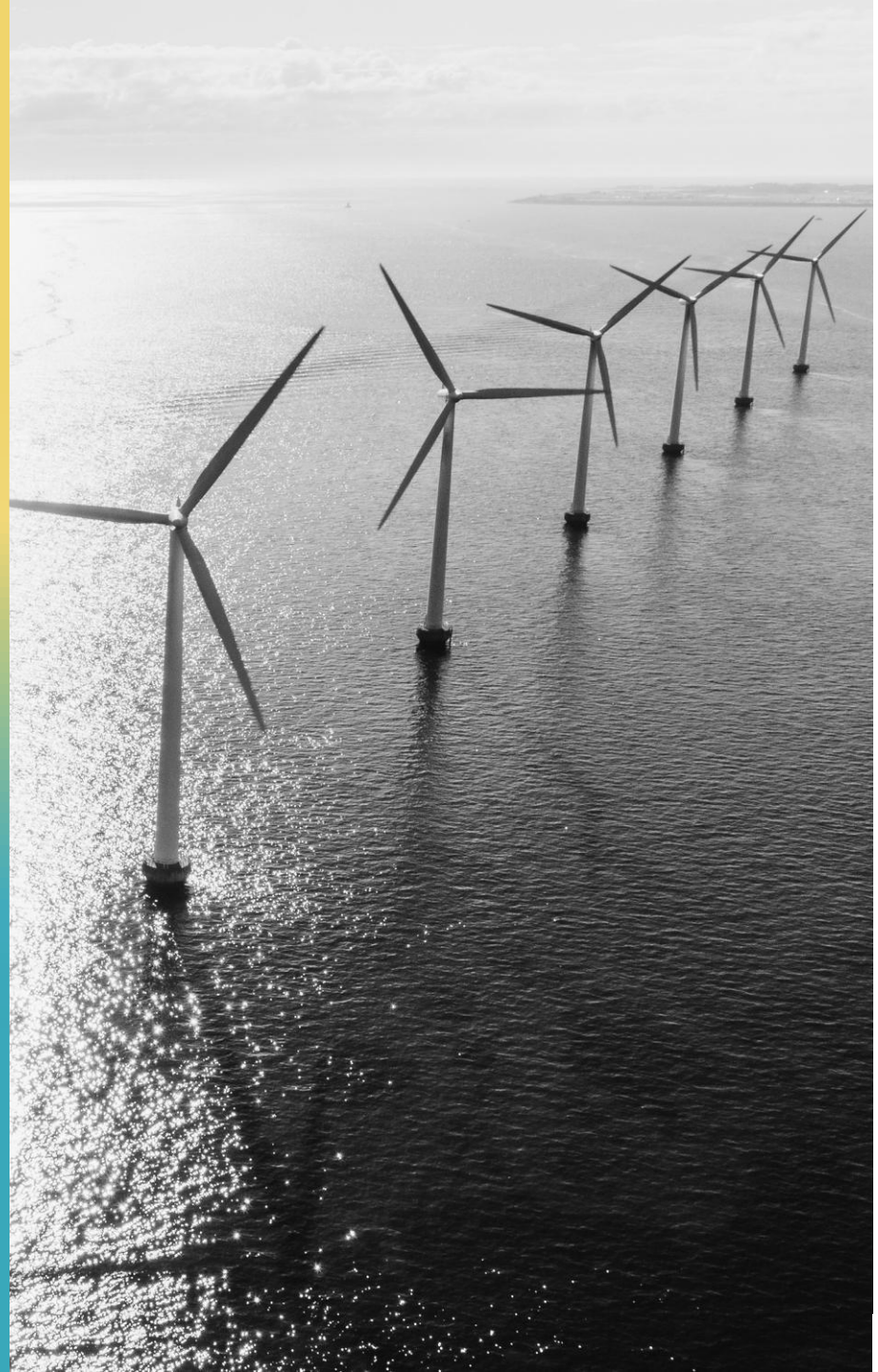
Kingsley Napley

Net Zero Results and Decarbonisation Pathway

June 2025

SUSTAINABLE ADVANTAGE

An intelligent approach to energy, waste & sustainability



Our Agenda Today

- FY23/24 carbon summary & hotspots
- FY21/22 updated comparison
- Reduction & decarbonisation pathways
- Net Zero glidepath
- Scope 1
- Scope 2
- Scope 3
- Carbon offsetting
- Recommendations & data improvements

Kingsley Napley: FY23/24 Carbon summary

SUSTAINABLE ADVANTAGE

Scope	Category	Sub-category	Item	tCO_2e	%
1		Stationary combustion	Gas and other fuels consumed on site	123.47	4.1%
1		Refrigerants	Heating, Ventilation and Air Conditioning (HVAC) units	-	0.0%
2		Electricity (market based)	Purchased electricity, for own use (specific contract)	-	0.0%
3	1	Purchased Goods & services	Goods and services	2,524.26	83.7%
3	2	Capital Goods	Capex expenditure	45.18	1.5%
3	3	Fuel & energy related activities	WTT (Well-To-Tank) & T&D (Transmission & Distribution losses) for S1 and 2	63.88	2.1%
3	4	Upstream Transport	Paid transport for goods (upstream & downstream), well to wheel (WTW)	17.28	0.6%
3	5	Waste	Waste	2.01	0.1%
3	6	Business travel	Land and air travel for business purposes (WTW)	118.42	3.9%
3	7	Employee commuting	Employees commuting to and back from work. (WTW) & Employees working from home	121.93	4.0%
3	15	Investments	Emissions from investment activity	0.25	0.0%

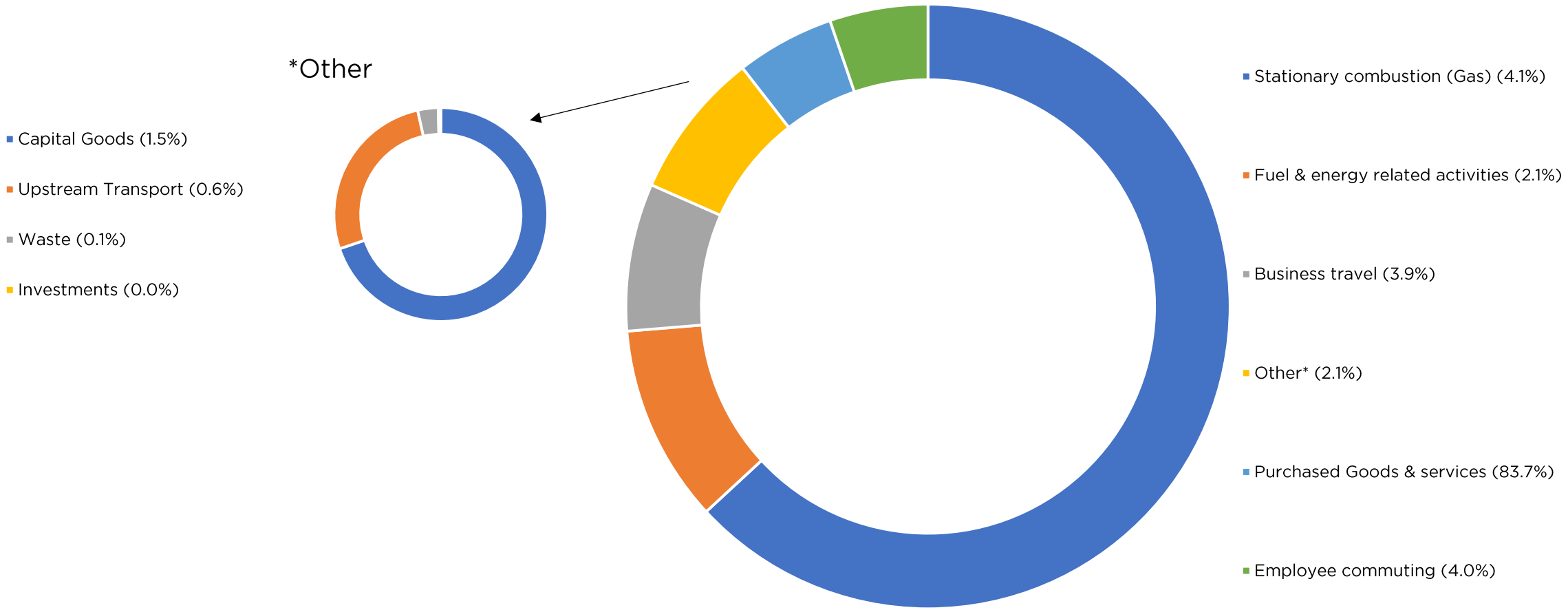
TOTAL Gross Emissions (Location based)		3,149.54	
Less emissions avoided by procurement of renewable electricity		132.87	
Additional emissions generated from the procurement of non-renewable electricity (residual grid mix)		-	
Less emissions avoided by production of green electricity		-	
Total Gross Emissions (Market based)		3,016.67	100.00%
Less carbon offsets		-	
Total Net Emissions (Market based)		3,016.67	

Scope 1		123.47	
Scope 2 (location Based)		132.87	
Scope 2 (Market Based)		-	
Scope1 & 2 (Location Based)		256.34	
Scope1 & 2 (Market Based)		123.47	
Scope 3		2,893.20	

Kingsley Napley: Emission Hotspot Analysis

Scope	Category	Sub-category	Description	Emission Category Total	Emission Hotspot Analysis (% of category total)
1		Stationary combustion	Gas consumed	123.47	4%
1		Refrigerants	HVAC	-	0%
2		Electricity (market based)	Purchased electricity, for own use (specific contract)	-	0%
3	1	Purchased Goods & services	Goods and services	2,524.26	84%
3	2	Capital Goods	Capex expenditure	45.18	1%
3	3	Fuel & energy related activities	WTT (Well-To-Tank) & T&D (Transmission & Distribution losses) for S1 and 2	63.88	2%
3	4	Upstream Transport	Paid transport for goods (upstream & downstream), well to wheel (WTW)	17.28	1%
3	5	Waste	Waste	2.01	0%
3	6	Business travel	Land and air travel for business purposes (WTW)	118.42	4%
3	7	Employee commuting & homeworking	Employees commuting to and back from work. (WTW)	121.93	4%
3	15	Investments	Emissions from your investments	0.25	0%

Kingsley Napley: Carbon summary



Kingsley Napley: Carbon Metrics

SUSTAINABLE ADVANTAGE

Scope 1, 2 and 3 (total)

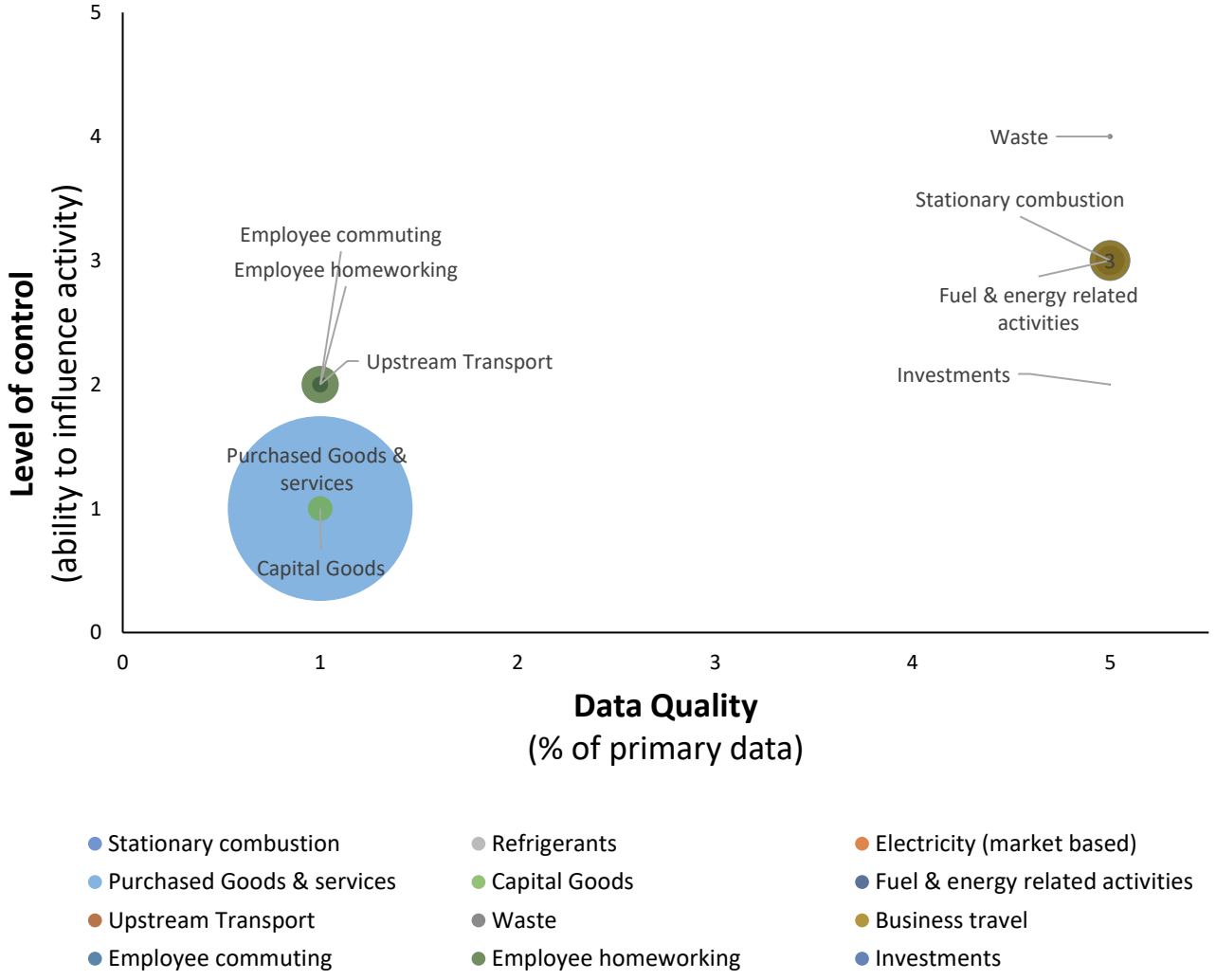
Intensity ratios Scope 1, 2 & 3)	Gross Emission (Location based)	Gross Emissions (Market based)
tCO_2e per employee	6.63	6.35
tCO_2e per square meters	0.06	0.06
tCO_2e per million £ turnover	44.17	42.31

Scope 1 & 2 only

Intensity ratios (Scope 1 and 2 only)	Gross Emission (Location based)	Gross Emissions (Market based)
tCO_2e per employee	0.54	0.26
tCO_2e per square meters	0.01	0.00
tCO_2e per million£ turnover	3.60	1.73

Kingsley Napley: Data Quality

Category	% of total emissions	Data Quality Score	Level of control
Stationary combustion	4.1%	5	2
Refrigerants	0.0%	5	2
Electricity (location based)	N/A	5	5
Electricity (market based)	0.0%	5	5
Purchased Goods & services	83.7%	1	1
Capital Goods	1.5%	1	1
Fuel & energy related activities	2.1%	5	3
Upstream Transport	0.6%	1	3
Waste	0.1%	5	4
Business travel	3.9%	5	3
Employee commuting & homeworking	4.0%	1	2
Investments	0.0%	5	2



Kingsley Napley: FY21/22 Carbon summary

Scope / Category	Item	Base year FY21/22 tCO_2e	FY23/24 tCO_2e	% of FY23/24 total tCO_2e	% change from base year FY21/22	Notes
Scope 1						
Stationary combustion	Gas consumed	131.85	123.47	4%	-6%	
Refrigerants	HVAC's	-	-	0%		
Scope 2						
Electricity (location-based)	Purchased electricity, for own use (grid average)	120.20	132.87	N/A	11%	
Electricity (market-based)	Purchased electricity, for own use (specific contract)	-	-	0%		
Scope 3						
Category 1: Purchase goods and services	Goods and services	5,264.12	2,524.26	84%	-52%	Significant impact from fit out of new office
Category 2: Capital goods	Capital Expenditure (CapEx)	2,836.73	45.18	1%	-98%	Significant impact from fit out of new office
Category 3: Fuel and energy related activities	WTT & T&D losses from electricity, stationary combustion of fuels and transport	67.27	63.88	2%	-5%	
Category 4: Upstream transportation	Transport between tier 1 suppliers or paid transport for goods (upstream & downstream) WTW	19.62	17.28	1%	-12%	
Category 5: Waste generated in operations	Waste disposal from operations	1.18	2.01	0%	71%	Improved data coverage
Category 6: Business travel	Land and air travel and hotel stays for business purposes WTW	6.69	118.42	4%	1670%	Significant increase in flights & COVID-19 impact
Category 7: Employee commuting	Employees commuting to and back from work WTW and employees working from home	133.94	121.93	4%	-9%	
Category 15: Investments	Emissions from investment activity	-	0.25	0%	#VALUE!	New investment in FY23/24
Total Gross Emissions (Location based)		8,581.60	3,149.54		-63%	
Less emissions avoided by procurement of renewable electricity		120.20	132.87		11%	
Additional emissions generated from the procurement of non-renewable electricity (residual grid mix)		-	-			
Less emissions avoided by production of green electricity		-	-			
Total Gross Emissions (Market based)		8,461.40	3,016.67	100%	-64%	
Less carbon offsets		-	-			
Total Net Emissions		8,461.40	3,016.67		-64%	

Kingsley Napley: FY21/22 – excl. Bonhill fit-out

Scope / Category	Item	Base year FY21/22 tCO_2e	FY23/24 tCO_2e	% of FY23/24 total tCO_2e	% change from base year FY21/22	Notes
Scope 1						
Stationary combustion	Gas consumed	131.85	123.47	4%	-6%	
Refrigerants	HVAC's	-	-	0%		
Scope 2						
Electricity (location-based)	Purchased electricity, for own use (grid average)	120.20	132.87	N/A	11%	
Electricity (market-based)	Purchased electricity, for own use (specific contract)	-	-	0%		
Scope 3						
Category 1: Purchase goods and services	Goods and services	2,902.33	2,524.26	84%	-13%	Excluding 2,352 tCO_2e from Overbury PLC fit-out of Bonhill office in FY21/22
Category 2: Capital goods	CapEx expenditure	761.60	45.18	1%	-94%	Excluding 2,726 tCO_2e fit-out of Bonhill office in FY21/22
Category 3: Fuel and energy related activities	WTT & T&D losses from electricity, stationary combustion of fuels and transport	67.27	63.88	2%	-5%	
Category 4: Upstream transportation	Transport between tier 1 suppliers or paid transport for goods (upstream & downstream) WTW	19.62	17.28	1%	-12%	
Category 5: Waste generated in operations	Waste disposal from operations	1.18	2.01	0%	71%	
Category 6: Business travel	Land and air travel and hotel stays for business purposes WTW	6.69	118.42	4%	1670%	
Category 7: Employee commuting	Employees commuting to and back from work WTW and employees working from home	133.94	121.93	4%	-9%	
Category 15: Investments	Emissions from investment activity	-	0.25	0%	#VALUE!	
Total Gross Emissions (Location based)		4,144.69	3,149.54		-24%	
Less emissions avoided by procurement of renewable electricity		120.20	132.87		11%	
Additional emissions generated from the procurement of non-renewable electricity (residual grid mix)		-	-			
Less emissions avoided by production of green electricity		-	-			
Total Gross Emissions (Market based)		4,024.48	3,016.67	100%	-25%	
Less carbon offsets		-	-			
Total Net Emissions		4,024.48	3,016.67		-25%	

Kingsley Napley: FY21/22 Comparison

Scope 1, 2 and 3 (total)

	FY21/22 Base Year Net Emissions (Market-based)	FY23/24 Net Emissions (Market-based)	% Difference from Base Year
tCO_2e per employee	20.37	6.35	-69%
tCO_2e per square meters	0.17	0.06	-64%
tCO_2e per million£ turnover	153.73	42.31	-72%

Scope 1, 2 and 3 (excluding Bonhill fit-out)

	FY21/22 Base Year Net Emissions (Market-based)	FY23/24 Net Emissions (Market-based)	% Difference from Base Year
tCO_2e per employee	9.66	6.35	-34%
tCO_2e per square meters	0.08	0.06	-25%
tCO_2e per million£ turnover	72.91	42.31	-42%

Scope 1 & 2 only

	FY21/22 Base Year Scope 1 & 2 Gross Emissions (Market-based)	FY23/24 Scope 1 & 2 Gross Emissions (Market-based)	% Difference from Base Year
tCO_2e per employee	0.32	0.26	-18%
tCO_2e per square meters	0.00	0.00	-6%
tCO_2e per million£ turnover	2.39	1.73	-28%

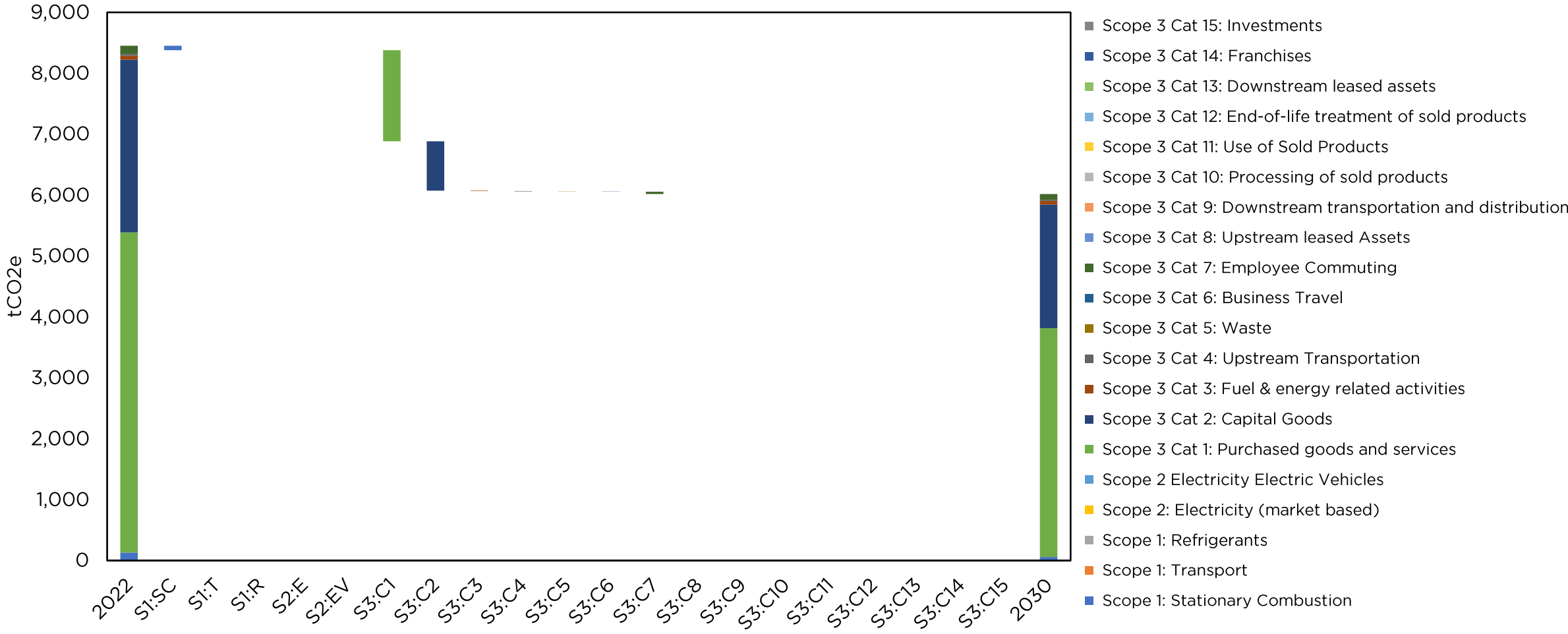
Kingsley Napley: Reduction pathways*

- Near-term target by 2030: 34% reduction in total emissions, 55% reduction in Scope 1 & 2, 33% reduction in Scope 3
- Long-term target by 2044: 92% reduction in total emissions, 100% reduction in Scope 1 & 2, 92% reduction in Scope 3

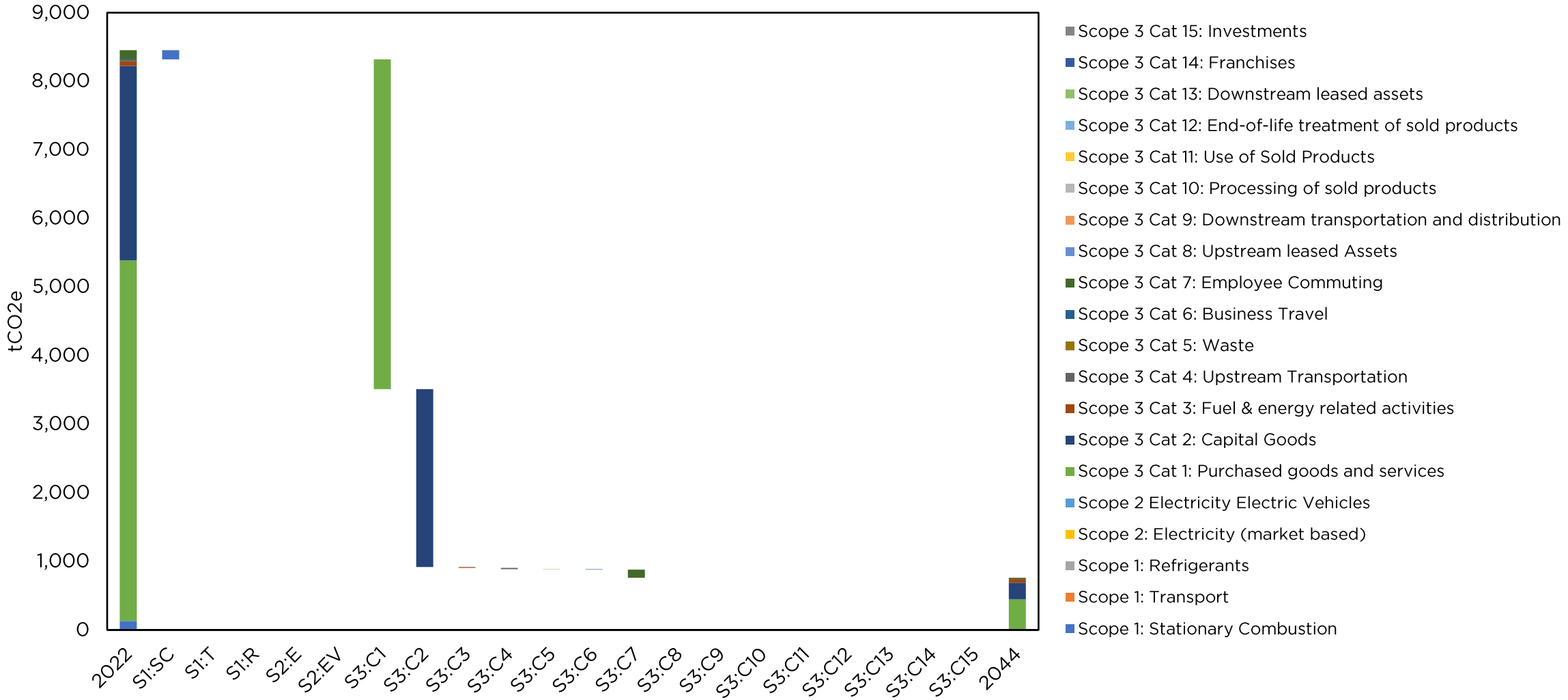
	2030	2035	2040	2044
% Reduction in Scope 1 & 2	55%	88%	100%	100%
% Reduction Scope 3	33%	54%	75%	92%
% Reduction Gross emissions (Market Based)	34%	55%	75%	92%

**Projected reduction pathways per emission category found in the Annex of this deck*

Kingsley Napley: Decarbonisation pathway 2023 – 2030 (-34%)



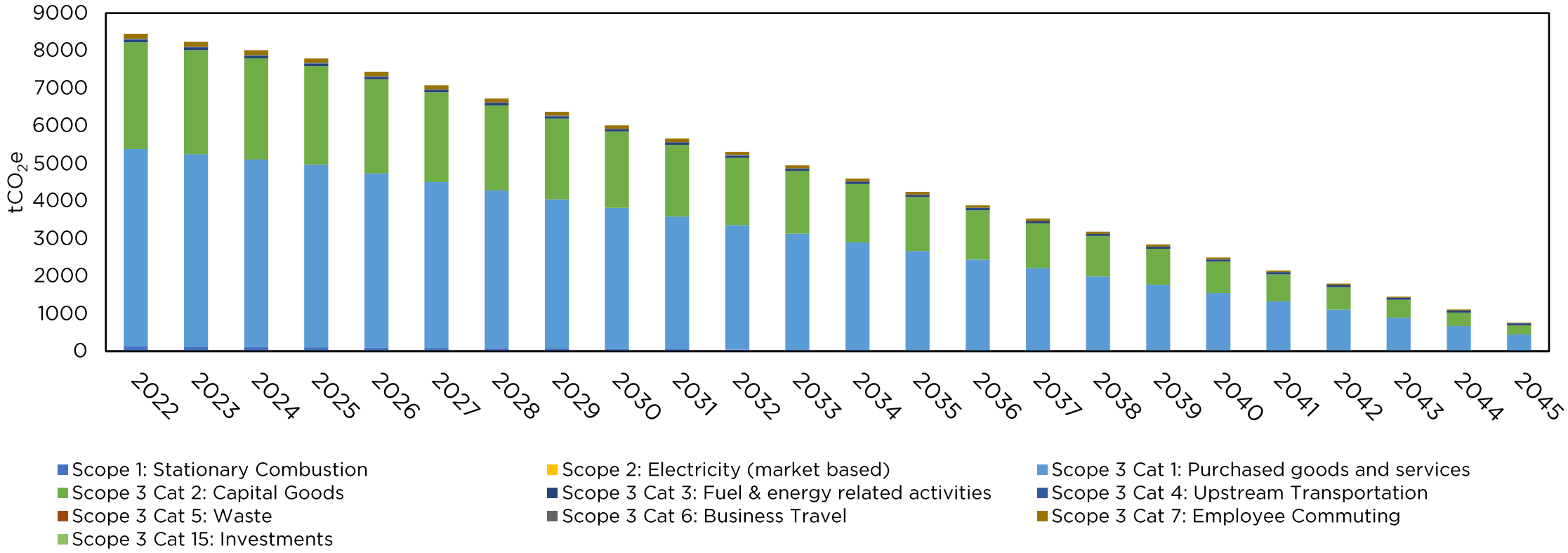
Kingsley Napley Total: Decarbonisation pathway 2023 – 2044 (-92%)



Kingsley Napley Total: Net Zero glide path

- 34% reduction in Scope 1, 2 & 3 emissions by 2030
- 55% reduction in Scope 1, 2 & 3 emissions by 2035
- 75% reduction in Scope 1, 2 & 3 emissions by 2040
- 92% reduction in Scope 1, 2 & 3 emissions by 2044

Proposed Net Zero Target: 6 years ahead of UK Government's target of Net Zero by 2050



Scope 1: Stationary combustion

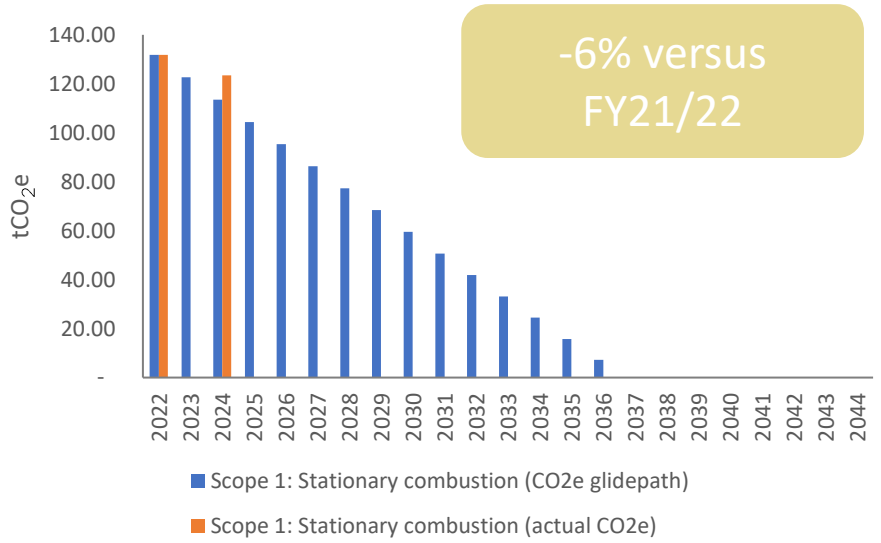
Reduction Assumptions: It has been assumed that there will be a 5% conversion in natural gas to biogas per year until 2040 versus the 2023 base year and 2% annual reduction in consumption of gas for heating.

Area of Focus: Yes (4%)

Kingsley Napley (KN) operates from a leased office and therefore are limited in the number of actions that can be practically implemented to decarbonise. A heat pump is also already used to heat some of the communal rooms in the building. Natural gas used for water heating and minimal central heating, point of use taps already installed.

Actions to implement over next 6 years:

- Review current air tightness and insulation to identify areas to gain energy efficiency – e.g. EPC Floor 4 – rated C: recommendations to add optimum start/stop to the heating system, ensure complete cavity wall insulation, add weather compensation controls to heating system, introduce or improve internal wall insulation, carry out a pressure test, identify and treat identified air leakage
- Review gas hotspots to understand activity impacts and to identify any opportunities to reduce energy demand / employee awareness needs. Ensure accurate half hourly readings and high read flagging to mitigate unnecessary usage
- Work with landlord to identify high gas consumption activity and perform an energy survey to identify priority CapEx opportunities
- Review usage patterns and look to flex areas/floors in operation – reduce demand for heating unused/under-used spaces



2030 Milestone:

Reduction of 59 tCO_2e (-48%)

Stationary Combustion – deeper dive

- Review of FY24 Mapp sub-meter data identifies several key hotspots and query Jan/Feb 2024 duplication:
  - *KN Fifth AHU Htg*
  - *KN Fourth Floor Office Htg*
  - *KN Third Floor Htg*
- Recommended initial steps:

1. Review data to confirm it is accurate and correct
2. Review use of gas within Bonhill – space heating, domestic hot water (DHW), kitchen use etc. to identify consumption sources
3. Review heating / cooling controls – different per floor? Is there sufficient 'dead zone' between heating and cooling triggers? Consider increasing dead-zone – currently only 2°C
4. Review zone control for heating/cooling systems - +/- 1°C adjustment permitted to limit manual control
5. Review seasonal commissioning of systems
6. Review water heating output – is there are maximum temperature? Is the water maintained at a set temperature?
7. Check the flow rates and timing controls of the taps/showers/facilities
8. Is there natural ventilation in any conditioned areas? Is this used alongside heating?

➢ Engage a heating engineer to review current set-up and to identify actions to reduce gas consumption

Scope 1: Refrigerants

Reduction Assumptions: It has been assumed that there will continue to be no top-ups of refrigerant gases

Area of Focus: No (0%)

- No reported top-ups in FY23/24
- 20 Bonhill is has a B energy rating (EPC) and has no recommendations on HVAC improvement
- Cost to replace all HVAC systems would not be advantageous

Actions to implement over next 7 years:

- Encourage use of natural ventilation where possible to minimise the use of cooling
- When renewing and replacing the HVAC system choose the most efficient systems available for the building. To be agreed with landlord and to discuss how any benefit can be split – e.g. rent reduction
- Investigate systems using lower global warming potential (GWP) refrigerant gases with low potential leakage to minimise emissions

2030 Milestone:

Reduction of 0 tCO_2e (-0%)

Scope 2: Electricity

Reduction Assumptions: It has been assumed that there will be a 2% annual reduction in consumption and maintain all 'Green' electricity supply.

Area of Focus: No (0%)

- All electricity is purchased through green suppliers
- Focus on minimising consumption

Actions to implement over next 6 years:

- Potential measures to reduce electricity consumption:
  - Energy efficiency guides should be issued to all site-based staff to facilitate positive behavioural change to reduce energy usage
  - Review building usage patterns and energy hotspots to optimise energy use and to minimise unregulated energy use
  - Encourage proactive engagement with landlords to implement energy reduction initiatives – already installed light emitting diode (LED) and passive infrared (PIR) motion sensor lighting across ~95% of building
  - Request an energy survey to identify capital expenditure (CapEx) opportunities
  - Investigate opportunities to use the on-site green energy production facilities – Bonhill has solar installed on the rooftop, however currently KN does not have access to the energy generated via the Solar photovoltaic (PV) - to be discussed with the landlord

2030 Milestone:

Reduction of 0 tCO_2e (0%)

Scope 3, Category 1: Purchased goods and services

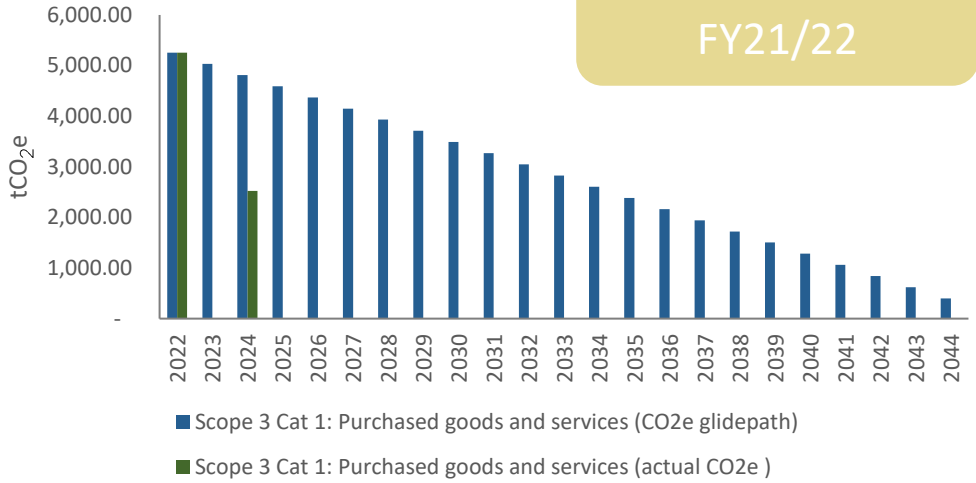
Reduction Assumptions: It has been assumed that there will be a 2.5% absolute reduction to 2025 from the base year and then 4.2% absolute reduction to 2044 from the base year. This is in line with the SBTi's 1.5-degree pathway.

Area of Focus: Yes (84%)

Actions to implement over next 6 years:

- Most reductions will come naturally from suppliers reducing their scope 1 and 2 emissions
- Develop a Sustainable Procurement system to assess ESG performance alongside wider supplier requirements/onboarding
- Begin to engage with tier 1 suppliers to first understand their carbon footprint (scopes 1 and 2) by sending out carbon surveys/RFIs
- Be selective about working with sophisticated carbon suppliers (where possible), and additionally, support suppliers to reduce their emissions
- Work with suppliers to collaboratively set carbon emissions reductions targets (as recommended by the Science Based Targets initiative)
- Request life cycle assessments (LCAs) for products purchased and choose lower-emission products
- Kingsley Napley will have to pursue this area to reach 2030 target of 30% emissions reductions as it accounts for a major part of the GHG footprint

-52% versus FY21/22



2030 Milestone:

Reduction of 742 tCO_2e (-29%)

Scope 3, Category 2: Capital goods

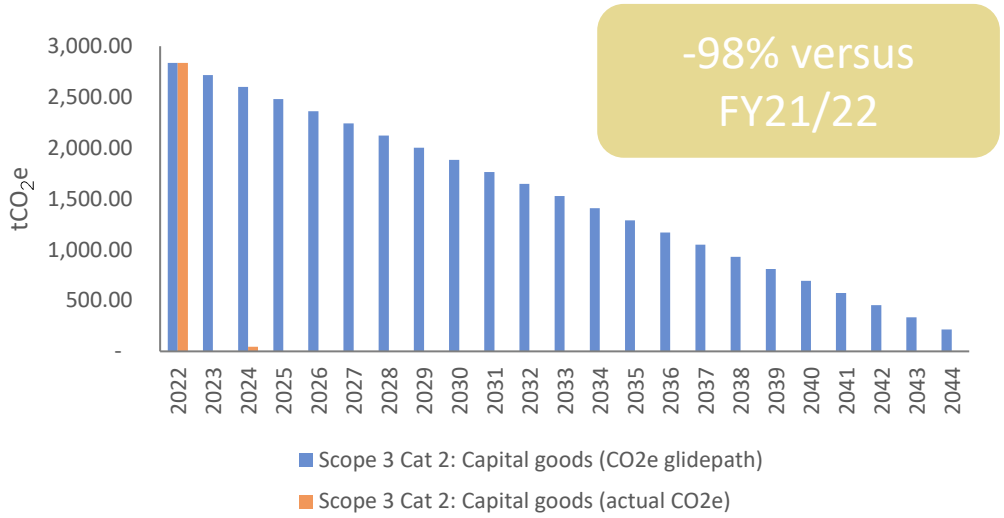
Reduction Assumptions: It has been assumed that there will be a 4.2% absolute reduction to 2044 from the base year. This is in line with the SBTi's 1.5-degree pathway.

Area of Focus: No (1%)

- Minimal impact in FY23/24 compared with FY21/22 due to office fit-out
- Expect CapEx emissions to fluctuate year-on-year and may increase due to investment in low-carbon initiatives

Actions to implement over next 6 years:

- Most reductions will come naturally from suppliers reducing their scope 1 and 2 emissions
- Engage with tier 1 suppliers to first understand their carbon footprint (scopes 1 and 2) by sending out carbon surveys
- Be selective about working with sophisticated carbon suppliers (where possible), and additionally, support suppliers to reduce their emissions
- Work with suppliers to collaboratively set carbon emissions reductions targets (as recommended by the Science Based Targets initiative)
- Request life cycle assessments for products purchased and choose lower-emission products



2030 Milestone:

Reduction of 13 tCO_2e (-29%)

Scope 3, Category 3: Fuel & Energy related activity

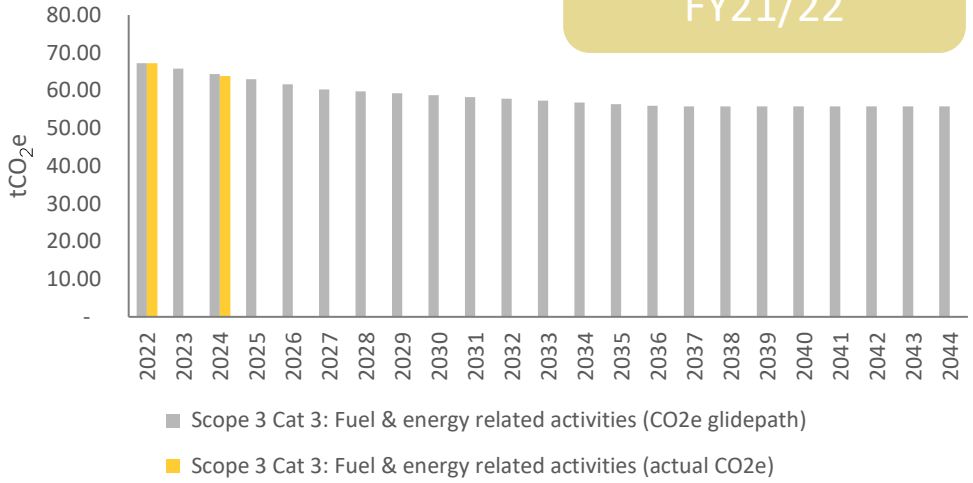
Reduction Assumptions: The reduction pathway is directly linked to the reduction pathway for purchased fuel and energy (Scope 1 & 2).

Area of Focus: No (2%)

Actions to implement over next 6 years:

This category will reduce in-line with the decarbonisation actions taken related to Scope 1 & 2 fuel and energy consumption, therefore no additional action is required.

-5% versus FY21/22



2030 Milestone:

Reduction of 9 tCO_2e (-14%)

Scope 3, Category 4: Transportation & Distribution

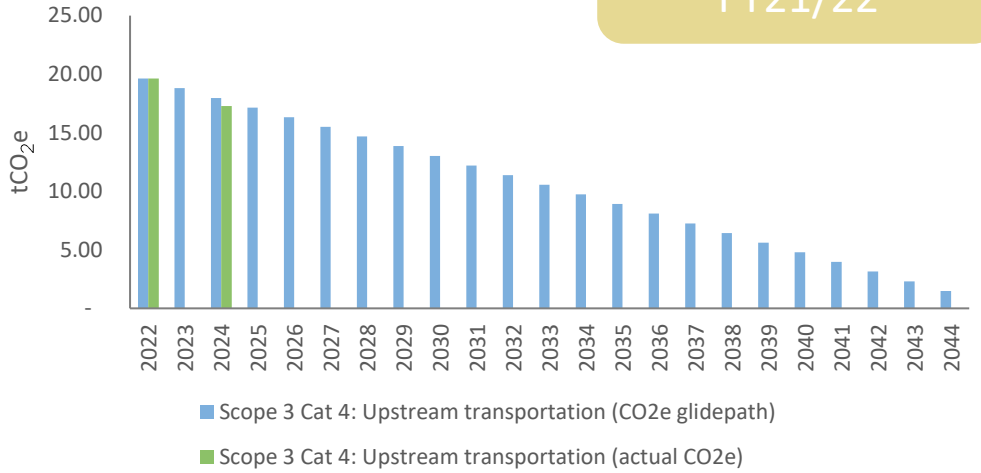
Reduction Assumptions: It has been assumed that there will be a 4.2% absolute reduction from 2030 to 2044 in line with the IPCC's 1.5-degree warming pathway.

Area of Focus: No (2%)

Actions to implement over next 6 years:

- Request freight and logistic emission reports from providers – DHL, UPS, Restore etc.
- Improve dataset from new storage providers to quantify the warehouse space used by KN
- Request to use electric vehicles (EVs) or other ultra low emission vehicles (ULEVs) where possible, avoid next-day delivery and use providers with green tariffs in place for warehouses/storage facilities

-12% versus FY21/22



2030 Milestone:

Reduction of 5 tCO_2e (-29%)

Scope 3, Category 5: Waste

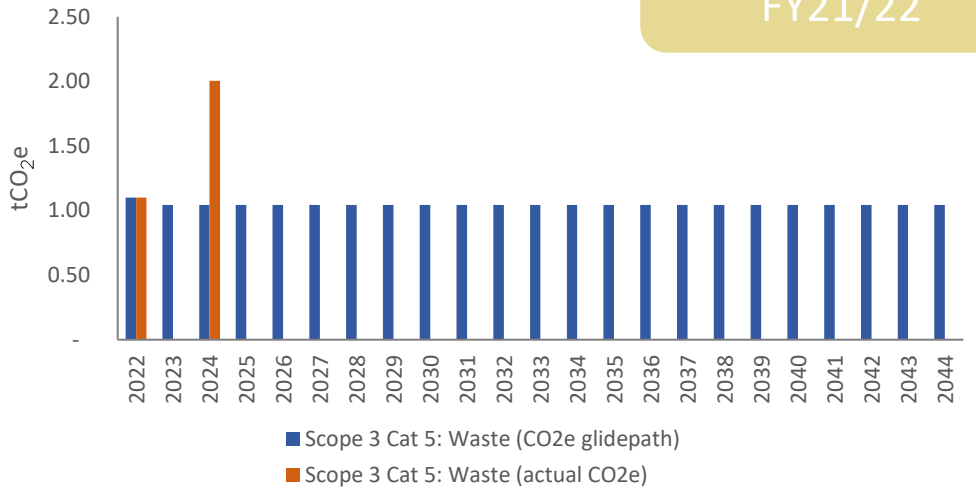
Reduction Assumptions: It has been assumed that there will be a 5% reduction in waste per year and a continuation of all waste being diverted from landfill.

Area of Focus: No (0%)

Actions to implement over next 6 years:

- Continue to minimise waste production and diverting waste from landfill
- Aim to maintain zero waste to landfill policy
- Request LCAs for products purchased and choose lower-emission products that are re-useable/recyclable

+82% versus FY21/22



2030 Milestone:

Reduction of 0.6tCO_2e (-27%)

Scope 3, Category 6: Business travel

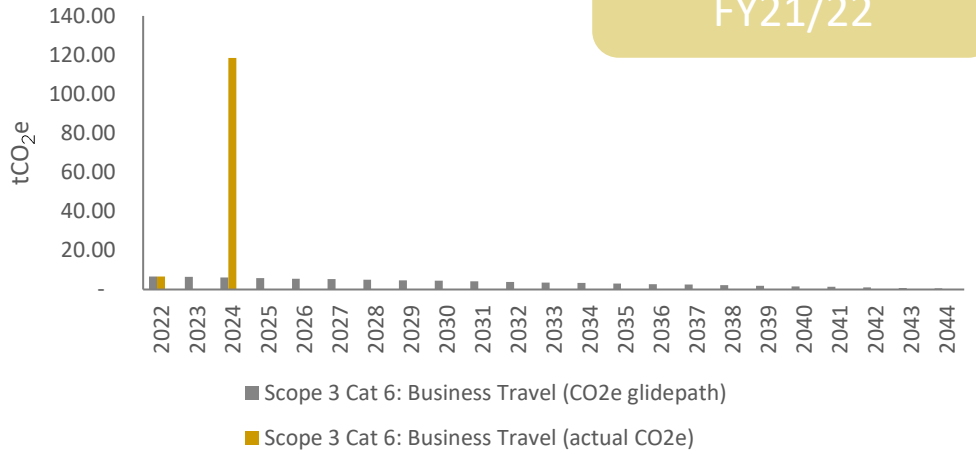
Reduction Assumptions: For emissions from employee mileage claims, it has been assumed that a percentage of vehicles will transition from ICE to EV: 2.5% per year between 2024-2025, 5% between 2026-2030, 10% between 2031-2035, and 30% between 2035-2045. For all other modes of transport, it has been assumed that there will be a 4.2% absolute reduction from 2030 to 2044 in line with the IPCC's 1.5-degree warming pathway.

Area of Focus: Yes (4%)

Actions to implement over next 6 years:

- Continue embracing video conferencing tools to limit travel
- Where travel is required, prioritise carbon-reducing travel modes, choosing rail and/or bus over air and cars
- Encourage the uptake of EVs by paying favourable mileage reclaim (potential benefit in kind (BIK) implications with HMRC)
- Continue to promote car sharing by paying favourable mileage reclaim rate (£0.05 per mile where a lift is given to a colleague)
- Collect more granular data on number of nights stay in hotels for business travel – have used the trip duration as proxy for room nights
- Policy to promote economy / premium economy over business class
- Consider setting a carbon budget for business travel – by department or role

+1670% versus FY21/22



2030 Milestone:

Reduction of 35 tCO_2e (-29%)

Potential cost to implement:

- Possible saving by reducing paid travel by use of video conferencing

Scope 3, Category 7: Employee commuting & Working from Home

Reduction Assumptions: It has been assumed that there will be a 4.2% absolute reduction from 2030 to 2044 in line with the IPCC's 1.5-degree warming pathway.

Area of Focus: Yes (4%)

KN already have a cycle to work scheme, EV salary sacrifice scheme and a season ticket loan scheme. Overall, 84% emissions from WFH, 16% from commuting

Actions to implement over next 6 years:

- Put in place initiatives encouraging green commuting, including:
- Providing information on public transport alternatives
- Encourage switching to renewable energy tariffs where possible
- Employee awareness campaign for reducing working from home carbon footprint:
    - Top tips for energy efficiency - use of SMART meters at employee homes, reduce energy consumption of home appliances, reduce, reuse, recycle, limit waste sent to landfill

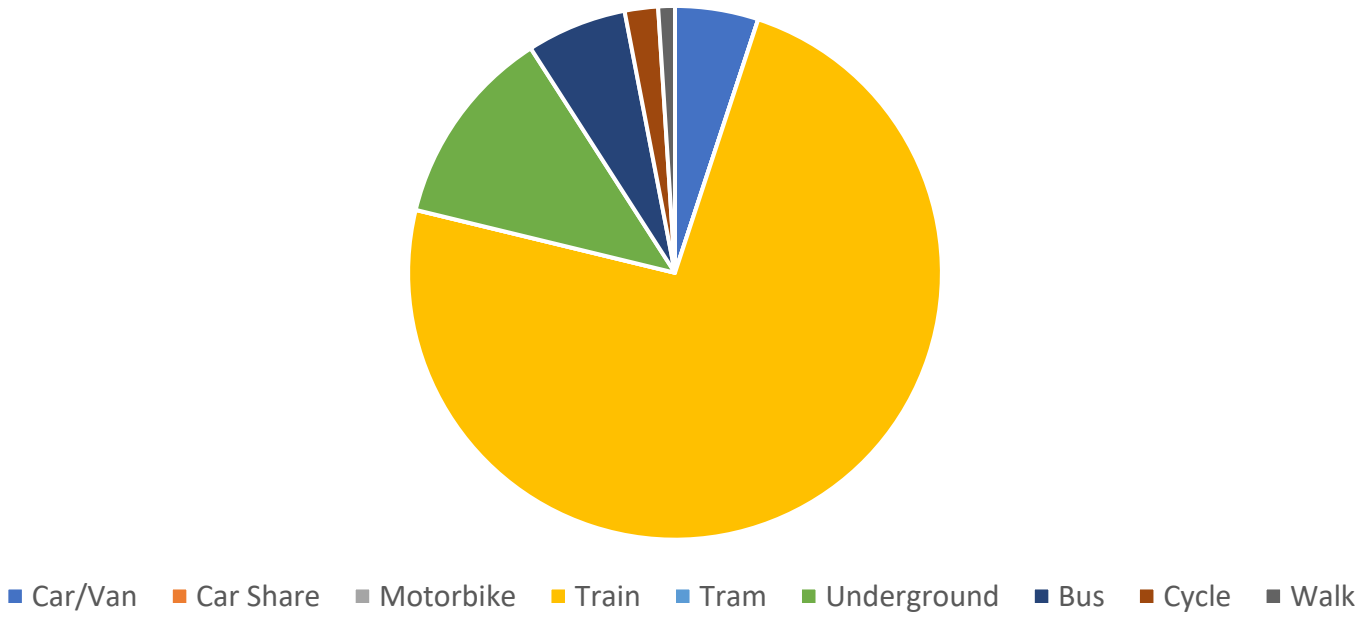
-9% versus FY21/22

2030 Milestone:

Reduction of 31 tCO_2e (-25%)

Employee Commute – % modes of transport

% Distance by car/van (miles)	% Distance by car share (miles)	% Distance by motorbike (miles)	% Distance by train (miles)	% Distance by tram (miles)	% Distance by underground (miles)	% Distance by bus (miles)	% Distance by cycle (miles)	% Distance by walk (miles)
5%	0%	0%	73%	0%	12%	6%	2%	1%



Scope 3, Category 15: Investments

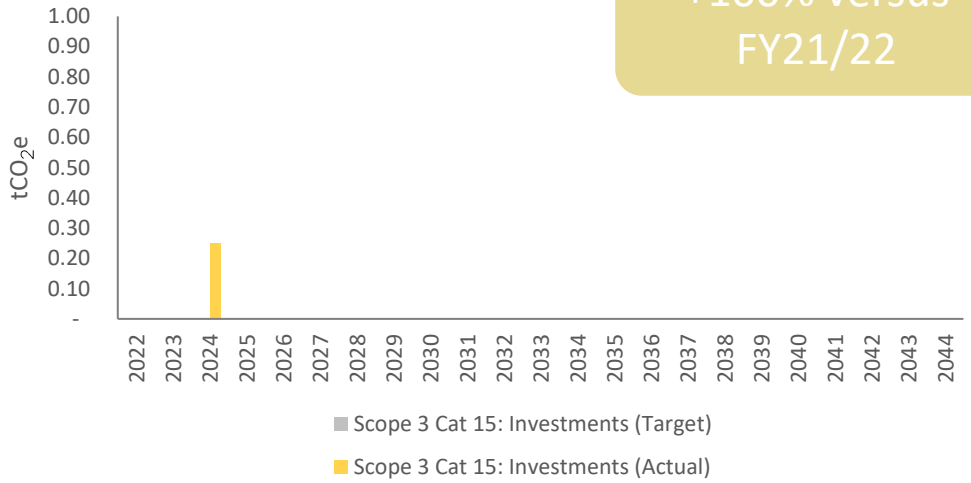
Reduction Assumptions: It has been assumed that there will be a 4.2% absolute reduction from 2030 to 2044 in line with the IPCC's 1.5-degree warming pathway.

Area of Focus: No (0%)

- Only reported in FY23/24
- Emissions reduction in this category is reliant on the investment company's decarbonisation activity
- Very small impact as company operations are low-carbon and % equity share is small

- Actions to implement over next 6 years:
  - Communicate with investment company to understand their plans to decarbonise operations & set reduction targets

+100% versus FY21/22



2030 Milestone:

Reduction of 0.1 tCO_2e (-29%)

Kingsley Napley: Carbon offsetting

- Whilst emission reduction and mitigation is central to Net Zero and should be prioritised, carbon offsetting can be purchased in the interim to support a 'carbon neutral' claim. Carbon neutral refers to 'balancing' Scope 1 & 2 emissions generated by a company in a reporting period by purchasing the equivalent in 'carbon credits'.
- Although not addressing the cause of the emissions, purchasing the credits should result in the equivalent emissions being removed, captured or sequestered from the atmosphere. This activity must be 'additional' and result from the credit purchase to be considered an offset.
- Without decarbonisation there is a very high cost of inaction – the table below is demonstrative of the cost to offset given reduction is prioritised. With no reduction activity, the offset cost will remain constant or even increase (Bloomberg has predicted offsetting may cost as much as $\$238/tCO_2e$ by 2050)[1].
- Carbon-neutral by 2030: offsetting any residual scope 1 and 2 emissions that Kingsley Napley has not been able to remove via its efforts by 2030
- Net-Zero by 2045: offsetting remaining residual emissions (<10% of total emissions) via high-quality nature-based offset projects

NB: The definition of "carbon neutral" is undergoing a significant transformation with the introduction of ISO 14068-1:2023, a new international standard that replaces the widely used PAS 2060 from January 2025. Historically, carbon neutrality claims often relied heavily on offsetting, sometimes with limited transparency or scientific rigor. ISO 14068-1 redefines the concept by establishing a clear hierarchy - Reduce, Remove, Offset - emphasising that genuine emission reductions must precede any offsetting measures. It introduces stricter requirements for carbon neutrality management plans, mandates science-based targets aligned with the 1.5°C goal and prohibits backdating of emissions reductions. This shift ensures that carbon neutrality is no longer just a label, but a robust, verifiable process grounded in transparency, continual improvement, and global climate goals.

	Projected cost to offset Scope 1 & 2 for Kingsley Napley*					
	2023	**2025**	**2030**	**2035**	**2040**	**2044**
£9 per tCO_2e	£1,729	£1,487	£896	£321	<£1	<£1
£14 per tCO_2e	£1,111	£956	£576	£206	<£1	<£1

1. https://about.bnef.com/blog/carbon-credits-face-biggest-test-yet-could-reach-238-ton-in-2050-according-to-bloombergnef-report/

Kingsley Napley: Recommendations & Data Improvements

- Review decarbonisation pathways and initial targets for feasibility and cost to implement
- Discuss potential for setting a historic base year for the Net Zero targets given the decarbonisation activity taken place
- Very good data quality provided – majority 'actual' data provided – utility consumption, business travel report, waste report, commuting & homeworking survey
- Estimation: supplier spend-based, restore warehouse emissions, employee commuting / homeworking – based on average week & extrapolated to full FTE
- Focus on emission hotspots:
  - Purchased goods and services (PG&S) & Capital Goods: Supply chain surveys & supplier specific metrics
  - Business travel: mode, class, distance (from / to)
  - Employee commuting: continue to roll out a survey and encourage higher response rates
  - Gas: review usage & investigate options to gain efficiency/switch heating source

Site Visit - Key notes

- SA undertook a site visit to 20 Bonhill Street to gain a greater understanding of the emission hotspots, actions taken to date and opportunities for reduction
- The building is largely comprised of exposed concrete with high ceilings and significant thermal mass which is highly efficient for heat loss management/space cooling, no finishing - reduction in replacement and repair
- KN have a 15-year maintenance lease
- Already implemented many energy efficiency actions:
    - LED lighting & PIR sensors (ensure used everywhere – e.g. plant/server rooms)
    - Heating controls limited to +/- 1'C adjustments
    - Green roofs – minimise heat loss and biodiversity enhancements
    - Heating/cooling dead zone – currently 2'C (consider expanding and review for seasonal conditioning)
    - Heat pump used for ground floor/comms rooms
    - Minimising water heating – Zip-taps – point of use heat supply, programme timers
    - Flexible space usage – close unused floors on Mondays (consider other days)
    - BMS per floor allows for increased control over environmental conditions
    - Solar on roof – to discuss with landlord about usage

Site Visit – Recommendations

- Resolve meter issues with MAPP – duplicate entries for gas, ensure readings are half hourly and remote monitoring to flag high usage/errors to mitigate issues in real-time
- Minimise unnecessary energy consumption – expand heating/cooling dead zone, power-down screens in unused rooms/floors, reduce access to unregulated energy consumption (plugs in reception and on all desks), communicate expectation to switch off rather than leave on stand-by, review quantity of lights/screens left on during day, consider energy alongside aesthetics
- Review building energy usage patterns – flex usage by occupancy/floor – expand the initiative to other low usage days, consider how desks are booked – open floor by floor or create zones for teams, investigate use of isolated switches to 'power down' unused equipment
- Develop an asset list for all energy consuming equipment – track energy hotspots, monitor age/usage of equipment, optimise replacement cycles, capital depreciation planning
- Improve signage for waste disposal and communication with employees to ensure appropriate waste streams are used and reduce disposal quantities.

Annex: Additional Analysis

Kingsley Napley: Projected pathways

Emissions: Scopes & Categories	2024	2030	2035	2040	2044	% Reduction 2024 - 30	% Reduction 2024 - 35	% Reduction 2024 - 40	% Reduction 2024 - 44
Scope 1: Stationary Combustion	123.47	64.02	22.90	0.10	0.10	-48%	-81%	-100%	-100%
Scope 1: Refrigerants	-	-	-	-	-	-	-	-	-
Scope 2: Electricity (market based)	-	-	-	-	-	-	-	-	-
Scope 3 Cat 1: Purchased goods and services	2,524.26	1,782.13	1,252.03	721.94	191.84	-29%	-50%	-71%	-92%
Scope 3 Cat 2: Capital Goods	45.18	31.90	22.41	12.92	3.43	-29%	-50%	-71%	-92%
Scope 3 Cat 3: Fuel & energy related activities	63.88	55.03	49.40	44.27	41.30	-14%	-23%	-31%	-35%
Scope 3 Cat 4: Upstream Transportation	17.28	12.20	8.57	4.94	1.31	-29%	-50%	-71%	-92%
Scope 3 Cat 5: Waste	2.01	1.46	1.46	1.46	1.46	-27%	-27%	-27%	-27%
Scope 3 Cat 6: Business Travel	118.42	83.63	58.76	33.88	9.05	-29%	-50%	-71%	-92%
Scope 3 Cat 7: Employee Commuting	121.93	91.13	69.13	47.13	25.14	-25%	-43%	-61%	-79%
Scope 3 Cat 15: Investments	0.25	0.18	0.12	0.07	0.02	-29%	-50%	-71%	-92%

**Emissions from transition of ICE vehicles to EVS*

Kingsley Napley: Glidepath model assumptions

Scope	Category	Glide Path assumptions
1	Stationary combustion	Assumed an annual 2% reduction in fuel consumption and a conversion of natural gas to biogas at a rate of 5% per year until all consumption sourced from biogas
1	Refrigerants	It has been assumed that there will continue to be no top-ups of refrigerant gases
2	Electricity (location based)	Assumed a 2% reduction in electricity consumption annually. Also assumed a 5% per annum conversion from 'Brown' electricity to 'Green (contract' electricity)
2	Electricity (market based)	
3	Purchased Goods & services	Assumed a 4.2% annual reduction in emissions, in-line with SBTi 1.5 degree Celsius pathway
3	Capital Goods	Assumed a 4.2% annual reduction in emissions, in-line with SBTi 1.5 degree Celsius pathway
3	Fuel & energy related activities	Follows the decarbonisation of Scope 1 and 2 fuel and energy
3	Upstream Transport	Assumed a 4.2% annual reduction in emissions, in-line with SBTi 1.5 degree Celsius pathway
3	Waste	Assumed a 5% reduction in waste disposal per year.
3	Business travel	Assumed grey fleet vehicles are transitioned to EV at a rate of 2.5% per year, assumed that 50% transition to hybrid and 50% transition to EV. Phase hybrids out post 2040. For all other business travel, assumed a 4.2% annual reduction in emissions, in-line with SBTi 1.5 degree Celsius pathway
3	Employee commuting	Assumed employee vehicles are transitioned to EV at a rate of 10% per year to 2032, then 15% to 2038, then 30% to 2042, then 100% EV from 2042. It is assumed that 70% of transitioned milage by hybrid and 30% by EV to 2027, then 50% to both hybrid and EV and then 100% to EV post 2030. For all other business travel, assumed a 4.2% annual reduction in emissions, in-line with SBTi 1.5 degree Celcius pathway
3	Employee homeworking	Assumed a 4.2% annual reduction in emissions, in-line with SBTi 1.5 degree Celsius pathway
3	Investments	Assumed a 4.2% annual reduction in emissions, in-line with SBTi 1.5 degree Celsius pathway