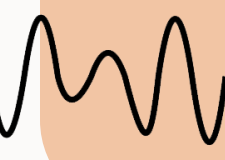


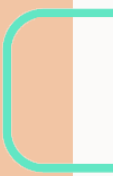
A low-angle, upward-looking photograph of modern skyscrapers and lush green trees against a clear blue sky. The image is framed with rounded corners. There are decorative elements: a pink bracket-like shape in the top left and a white wavy line in the top right.

2024-25 Sustainability Data Report

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ScotchPartners

Building Services | Energy | Sustainability | Acoustics

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Sustainability Data Report

This report provides the data for Scotch Partners' Sustainability Reporting period covering June 2024 to May 2025. It is intended as a data report rather than a full sustainability report and outlines Scotch Partners' quantitative and qualitative key performance metrics across Environmental, Social, and Governance (ESG) areas.

This report does not represent the full scope of our sustainability approach as presented in previous sustainability reports. For a comprehensive overview of our sustainability strategy, initiatives, and performance, please refer to the 2023–2024 Sustainability Report.

We expect to publish a full Sustainability Report covering the period June 2025 to May 2026, which will provide a more detailed assessment of our sustainability performance, commitments, and progress.

A range of sustainability initiatives have been implemented throughout the reporting period and continue to be developed. Details of our latest initiatives and achievements will be included in the June 2025 to May 2026 Sustainability Report. For our 2024–25 reporting year, we have introduced several new key metrics, including operational energy intensity and women in leadership. We consider these metrics to provide a meaningful reflection of our performance and will continue to track and report on them going forward as part of our ongoing commitment to monitoring and improving our sustainability progress.

Scotch Partners remains committed to achieving net zero greenhouse gas emissions across Scope 1, Scope 2, and Scope 3 emissions by 2045, and to becoming carbon neutral by 2028.

Our carbon neutrality target for 2028 will be achieved through a combination of emissions reduction measures and the use of verified carbon offsets for any residual emissions that cannot yet be eliminated. Our longer-term net zero commitment focuses on the continued reduction of emissions across our operations and value chain, with the aim of minimising reliance on offsets and achieving a sustainable balance between emissions produced and removed by 2045.





Key Performance Metrics

Metric	2023-24	2024-25	% Change (from previous year)
Number of Employees	51	60	+18%
Total Greenhouse Gas Emissions (tCO ₂ e)	57.18	61.24	+7%
Greenhouse Gas Emissions Per Employee (tCO ₂ e)	1.12	1.01	-10%
Operational Energy Intensity (kWh/m ² /year)*		73.65	
Potable Water Intensity (l/p/d)*		12.67	
Waste Diverted from Landfill (%)*		39.84	
Number of Work-Related Accidents	0	0	0%
Number of Mental Health First Aiders	3	3	0%
Women Employees (%)	43	38	-12%
Women in Leadership (%)*		33	
Ethnic Diversity (%)* <i>Of those who shared their ethnicities</i>	7.5	10.2	+36%
Ethnic Diversity in Leadership (%)*		0	
CPD and 'Lunch & Learn' Sessions	17	16	-6%
Average Attendance Per CPD Session	7.6	12.1	+59%
Volunteering Hours* <i>Volunteer day introduced halfway through reporting year</i>		22.5	
London Living Wage Compliance (%)*		100	
Project Building Certifications Achieved*		9	

* New KPIs tracked for 2024-25



Carbon Footprint Results

Scope	2023-24 tCO ₂ e (Base Year)	2024-25 tCO ₂ e	Change in Emissions (%)
Scope 1	9.48	3.92	-59%
Scope 2	1.62	4.66	+187%
Scope 3	41.52	52.66	+27%
Total	52.62	61.24	+16%
Emissions Per Employee	1.14	1.02	-11%



Greenhouse Gas Emissions: Breakdown

Emissions Source	2022-23 (Base Year)		2024-25		Change in Emissions
	tCO ₂ e	%	tCO ₂ e	%	
Scope 1					
Natural Gas	0.13	<1%	0.08	<1%	-42%
Refrigerants	9.35	18%	3.85	6%	-59%
Scope 2					
Electricity	1.62	3%	4.66	8%	+187%
Scope 3*					
3.1 Purchased Goods and Services	3.45	7%	3.34	5%	-3%
3.2 Capital Goods	1.78	3%	3.25	5%	+83%
3.3 Well-to-Tank	4.91	9%	6.58	11%	+38%
3.5 Waste	0.16	<1%	0.12	<1%	-23%
3.6 Business Travel	5.54	11%	6.10	10%	+10%
3.7 Employee Commuting	25.70	49%	33.05	54%	+29%
Total	52.62		61.24		+16%

* Scope 3 Categories 8-15 are not applicable to Scotch’s operations and Category 4 was excluded.

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