

Carbon Reduction Plan

Supplier name: Lambert Smith Hampton

Publication date: 04/06/2025

Commitment to achieving Net Zero

Lambert Smith Hampton is committed to achieving Net Zero emissions across the value chain by 2040. We have aligned our climate ambition to the SBTi's 1.5-degree warming pathway. We are committed to a 95% reduction in absolute scope 1 and 2 emissions by 2030, against a 2020 baseline. We are committed to reducing our overall scope 3 emissions by 50% by 2030, against a 2021 baseline, and our goal is to achieve net zero emissions by 2040 across our value chain. We will work with our parent companies, Connels Group and Skipton Group, as well as third party providers to monitor and verify our data and track our performance against these targets; as well as driving improvements in operations and supply chain management.

Baseline Emissions Footprint

Baseline emissions represent the quantified greenhouse gas emissions prior to implementing any reduction measures and serve as the reference point for tracking progress against decarbonisation targets. In the future we intend to re-establish our baseline to align with our parent company, Connels Group, and to establish a consistent baseline year for scopes 1, 2 and 3.

Scope 1 and 2 baseline year: 2020	
Our carbon footprint is calculated across Scopes 1, 2, and partial Scope 3 emissions, adhering to methodologies aligned with the GHG Protocol. This data and calculations have undergone independent checking and 'business certification' by third-party provider, Planet Mark, ensuring accuracy and compliance with best practices. In instances where specific data points were unavailable, Planet Mark has employed estimation techniques that maintain consistency with established reporting standards. This rigorous approach ensures that our emissions reporting is both accurate and aligned with recognised sustainability frameworks.	
Scope 1 and 2 baseline year emissions	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	373.5
Scope 2 (location based)	267.5

Scope 3 baseline year: 2021	
Scope 3 baseline year emissions (included sources)	
Scope 3.1 Purchased goods and services	1,688.5
Scope 3.3 Fuel and energy related activities	99.8
Scope 3.5 Waste generated in operations	46.3
Scope 3.6 Business travel (inc grey fleet)	475
Scope 3.7 Employee commuting	1,140.9
Total scope 3 baseline year emissions	3,450.5
Total baseline year emissions, all scopes	4091.5

Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	113
Scope 2 (location based)	195.6
Scope 3 (Included Sources)	
Scope 3.1 Purchased goods and services	2,408.3
Scope 3.3 Fuel and energy related activities	84.4
Scope 3.4 Upstream transportation and distribution	6.3

Scope 3.5 Waste generated in operations	1.0
Scope 3.6 Business travel	575.4
Scope 3.7 Employee commuting	720.3
Total scope 3 reporting year emissions	3,795.7
Total Emissions	4,104.3

Scopes 3.2, 3.8, 3.9, 3.10, 3.11, 3.12, 3.13, 3.14, 3.15 are not included as they are not material to our company and our operations, or these emissions are captured by other sub-categories.

Emissions reduction targets

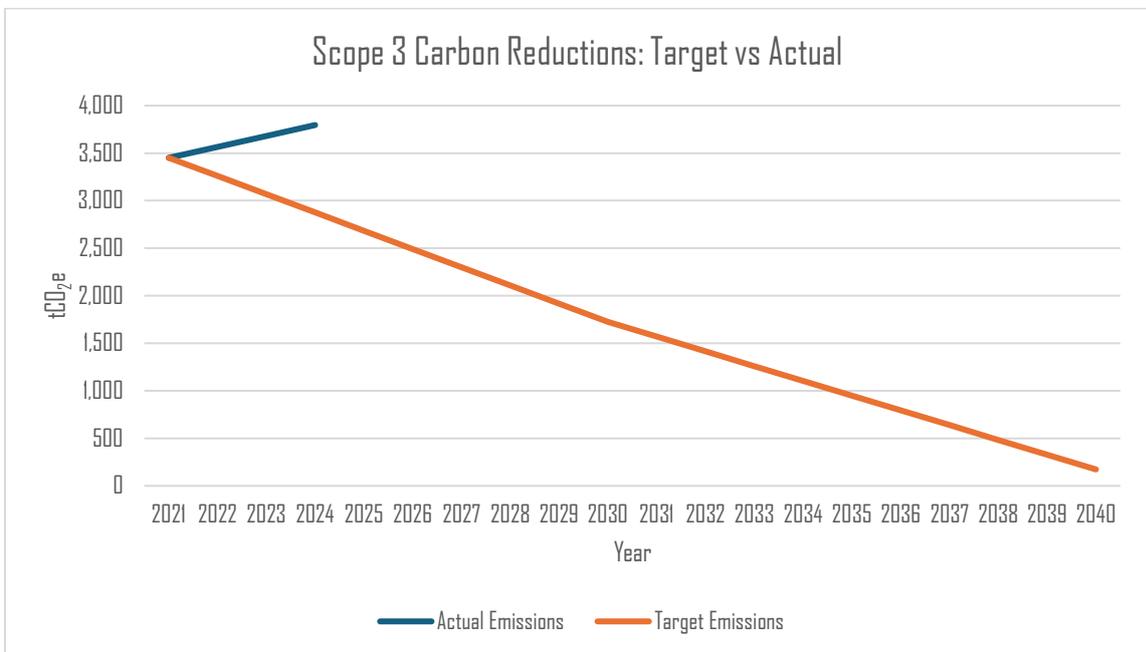
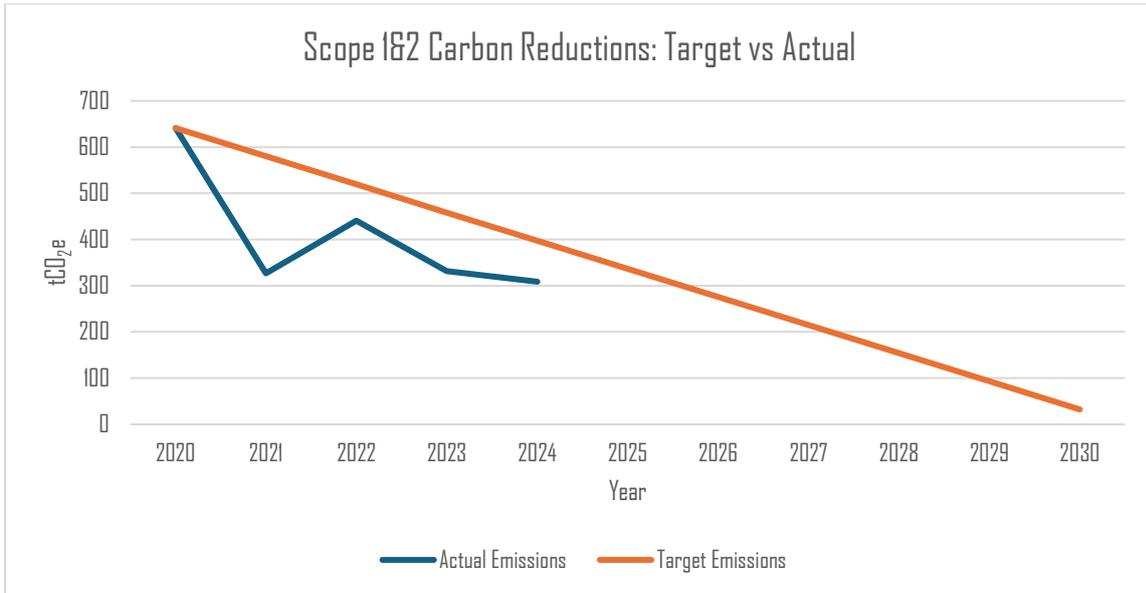
To advance our commitment to achieving Net Zero, Lambert Smith Hampton (LSH) has established the following near-term science-aligned carbon reduction targets:

- 95% absolute reduction in Scope 1 and 2 emissions by 2030, using a 2020 baseline.
- 50% reduction in Scope 3 emissions by 2030, against a 2021 baseline.

These targets align with the Science Based Targets initiative (SBTi) 1.5°C pathway and are integral to our overarching goal of reaching Net Zero across our value chain by 2040.

Progress towards these objectives has been independently calculated and checked through Planet Mark, ensuring transparency and adherence to best practices in carbon accounting.

We are developing a comprehensive net zero strategy that includes energy efficiency measures, sustainable procurement practices, and stakeholder engagement to drive emissions reductions across all scope.



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2020 and 2021 baselines. These schemes have helped us to achieve a 332.4 tCO₂e (52%) reduction in our scope 1&2 emissions, against the 2020 baseline. Our scope 3 emissions have increased by 345.2 tCO₂e against our 2021 baseline.

Since establishing our baseline, our initiatives have primarily focused on mitigating emissions from our two largest sources: buildings and travel. Additionally, we have enhanced engagement with our supply chain to drive sustainability improvements.

Buildings

- **Sustainable Office Criteria**

We introduced a Sustainable Office Criteria questionnaire to ensure all prospective office spaces align with our sustainability objectives. This assessment rewards environmentally responsible features, such as electricity sourced from Renewable Energy Guarantees of Origin (REGO) and facilities that encourage active commuting (e.g., showers and bicycle storage). Prospective offices without gas supplies are strongly preferred, to align with our decarbonization strategy.

- **Energy Efficiency Programme**

We have implemented energy efficiency measures across 3 of our larger office locations, including the installation of LED lighting and IoT-enabled plant room monitoring systems. These technologies enhance our ability to monitor energy consumption in real time and implement targeted efficiency improvements. We provide this service to clients and have helped them save over 1 million tonnes of carbon equivalent over the last year. The plant room sensors have allowed us to observe early boiler start up times, competing heating and cooling and out-of-hours air conditioning usage and action the relevant energy management changes to ensure that each plant room is run in accordance best practice. We are in the process of rolling out these measures in 6 other offices.

- **Landlord Engagement**

Building upon our baseline data collection, we leveraged our insights to engage with office landlords, emphasizing the legal, financial, and ethical imperatives of sustainability. We have actively encouraged interventions such as sourcing REGO-backed electricity, improving data transparency, eliminating gas supplies, and integrating renewable energy solutions like solar panels to reduce their carbon footprint.

Travel

- **Uber Business Account**

We established an Uber Business account to provide employees with access to subsidized electric vehicle (EV) taxis for business travel. This initiative, combined with our travel policy prohibiting unnecessary private transport within London, has contributed to a reduction in business travel emissions while also improving the quality of our carbon accounting data.

- **Fleet Vehicle Reduction**

We have significantly reduced the number of fleet vehicles from 13 to 4, leading to a measurable decrease in Scope 1 emissions.

Supply Chain

- **Sustainable Procurement Policies and Procedures**

We have developed and implemented Sustainable Procurement Policies and Procedures for our property management teams. These guidelines ensure that suppliers adhere to environmental best practices, reinforcing our commitment to responsible sourcing.

- **Updated Supplier Code of Conduct**

We have revised our Supplier Code of Conduct to include obligations for suppliers to provide greenhouse gas (GHG) emissions data. This requirement enhances the transparency of our supply chain emissions, enabling us to take informed actions to achieve our Scope 3 reduction targets.

Environmental Management System

Our Integrated Management System, which comprises of Quality (ISO9001:2015, Environmental (ISO14001:2015) and Health & Safety (ISO45001:2018), is certified by Amtivo Group, has been implemented for the main purpose of providing a framework for the continual measuring, monitoring, evaluation and improvements of Quality, Environmental and Health & Safety within Lambert Smith Hampton. Our Integrated Management System underpins our core values and the mission that LSH strive to achieve on a continual basis, coordinating the Management Systems with our Policies and commitments from the organisations top Management.

Future Carbon Reduction Initiatives

To build on our current carbon reduction efforts, we are committed to pursuing a range of future initiatives that will further reduce our environmental impact. These initiatives include:

- **Transition to a Fully Gas-Free Office Portfolio**
We aim to move towards a gas-free office portfolio through both of engaging with our existing landlords to encourage the removal gas supplies and to strategically relocate to gas offices. This will contribute significantly to lowering our Scope 1 emissions and improving overall building efficiency.
- **Powering All Offices with 100% Renewable Electricity**
Our goal is to source all electricity used across our office portfolio from certified renewable sources. This directly applies where LSH procure electricity contracts, but we will also work to engage with and influence our landlords where they procure our energy. Where feasible, we will also explore opportunities for on-site renewable energy generation, such as rooftop solar installations, to further reduce reliance on grid-supplied energy and demonstrate leadership in sustainable energy use.
- **Elimination of Company Fleet**
We are working towards the complete removal of a company-owned or leased vehicle fleet. In its place, we will encourage the use of sustainable transport alternatives such as public transit, active travel, and, where necessary, electric vehicle options through our existing salary sacrifice EV leasing scheme.
- **Supply Chain Engagement on Emissions Reduction**
We recognise that a significant portion of our carbon footprint lies within our supply chain. As such, we plan to actively engage with our key suppliers and contractors to encourage the measurement, reporting, and reduction of their emissions. This may involve integrating sustainability criteria into procurement processes, promoting low-carbon products and services, and collaborating on shared goals for emission reductions.

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 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 Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Lambert Smith Hampton:

A handwritten signature in black ink, appearing to read 'Federico Montella', is written over a horizontal dotted line. The signature is fluid and cursive.

Federico Montella – LSH Head of ESG & Sustainability

Date: 04/06/2025

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

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

³<https://ghgprotocol.org/standards/scope-3-standard>