

Carbon Reduction Plan

Supplier name: ERM Limited

Publication date: January 2026

Commitment to achieving Net Zero

ERM Limited is committed to achieving Net Zero emissions by 2050.

Baseline Emissions Footprint

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.

Baseline Year: 2022¹	
Additional Details relating to the Baseline Emissions calculations:	
2022 represents our baseline year. Baseline year emissions estimate includes all Scopes 1 and 2 emissions as well as a selection of Scope 3 categories, see footnote 2 for details.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	8.64
Scope 2	1.94
Scope 3²	0.47
Total Emissions	11.05

¹ 2022 calendar year (1st January 2022 to 31st December 2022)

² Scope 3 emissions sources covered in this Carbon Reduction Plan include waste generated in operations and water consumption from our staff facilities.

Current Emissions Reporting

Reporting Year: 2025 ³	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	9.69
Scope 2	1.53
Scope 3 ²	0.41
Total Emissions	11.63

Emissions reduction targets

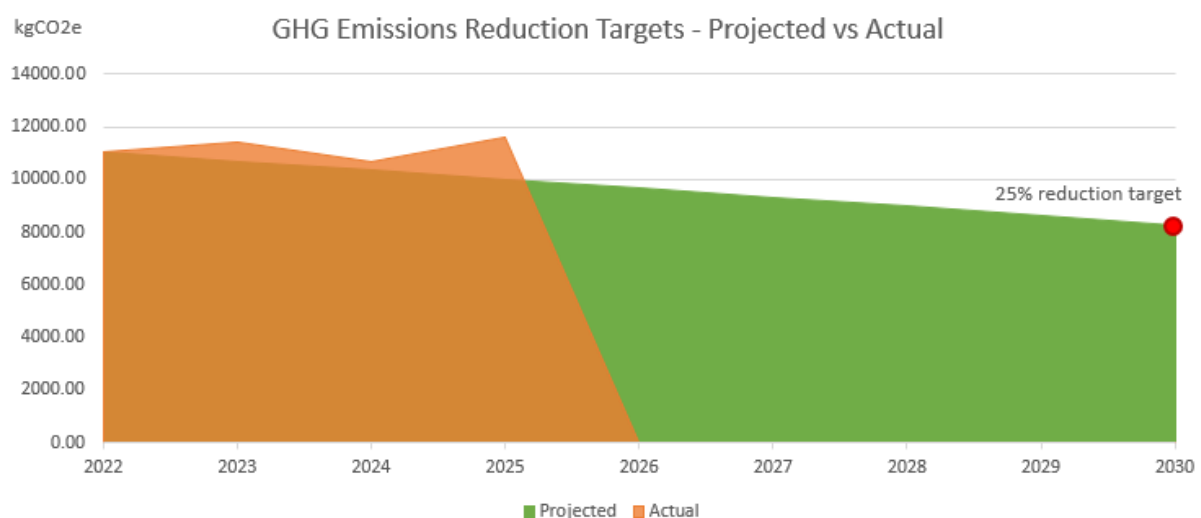
In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

Reduce our GHG emissions (scopes 1, 2 & 3) from our recorded baseline by 25% by 2030, 50% by 2040, and by a minimum of 90% by 2050.

In 2025, there has been an overall increase of 8% (YoY emissions comparison for all scopes) accounted for by a 13% increase in scope 1 emissions (1.31 tCO₂e), 18% reduction in scope 2 emissions (-0.28 tCO₂e), and a 20% reduction in scope 3 emissions (-0.82 tCO₂e).

To remain on track to meet our interval reduction plan targets we will need to reduce our emissions by 40% (-3.34 tCO₂e) by year end 2030.

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



³ 2025 calendar year (1st January 2025 to 31st December 2025)

Carbon Reduction Projects

Completed carbon reduction initiatives

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

- Stricter thermostat control for the office capped at 20°C has contributed to a significant reduction in gas consumption.
- Installation of motion sensor LED lighting in communal office areas has reduced our electricity consumption.
- Introduction of a Sustainable Procurement Policy to encourage environmentally conscious supply chain decisions.
- Introduction of a Workplace Travel Policy to encourage sustainable travel options for business travel and the use of efficient travel planning to reduce fuel consumption and the need for unnecessary/repeat trips to be made.

Future carbon reduction initiatives

In the future we hope to implement further measures such as:

- Replacing our company vehicle fleet with EVs.
- Focus on making our supply chain greener and setting higher environmental requirements to be added to our approved suppliers register.
- B Corp certification.
- Carbon offsetting initiatives.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 standard⁴ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁵.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), 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) Standard⁶.

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

⁴ <https://ghgprotocol.org/corporate-standard>

⁵ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁶ <https://ghgprotocol.org/corporate-value-chain-scope-3-standard>

Signed on behalf of ERMCLtd:

Name: Sarah Chatwin

Signed: 

Position: Managing Director

Date: 26/01/2026