

# **Annual Carbon Reduction Plan 2025**

**Drees & Sommer UK**

**April 2026**

Jackson House  
Sibson Road  
Sale  
M33 7RR

## Executive Summary

Drees & Sommer UK have led the way of sustainable enterprise well before the Climate Emergency was declared. Sustainability is at the core of the business and UK operations align with the wider Drees & Sommer international net zero target of 2045, adopted through the use of Science Based Targets Initiative (SBTi) target setting. The UK business has undertaken measures in order to reduce its carbon emissions, including relocating to greener office spaces and incentivising the uptake of electric vehicles through a salary sacrifice scheme.

This report covers the Financial Year 2025, with data covering January – December 2025.

In line with Drees & Sommer's UK Net Zero Strategy, emissions data has been reported each year since the chosen baseline year of 2017. The extent to which Drees & Sommer UK have reduced their emissions is showcased in the below table:

Emissions Scope	2017 Emissions (tCO <sub>2</sub> e)	2025 Emissions (tCO <sub>2</sub> e)
Scope 1	12.9	2.61
Scope 2	267.1	19.74
Scope 3	80.5	238.51
<b>Total</b>	<b>360.5</b>	<b>260.86</b>

The business is committed to improving its collection of Scope 3 emissions and subsequent target setting, which represent the largest category of emissions. The monitoring of Scope 3 emissions aligns with the requirements of PPN006 and is broken down as follows:

Scope	Category	Quantity	Unit	Emissions (kgCO <sub>2</sub> e)	Emissions (tCO <sub>2</sub> e)
1	Gas	14,290	kWh	2,609	2.61
2	Purchased Electricity	112,851	kWh	19,736	19.74
3	Business Mileage (Petrol)	288,611	miles	75,578	75.58
	Business Mileage (Diesel)	309,753	miles	86,263	86.26
	Business Mileage (Electric)	35,227	miles	2,294	2.29
	Business Mileage (Petrol Hybrid)	5,602	miles	943	0.94

Business Mileage (Hybrid)	2,607	miles	538	0.54
Business Mileage (PHEV)	419	miles	70	0.07
Water (Consumption)	0	m <sup>3</sup>	0	0
Water (Treatment)	0	m <sup>3</sup>	0	0
Gas Consumption (apportioned for Leeds office)	1,153	kWh	210	0.21
Employee Commuter Mileage	563,423	miles	71,672	71.67
Paper (Consumption)	703	kg	946	0.95
<b>Total Emissions</b>			<b>260,859</b>	<b>260.86</b>

CO<sub>2</sub>e or Carbon Dioxide equivalent is a term for describing different greenhouse gases in a common unit. For any quantity and type of greenhouse gas, CO<sub>2</sub>e signifies the amount of CO<sub>2</sub>, which would have the equivalent global warming impact.

Whilst not mandatory to Drees & Sommer UK, the organisation has been achieving voluntary compliance with the Streamlined Energy and Carbon Reporting (SECR) requirements, which came into effect through the 2018 Regulations. The organisation does not yet meet the threshold for SECR but anticipates doing so in the next few years.

To draw comparison across the sector, SECR requires an emission intensity ratio to be produced. This report uses a ratio of tCO<sub>2</sub>e per full-time equivalent employee (tCO<sub>2</sub>e/employee), which has been found to be 0.09 tCO<sub>2</sub>e/employee in terms of Scope 1 & 2 emissions, or 1.06 tCO<sub>2</sub>e/employee including Scope 3 emissions.

Additionally, Drees & Sommer UK maintains its ISO 14001 accreditation by tracking at least 3 years of energy consumption data across its sites.

## CONTENTS

<b>Executive Summary</b> .....	<b>i</b>
<b>1.0 Participation in SECR</b> .....	<b>1</b>
1.1 Introduction.....	1
1.2 Streamlined Energy and Carbon Reporting.....	1
<b>2.0 Energy Use and Greenhouse Gas Emissions</b> .....	<b>2</b>
2.1 Current Position .....	2
2.2 Scope 1 Emissions.....	3
2.3 Scope 2 Emissions.....	3
2.4 Scope 3 Emissions.....	3
2.5 Summary .....	4
2.6 Comparison Against Baseline .....	6
<b>3.0 Carbon Reduction Targets</b> .....	<b>7</b>
3.1 Scope 1 and 2 Emissions.....	7
3.2 Scope 3 Emissions.....	7
<b>4.0 Energy Efficiency Improvements in 2025</b> .....	<b>8</b>
<b>5.0 PPN 006</b> .....	<b>9</b>
5.1 Carbon Reduction Plan .....	9
5.2 Commitment to Achieving Net Zero .....	9
5.3 Baseline Emissions Footprint.....	9
5.4 Current Emissions Reporting .....	10
<b>6.0 Declaration and Sign Off</b> .....	<b>12</b>

## 1.0 Participation in SECR

### 1.1 Introduction

Drees & Sommer UK Ltd have contributed to the fight against Climate Change by being carbon neutral since 2013, despite their on-going business growth. It is anticipated that the business will fall into the scope of Streamlined Energy and Carbon Reporting (SECR) in the coming years, by meeting both the financial and employee number threshold. SECR is a UK government policy implemented by the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 ("the Regulations").

### 1.2 Streamlined Energy and Carbon Reporting

The 2018 Regulations brought in additional emissions disclosure requirements for quoted companies and introduced requirements for large unquoted companies and limited liability partnerships (LLPs) to disclose their annual energy use and greenhouse gas emissions, and related information. Large unquoted companies and large LLPs are now obligated to report their UK energy use and associated greenhouse gas emissions (as a minimum relating to gas, electricity, and transport fuel), as well as intensity ratio and information relating to energy efficiency action, through their annual reports.

The definition of "large" is the same as applies in the existing framework for annual accounts and reports. The qualifying conditions are met by a company or LLP in a year in which it satisfies two or more of the following requirements:

- Turnover: £36 million or more
- Balance sheet total: £18 million or more
- Number of employees: 250 or more

Unquoted companies and LLPs in the scope of the legislation will be required to disclose energy and carbon information in their accounts and reports, including:

- UK energy use (to include as a minimum purchased electricity, gas, and transport):
  - Annual electricity (kWh) consumed in the UK, including electricity purchased for the purpose of transport
- Annual energy consumed (kWh) from the combustion of gas, including all stationary and mobile activities
- Energy consumed for the purpose of transport means the energy used by a road-going vehicle, a vessel, an aircraft, or a train during any journey which starts, ends or both starts and ends in the UK. This should include:
  - Fuel used in company cars on business use
  - Fuel used in fleet vehicles operated on business use
  - Fuel used in personal/hire cars on business use (including fuel for which the organisation reimburses its employees following claims for business mileage)
  - Fuel used in private jets, fleet aircraft, trains, ships, or drilling platforms operated by the company
  - On-site transport such as fork-lift trucks

- Associated greenhouse gas emissions
- At least one intensity ratio
- Previous year's figures for energy use and GHG emissions (except in the first year)
- Information about energy efficiency action taken in the organisation's financial year
- Methodologies used in the calculation of disclosures

### 1.2.1 Financial and Employee Check

Drees & Sommer UK Ltd conducted an analysis of their financial performance and employee count, including an internal audit process. During the reporting period (January to December 2025), Drees & Sommer UK Ltd did not meet the eligibility criteria regarding employee numbers or reported balance sheet totals. Therefore, they are not within the scope of SECR.

This statement was validated against the most recent financial statement available at the time of the audit. In 2025, Drees & Sommer UK's accounts showed a balance sheet (total assets minus current liabilities) that does not meet SECR requirements.

As of January 2025, the commencement of the reporting period, Drees & Sommer UK Ltd employed 225.3 full-time employees. As of December 2025, the end of the reporting period, the number of full-time employees was 268.1, with the average falling short of the employee number threshold for SECR compliance.

It is anticipated that the business will fall into the scope of SECR in the upcoming years, by meeting the financial and employee threshold.

## 2.0 Energy Use and Greenhouse Gas Emissions

### 2.1 Current Position

A key focus of SECR is to ensure that organisations are accurately reporting their energy consumption and carbon emissions by providing a streamlined methodology to calculate an emission intensity metric to draw comparison between different organisations.

Drees & Sommer UK closely monitors its energy consumption as part of the ISO 14001 accreditation and, where possible, engages with landlords to provide sub-metered readings for its office spaces. Drees & Sommer UK does not own any office space instead operating out of serviced and leased offices nationwide. Only certain landlords are able to provide the energy data specific to the office space utilised, with several others providing estimated data based on floor area. Some landlords do not provide any energy data.

Energy consumption from business related transport is exclusively limited to road transport. This means rail, air, and vessel are unaccounted for. This significantly underestimates the energy consumption for business travel.

However, this is an area that is to be monitored more closely in preparation of any future mandatory SECR compliance. These emissions are referred to as Scope 3 emissions and form a category that also includes energy consumption from waste disposal, material use, and water consumption. Drees & Sommer UK currently measures paper usage by using Penketh Stationary Invoices for paper consumption. Water consumption cannot currently be accounted for as the offices are based on a service charge.

In 2025, Drees & Sommer UK introduced an Electric Vehicle scheme which works through salary sacrifice. This should help reduce scope 3 emissions in future annual carbon reports.

## 2.2 Scope 1 Emissions

Scope 1 emissions are direct emissions that come from fuel combustion onsite. For Drees & Sommer UK this only covers a single office, located in Belfast, which is a recently acquired location following the acquisition of Johnson Houston in September 2024. The organisation does not own any company vehicles.

Table 1 - Drees & Sommer UK Scope 1 emissions in 2025

Emission Type	Fuel	Consumption (kWh)	Carbon Emissions (kgCO <sub>2</sub> e)	Carbon Emissions (tCO <sub>2</sub> e)
Scope 1	Gas	14,290	2,609	2.61
<b>TOTAL</b>		<b>14,290</b>	<b>2,609</b>	<b>2.61</b>

## 2.3 Scope 2 Emissions

Scope 2 emissions are indirect energy emissions which originate from grid electricity, or, if purchased, heat steam and cooling such as that from a heat network. For Drees & Sommer UK, scope 2 emissions represent electricity consumed across all of its office locations.

Table 2 - Drees & Sommer UK Scope 2 emissions in 2025

Emission Type	Fuel	Consumption (kWh)	Carbon Emissions (kgCO <sub>2</sub> e)	Carbon Emissions (tCO <sub>2</sub> e)
Scope 2	Electricity	112,851	19,736	19.74
<b>TOTAL</b>		<b>112,851</b>	<b>19,736</b>	<b>19.74</b>

## 2.4 Scope 3 Emissions

Scope 3 emissions are any other indirect emissions. Drees & Sommer UK continues to improve on its data collection to strengthen its Scope 3 reporting. The principal reporting category is business mileage, which represents 99% of currently monitored Scope 3 emissions.

Drees & Sommer UK also reports on its wastepaper consumption and due to its new office location in Leeds, is able to report on its share of gas consumption to the circulation spaces of the building.

Table 3 - Drees & Sommer UK Scope 3 emissions in 2025

Site	Source	Consumption	Unit	kgCO <sub>2</sub> e	tCO <sub>2</sub> e
All	Petrol	288,611	miles	75,578	75.58
All	Diesel	309,753	miles	86,263	86.26
All	Electric	35,227	miles	2,294	2.29
All	Petrol Hybrid	5,602	miles	943	0.94
All	Hybrid	2,607	miles	538	0.54
All	PHEV	419	miles	70	0.07
All	Paper	703	kg	946	0.95
All	Water Consumption / Treatment	0	m <sup>3</sup>	0	0
Leeds	Gas to Landlord areas (apportioned)	1,153	kWh	210	0.21
All	Employee Commuter Mileage	563,423	miles	71,670	71.67
<b>TOTAL</b>				<b>238,513</b>	<b>238.51</b>

## 2.5 Summary

Current reported emissions for the Financial Year 2025 are as follows:

Table 4 - Summary of carbon emissions for Drees & Sommer UK in 2025

Scope	Category	Quantity	Unit	Emissions (kgCO <sub>2</sub> e)	Emissions (tCO <sub>2</sub> e)
1	Gas	14,290	kWh	2,609	2.61
2	Purchased Electricity	112,851	kWh	19,736	19.74
3	Business Mileage (Petrol)	288,611	miles	75,578	75.58
	Business Mileage (Diesel)	309,753	miles	86,263	86.26

Business Mileage (Electric)	35,227	miles	2,294	2.29
Business Mileage (Petrol Hybrid)	5,602	miles	943	0.94
Business Mileage (Hybrid)	2,607	miles	538	0.54
Business Mileage (PHEV)	419	miles	70	0.07
Water (Consumption)	0	m <sup>3</sup>	0	0
Water (Treatment)	0	m <sup>3</sup>	0	0
Gas Consumption (apportioned for Leeds office)	1,153	kWh	210	0.21
Employee Commuter Mileage	563,423	miles	71,670	71.67
Paper (Consumption)	703	kg	946	0.95
<b>Total Emissions</b>			<b>260,859</b>	<b>260.86</b>

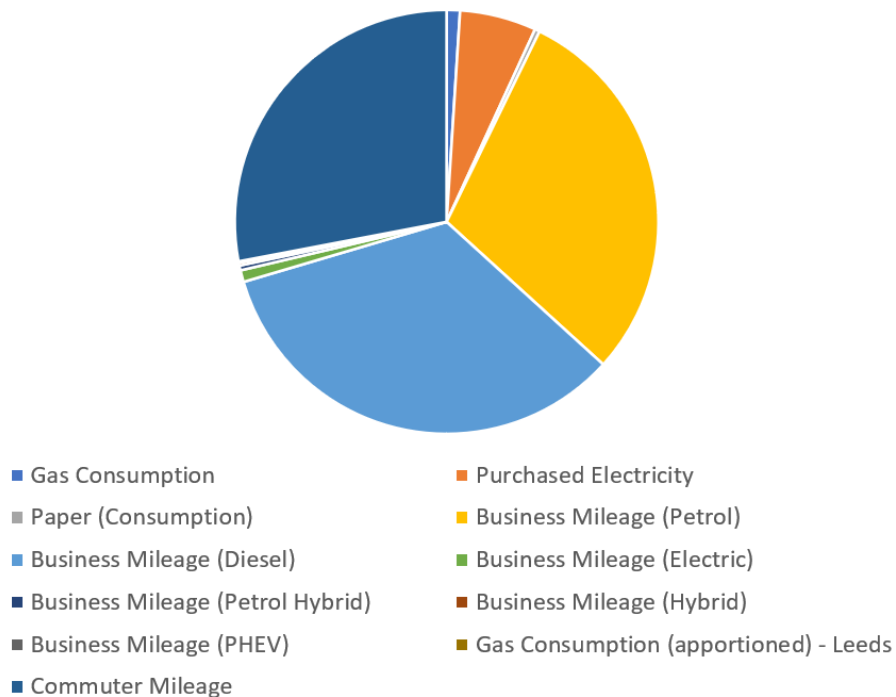


Figure 1 - Breakdown of carbon emissions per category

## 2.6 Comparison Against Baseline

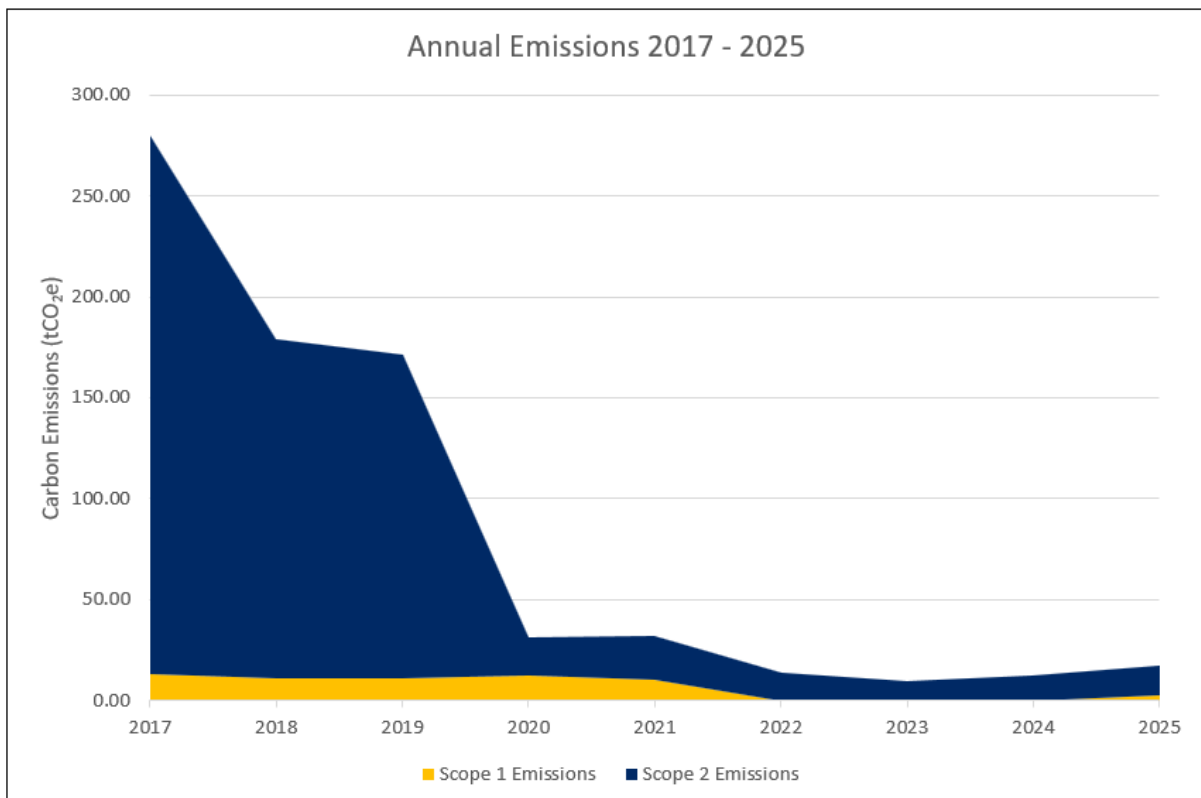
Drees & Sommer UK set a baseline reporting period in 2017, which has been used to compare its annual progress. This comparison is broken down against each reporting category as follows:

*Table 5 - Comparison between 2017 and 2025 emissions*

Emissions Scope	2017 Emissions (tCO <sub>2</sub> e)	2025 Emissions (tCO <sub>2</sub> e)
Scope 1	12.9	2.61
Scope 2	267.1	19.74
Scope 3	80.5	238.51
<b>Total</b>	<b>360.5</b>	<b>260.86</b>

Significant improvement has been made with Drees & Sommer UK’s emissions, particularly in Scope 2, which has seen a 93% reduction. There has also been an 80% reduction in Scope 1 emissions. This aligns with the organisation’s commitment to moving to greener office spaces as well as downsizing the offices following the introduction of a ‘Hybrid Working’ policy. A similar contribution to the decrease in Scope 2 emissions is the continuation of the National Grid decarbonisation roadmap. The lack of data capture at some of the serviced offices requires further discussion with the landlords.

Graphically, the reductions in Scope 1 and 2 emissions can be seen below from the baseline to its current status.



*Figure 2 - Drees & Sommer UK annual carbon emissions 2017 – 2025*

### **3.0 Carbon Reduction Targets**

Drees & Sommer UK forms part of the wider Drees & Sommer organisation of over 6,000 employees and operating out of over 50 countries globally. The organisation has set an overall target to be net zero carbon by 2045 and Drees & Sommer UK has realigned its position to match this commitment.

To draw comparison across the sector, SECR requires an emission intensity ratio to be produced. This report uses a ratio of tCO<sub>2</sub>e per full-time equivalent employee (tCO<sub>2</sub>e/employee), which has been found to be 0.09 tCO<sub>2</sub>e/employee in terms of Scope 1 & 2 emissions, or 1.06 tCO<sub>2</sub>e/employee including Scope 3 emissions.

#### **3.1 Scope 1 and 2 Emissions**

Our long-term target for Scope 1 and 2 emissions is to reduce both of these to 0. As mentioned, against our baseline the organisation has seen a reduction of 80% in Scope 1 and 93% in Scope 2 emissions. Drees & Sommer UK continues to offset unavoidable emissions arising from leased offices via the purchase of Gold Standard of VCS carbon offsets.

#### **3.2 Scope 3 Emissions**

Drees & Sommer UK's Scope 3 emissions are dominated by business related travel due to the nature of the business involving travel to client and work sites. Currently, Drees & Sommer UK only collects data on car travel and does not centrally collate data for rail and air miles. This is an area that requires more attention as it likely contributes a significant proportion of Drees & Sommer UK's Scope 3 emissions.

Drees & Sommer UK have set a target of 10% of vehicles to be electric by 2035, in line with the Government's ban on new petrol and diesel cars. To help support employees to transition to electric vehicles, Drees & Sommer UK operates an EV salary sacrifice scheme.

Drees & Sommer UK undertakes a staff survey on a regular basis to understand how employees commute to the office, which helps to show the impact of public transport. This supports future planning in office selection and location. The wider Drees & Sommer organisation also undertakes an annual mobilisation survey, which is released every February and follows a similar structure to the UK version.

Table 6 provides a year-on-year comparison between the different Scope 3 categories that Drees & Sommer UK report on.

Table 6 - Comparison between 2014 and 2025 scope 3 emissions

Scope 3 emissions category	2024 Emissions (tCO <sub>2</sub> e)	2025 Emissions (tCO <sub>2</sub> e)
Business Mileage (Petrol)	84.50	75.58
Business Mileage (Diesel)	78.98	86.26
Business Mileage (Electric)	0.05	2.29
Business Mileage (Petrol Hybrid)	-	0.94
Business Mileage (Hybrid)	-	0.54
Business Mileage (PHEV)	-	0.07
Commuter Mileage	87.52	71.67
Paper Consumption	1.29	0.95
Gas Consumption (apportioned Leeds Office)	-	0.21
<b>Total</b>	<b>252.34</b>	<b>238.51</b>

There is scope for Drees & Sommer UK to improve its data collection and target setting for Scope 3 emissions and it is expected that the organisation's overall Scope 3 emissions will continue to increase as reporting becomes more accurate.

#### 4.0 Energy Efficiency Improvements in 2025

Drees & Sommer UK has continued its ISO14001 certification with particular focus on the following objectives:

- To maximise the use of public transport where appropriate
- To dispose of all waste in an environmentally controlled manner
- To reduce the overall impact of carbon emissions of our business activities
- To encourage the use of electric vehicles (EVs) and reduce overall impact from carbon emissions of Scope 3 travel emissions
- To encourage the use of car sharing and reduce overall impact from carbon emissions of Scope 3 travel emissions
- To encourage hybrid working and reduce overall impact from carbon emissions of Scope 3 travel emissions

Drees & Sommer UK has an electric vehicle scheme through salary sacrifice. Drees & Sommer UK also has a business mileage tariff for car sharing with an additional 5p per mile. In the reporting period, 37,175 miles were undertaken using car share, which is an increase of 14,414 miles from last year.

Drees & Sommer UK's pension provider offers investments in sustainable options through a wide fund range. Drees & Sommer UK also supports its employees to have a good understanding of their own carbon emissions.

Drees & Sommer UK also provides its employees access to the Cycle2Work scheme which helps influence the reduction of scope 3 emissions.

Any new office location selected by Drees & Sommer UK includes electrically heated office space using modern and efficient VRF systems as well as LED lighting and PIR controls.

Drees & Sommer UK continues to offset Scope 1 and 2 carbon emissions. These emissions are from serviced offices, and the Company has little to no control over these.

## 5.0 PPN 006

### 5.1 Carbon Reduction Plan

Supplier Name: Drees & Sommer UK Ltd

Publication Date: February 2026

### 5.2 Commitment to Achieving Net Zero

Drees & Sommer UK is currently a carbon neutral company for its scope 1 and 2 emissions and has realigned its commitment to achieving net zero carbon emissions to match that of the wider Drees & Sommer organisation by meeting this target in 2045. The organisation's Scope 1 and 2 emissions are all from energy consumption within serviced offices and the organisation actively offsets these emissions each year.

### 5.3 Baseline Emissions Footprint

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

*Table 6 - Drees & Sommer UK baseline emissions footprint PPN006*

Baseline Year: 2017
<b>Additional Details relating to the Baseline Emissions calculations:</b>
Drees & Sommer UK has accounted for their Scope 1, 2 and 3 emissions since 2017 and as such this year forms the historic baseline which the company's carbon reduction targets refer to. The company operates out of 12 locations and Scope 1 and 2 emissions have been accounted for in 5 of these locations. Pressure has been put on Landlords to provide consumption data in the 7 unaccounted for offices. As per the requirements of the PPN, Scope 3 emissions which refer to Scope 3 Category 6 Business Travel has been accounted for. However, Categories 4, 5, 7 and 9 have not been previously reported.

Baseline year emissions:		
EMISSIONS	TOTAL (tCO <sub>2</sub> e)	
Scope 1	12.9	
Scope 2	267.1	
Scope 3 (Included Sources)	<b>Category</b>	<b>Emissions (tCO<sub>2</sub>e)</b>
	4. Upstream transportation and distribution	0 – Drees & Sommer UK did not report this figure in 2017, however as they do not purchase products this value is known to be 0.
	5. Waste generated in operations	0 – Drees & Sommer UK did not report this figure in 2017.
	6. Business travel	80.5
	7. Employee commuting	0 – Drees & Sommer UK did not report this figure in 2017.
	9. Downstream transportation and distribution	0 – Drees & Sommer UK did not report this figure in 2017, however as they do not sell products this value is known to be 0.
<b>Total Emissions</b>	<b>360.5</b>	

#### 5.4 Current Emissions Reporting

The following represents Drees & Sommer UK's current emissions reporting including select Scope 3 emission categories.

Table 7 - Drees & Sommer UK current emissions reporting PPN006

Reporting Year: 2025		
EMISSIONS	TOTAL (tCO <sub>2</sub> e)	
Scope 1	2.61	
Scope 2	19.74	
Scope 3 (Including Sources)	<b>Category</b>	<b>Emissions (tCO<sub>2</sub>e)</b>
	4. Upstream transportation and distribution	0 – Drees & Sommer UK do not purchase any products.
	5. Waste generated in operations	0.95
	6. Business travel	165.69
	7. Employee commuting	71.67 Staff Survey suggests 64% drive, 11% take urban public transport,

		3% cycle, 21% take the train and 1% use 'other'. Average conversion factor for cars taken by proportion of car type amongst staff. Average conversion factor for public transport taken across a number of different modes (e.g., rail and bus). Calculated under assumption that each journey leg is 10.98 miles as per staff survey 2025, and that employees commute 2 days per work week.
	9. Downstream transportation and distribution	0 – Drees & Sommer UK do not sell any products.
	8. Fuel and energy-related activities (not included in Scope 1 or 2)	0.21 – apportioned gas consumption for the Leeds Office
<b>Total Emissions</b>	<b>260.86</b>	

The following Figure highlights the breakdown of Scope 1, 2, and 3 emissions for the current reporting period of January – December 2025.

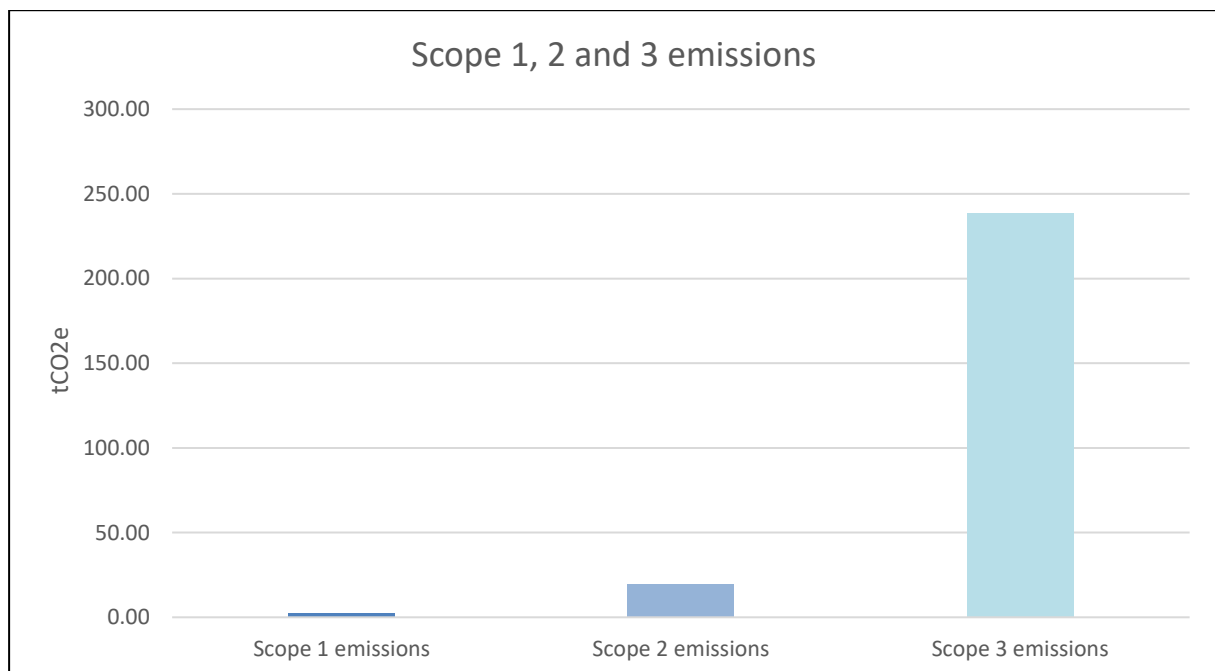


Figure 3 - Breakdown of Drees & Sommer UK's 2025 carbon emissions

## 6.0 Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standards 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<sup>1</sup> and uses the appropriate [Greenhouse gas reporting: conversion factors 2025 - GOV.UK](https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2025)<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 off by the board of directors (or equivalent management body).

### Signed on behalf of the Supplier:



.....  
**Name:** Kenneth Wood .....

**Date:** 1 April 2026 .....

---

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

<sup>2</sup> <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2025>

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