



# Carbon Reduction Plan

## October 2025

### Commitment to Achieving Net Zero

Bishop Fleming LLP is committed to achieving Net Zero emissions by 2050.

### Baseline Emissions Footprint

**Baseline Year: June 2021 - May 2022**

#### Additional Details relating to the Baseline Emissions calculations.

Our baseline emissions inventory includes all measurable Scopes 1, 2, and 3 emissions. The data has been independently verified by emissions specialist, Net Zero Now, in accordance with their Net Zero Accountancy protocol developed with the ICAEW (Institute of Chartered Accountants in England and Wales).

#### Baseline year emissions:

EMISSIONS	TOTAL (tCO <sub>2</sub> e)	
Scope 1	24.9	
Scope 2	29.8	
Scope 3 (included sources)	1014.6	
	Cat 1. Purchased Goods & Services	394.2
	Cat 2. Capital Goods	0
	Cat 3. Fuel & Energy-Related Activities	86.9
	Cat 4. Upstream Transportation & Distribution	0
	Cat 5. Waste Generated in Operations	9.5
	Cat 6. Business Travel	156.3
	Cat 7. Employee Commuting	367.7
	Cat 8-15. Zero emissions as not applicable to our business operation.	
<b>Total Emissions</b>	1069.3	



## Current Emissions Reporting

Reporting Year: June 2024 – May 2025

### Additional Details relating to the Baseline Emissions calculations.

Our baseline emissions inventory includes all measurable Scopes 1, 2, and 3 emissions. The data has been independently verified by emissions specialist, Net Zero Now, in accordance with their Net Zero Accountancy protocol developed with the ICAEW (Institute of Chartered Accountants in England and Wales).

### Baseline year emissions:

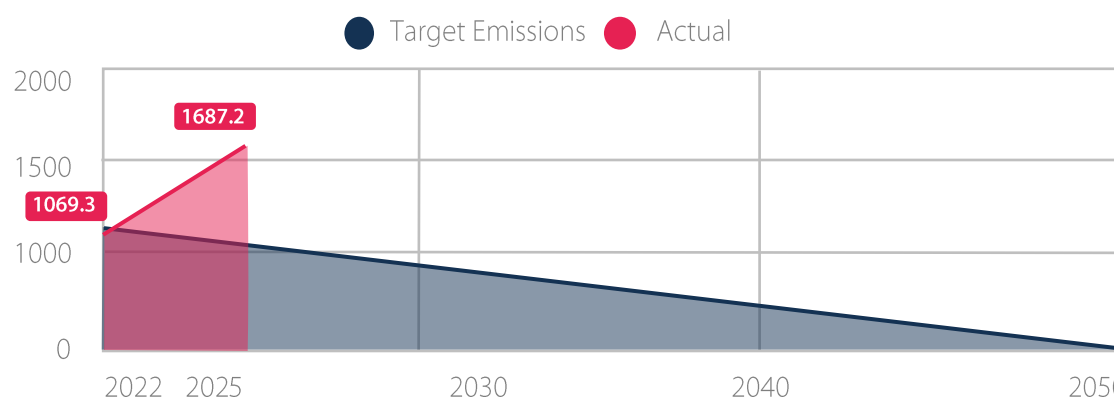
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	18.1
Scope 2	0
Scope 3 (included sources)	1,669.1
	Cat 1. Purchased Goods & Services 814.8
	Cat 2. Capital Goods 83.5
	Cat 3. Fuel & Energy-Related Activities 37.3
	Cat 4. Upstream Transportation & Distribution 0
	Cat 5. Waste Generated in Operations 3.9
	Cat 6. Business Travel 294.6
	Cat 7. Employee Commuting 435.0
	Cat 8-15. Zero emissions as not applicable to our business operation.
<b>Total Emissions</b>	<b>1687.2</b>

## Emissions Reduction Targets

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

- Reduce Scopes 1 and 2 by 50% by 2030.
- Reduce Scopes 1, 2, and 3 by 90% by 2050.

Progress against these targets can be seen in the graph below:



## Carbon Reduction Projects

### Completed Carbon Reduction Initiatives

Total emissions have increased from our base year due to exceptional business growth, increased headcount, acquiring two new offices, ongoing buildings refurbishment of existing and new office spaces, and major investment into a new operations IT platform.

We have reduced our Scopes 1 and 2 emissions as a result of completed carbon initiatives and will seek to further reduce these emissions. The Scopes 1 and 2 carbon emission reduction achieved by these schemes equate to 36.48 tCO<sub>2</sub>e, a 66.7% reduction against the 2021-22 baseline.

The following environmental management measures and projects have been completed or implemented since the 2021-2022 baseline.

- We now procure 100% certified renewable electricity for the four offices that we have direct control over the supply. In addition, we have consulted with agents of shared offices resulting in seven out of our nine offices now supplied with renewable electricity.
- We promote and utilise video/audio conferencing (Microsoft Teams), to reduce our business travel.
- We have developed and implemented a new Supplier Code of Conduct based on the United Nations Sustainable Development Goals to help ensure our supply chain shares our environmental values.
- Focusing on sustainable and local procurement, we have implemented an internal decision-making guide to make more local and sustainable purchases.
- 38% of our total purchases are now procured from a local supplier to our nine offices.
- All office copy paper is now sourced from The Woodland Trust.
- All trainees qualify for a free rail card to encourage public transport use.
- We have implemented regular employee updates and webinars to encourage engagement and behavioural change regarding climate change.
- We have engaged with environmental charity, Surfers Against Sewage, to undertake regular beach and litter cleans with our employees.
- We have considered the environmental impact of climate change in our risk register.

### Planned Carbon Reduction Initiatives

The following initiatives are either planned or ongoing.

- Develop our Net Zero plan, setting a long-term reduction target for Scope 3 emissions per employee.
- Develop a waste reduction plan with particular focus on single-use plastic and promote recycling in all offices.
- Develop a sustainable travel policy that recognises our professional obligation to foster strong client relationships, whilst minimising unnecessary travel.
- Encourage, recognise, and reward public transport and car sharing for business and commuting travel through our Better Travel initiative.
- Review the feasibility of an EV salary sacrifice scheme for employees.
- Re-use, recycle, and adopt sustainable practices in planned office refurbishments where practical.
- Collaborate with environmental specialists and other professionals on how best to achieve long-term Net Zero status according to agreed industry definitions, in line with environmental legislation.



- Continue to comply with ESOS (Energy Savings Opportunity Scheme) regulations and submit annual progress reports.
- Continue to complete an annual financial year-end carbon footprint calculation and report internally and externally on GHG emissions.
- Integrate environmental considerations into all decision-making processes in a manner that is consistent with our values.
- Support local nature stewardship projects within our localities and communities.
- Use carbon offsetting as a last resort where further reductions cannot be made, in line with The Oxford Principles for Net Zero Aligned Carbon Offsetting (revised 2024).

## 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 Protocol Corporate Accounting and Reporting Standard<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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) Standard<sup>3</sup>.

This Carbon Reduction Plan has been reviewed and signed on behalf of Bishop Fleming LLP.



**Fleur Lewis, Partner and Responsible Business Lead**

Date: 1<sup>st</sup> October 2025

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

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

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



