

Foot Anstey Carbon Reduction Plan 2026

Commitment to achieving net zero

Foot Anstey Group is committed to achieving net zero emissions by 2050.

Being responsible isn't just the right thing to do – it's smart business. It helps us reduce risks, attract top talent who want to work with top clients and create a more sustainable and successful business.

That's why we're investing at least 1% of our net profits in building a responsible business programme that delivers for our people, our planet and our business.

We consider environmental management and the promotion of sustainable operations to be of prime importance and we are fully committed to the improvement of our environmental performance. That is why we have committed to complying with relevant guidance and regulation and by adopting modern methods of environmental management and sustainable development to improve environmental performance.

We have attained ISO14001 certification for the Bristol office and have committed to submitting science-based carbon reduction targets for validation by the Science Based Targets initiative in 2026.

Baseline emissions footprint

The inventory has been prepared in accordance with the requirements of the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004).

Baseline year: Financial year ending April 30 2025

Additional details relating to the baseline emissions calculations:

We have adopted a baseline year starting 1 May 2024 – 30 April 2025. This timeline is the same as our financial year and will also be used as the baseline year for our science-based targets. The growth of the group in 2025 will lead to a restatement of this baseline from 2026 as we look to incorporate a new entity under the operational control methodology.

Baseline year emissions:

| Emissions | Total (tCO ₂ e) |
|-----------|--|
| Scope 1 | 1.1 |
| Scope 2 | (Location based) 96.7 (Market based) 62.2 |

Scope 3 (included sources)

| | | |
|-----------|------------------------------------|---------|
| Scope 3.1 | Purchased goods and services | 1,573.8 |
| Scope 3.2 | Capital goods | 38.1 |
| Scope 3.3 | Fuel and energy related activities | 79.7 |

| | | | |
|------------------------|----------------------|--|--|
| | Scope 3.4 | Upstream transportation and distribution | 3.0 |
| | Scope 3.5 | Waste generated in operations | 5.0 |
| | Scope 3.6 | Business travel | 168.3 |
| | Scope 3.7 | Employee commuting | 419.9 |
| | Scope 3 total | | 2287.8 |
| Total emissions | | | (Scope 2 location-based methodology) 2385.6 (Scope 2 market-based methodology) 2351.1 |

Current emissions reporting

Current year: Financial year ending April 30 2025

Additional details relating to the baseline emissions calculations:

As this is our first reporting year under this plan, our current emissions equal our baseline emissions.

Baseline year emissions:

| Emissions | Total (tCO2e) |
|----------------|--|
| Scope 1 | 1.1 |
| Scope 2 | (Location based) 96.7 (Market based) 62.2 |

| | | | |
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|------------------------|--|--|--|

Emissions reduction targets

Our overarching ambition is to achieve net zero emissions before 2050 at the latest, in line with the Climate Change Act as set out by government.

To continue our progress, we have committed to set science-based targets through the Science Based Targets initiative and are in the process of having those targets finalised and approved. The targets will align with the ambition to limit warming to 1.5degC and will be published in 2026.

In the immediate term we continue to focus on delivering on our carbon reduction projects, are investing in improving our data accuracy and supply chain understanding, and improving transparency by reporting our emissions publicly in our annual Responsible Business Report.

Carbon reduction projects

Completed carbon reduction initiatives

While the firm is in the process of submitting targets to the Science Based Targets initiative, it has continued working to reduce its carbon footprint across all scopes. Reporting has not been conducted beyond the established baseline year and so an actual reduction amount is not yet measured for publishing.

The following environmental management measures and projects have been completed or implemented since the 2024-2025 baseline.

Certification

In 2025 the firm attained ISO14001 certification for its Bristol office, demonstrating our commitment to environmental management in this location which is a key office for hosting client meetings, corporate events and regional engagement. The building itself is BREEAM rated, which further supports our wider sustainability objectives of ensuring the spaces we occupy align with our carbon reduction ambitions.

Our premises

- As a high growth business with a broad geographical footprint, we invest in having the right premises in the right place for our people and clients. Over the last two years we have relocated to more energy-efficient premises in both London and Oxford – eliminating gas dependency entirely in the latter – refurbished existing spaces and consolidated spaces.
- As part of the Energy Savings Opportunity Scheme, and to support our environmental commitments. The firm has invested in reducing energy use across its estate. This includes:
 - Improving our energy management practices, such as putting in place an energy metering and data management plan
 - Working with our landlords to improve access to accurate energy consumption data
 - Energy monitoring and targeting to identify wastage and optimise consumption
 - Rolling out a lighting upgrade programme across the estate, installing LED replacements and introducing passive controls to reduce operation in unoccupied spaces.

- Working to optimise our HVAC systems, adjusting heating and cooling to reflect occupancy and ensure efficient operation and replacing aged air-conditioning systems where needed with more efficient models.
- We ensure that end-of-life appliances are replaced with energy-efficient models, prioritising those with high energy-performance ratings.
- Installing timer controls to reduce heating time and heat losses in electric hot water heaters.

Travel and commuting

- All our offices are deliberately chosen to be located near public transport hubs to encourage more sustainable forms of commuting
- As a business we embrace flexibility, encouraging our people to work where it is most effective. To support this, we have invested in remote working technology and created more agile workspaces in our offices.
- We are focussed on improving our access to, and management of, environmental data. In late 2024, the firm introduced a travel booking system. As well as making it easier for colleagues to manage their travel needs, the system produces detailed data which will be used to support travel reduction initiatives and improve carbon reporting.
- In late 2024 we ended the use of leased company cars, reducing our scope 1 emissions.

Waste

- We have introduced new waste reduction and management approaches over the last year following new government guidance.
- We continue to promote lower paper consumption, investing in smarter printers and signing the Greener Litigation Pledge in 2025.
- We actively minimise waste by prioritising the reuse and redistribution of office furniture and equipment. Wherever possible, items that are no longer required are rehomed within other offices within the portfolio. Where internal use is not viable, we donate suitable furniture and equipment to schools, charities, community organisations or social enterprises, ensuring that these items continue to provide value while avoiding unnecessary disposal.

Stakeholders

Our people are a key part of our reduction journey. We continue to support and encourage our Climate Connections Group. The group supports our ongoing internal awareness campaigns encouraging energy-saving behaviours, equipment shutdowns and reporting inefficiencies. They also support our push towards active travel and help promote our EV car leasing and Cycle-to-Work schemes.

The firm is also a signatory to the Chancery Lane Project.

Transparency and reporting

We committed to holding ourselves accountable through transparent reporting of our environmental commitments and plans through our Responsible Business Report, Ecovadis and Carbon Disclosure Project (CDP) submissions.

As the reporting year is the same as the baseline year, we are yet to fully quantify the carbon

emission reductions achieved by our actions. We expect to continue to drive reductions in our scope 1 and scope 2 emissions against the 2024-2025 baseline and the measures will be in effect when performing the contract.

Future carbon reduction initiatives

In the future we will focus on:

The optimisation of our suite of offices.

- Seeking more energy efficient premises as our leases expire.
- Encouraging our landlords not currently on renewable tariffs to move to renewable energy supplies where possible.
- Implementing HVAC and energy efficiency measures outlined in our ESOS action plan.
- Working with our landlords to improve EPC ratings, enable better energy monitoring, and support compliance with Minimum Energy Efficiency Standards (MEES).

Operational and Strategic Actions

- Submitting targets for verification to the Science Based Targets initiative in 2026.
- Continuing to improve our ISO14001 processes to maintain our certification and reap the benefits of better environmental management.
- Taking actions to improve measurement and reporting to maintain or improve our Ecovadis and Carbon Disclosure Project ratings.

Scope 3

Our short-term focus is on improving the quality of our scope 3 data and getting a clearer understanding of our supply chain and opportunities for carbon reduction. This includes:

- Working with our suppliers to embed our new supplier code of conduct.
- Improving the quality of data used in calculating our emissions with a view to acquiring more accurate inputs for scope 3 Goods and Services measurement.
- Participating in the TravelWest Bristol Survey and expanding it to capture travel patterns across all of our premises and improve reporting. This will give us an opportunity to feed into carbon strategies across Bristol; help us build a more accurate picture of our travel behaviour; and enable us to measure our progress toward reducing car dependency.

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 standardⁱ and uses the appropriate government emission conversion factors for greenhouse gas company reportingⁱⁱ.

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) Standardⁱⁱⁱ.

The contents of this Carbon Reduction Plan have been agreed by the firm's partnership.

Signed on behalf of the supplier:



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Martin Hirst, Managing Partner

Date: 23 March 2026

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

ⁱⁱ www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

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