	Upstream Transportation and Distribution	Emissions from (a) transport and distribution of products purchased in the reporting year from suppliers to business premises in vehicles not owned or used by the business); (b) third party transport and distribution services purchased by the business in the reporting year, inbound and outbound.		See Category 1. above.
5	Waste Generated in Operations	Emissions from third-party disposal and treatment of waste generated in the business's owned or controlled operations, including disposal to landfill, disposal to landfill with landfill gas-to-energy (i.e. combustion of landfill gas to generate electricity); recycling, incineration, composting, waste-to-energy (WTE) or energy-from-waste		We have adopted a generic spend based approach to our waste disposal. More accurately reflecting our considerable recycling efforts in future years should reduce emissions in this category.

		(EFW) (i.e. combustion of waste to generate electricity) and wastewater treatment		
6	Business Travel	Emissions from air, rail, bus or car business travel		See also comments at 7. below.
7	Employee Commuting	Emissions from commuting by car, bus, train, air, subway, bike, walking) and (optional) emissions from working from home		Category 7 emissions are based on the results of a survey on EMW worker commuting habits carried out in September 2025: • 73% of EMW workers responded to the survey. We have assumed the responses were representative of the entire workforce and have extrapolated the data to provide Category 7 emissions for the total number of people working in the business; • we have assumed that the commuting habits of the survey respondents were the same during the reporting period as at the time of their response; • the emissions measuring software we use does not anticipate commuting by air. Where relevant, we have accounted for this under Category 6; and • Some of the survey responses were unclear and, with hindsight, some of the questions invited ambiguous replies. We have interpreted such responses in the way we believe most likely reflects the intention. In cases of uncertainty, we have assumed the position to be the one resulting in the greater carbon footprint.
8	Upstream Leased Assets	emissions from the operation of assets that are leased by the business		EMW leases/leased its offices in Northampton, Milton Keynes and Gatwick. Emissions from its use of Northampton and Milton Keynes form part of its Scope 1 and 2 emissions. EMW paid for utilities at Gatwick through its service charge, but we do not have sufficient data to calculate the related emissions. EMW occupies serviced offices in London. We have no data for the Scope 1 and 2 emissions of the entire building and are
				therefore unable to account for our emissions from this property under either Scope 1 and 2 or Scope 3, Category 8.
13	Downstream Leased Assets	emissions from the operation of assets owned by the business (acting as lessor) and leased to other entities		A proportion of the Scope 1 emissions generated at Seebeck House result from the activities of our sub-tenants. These form part of our Scope 3 emissions. As Seebeck House is on a green electricity tariff, there are no emissions associated with the electricity usage charged to our sub-tenants.