



Cabinet Office

Carbon Reduction Plan

Supplier name: Ryden LLP

Publication date: 1 May 2024

Commitment to achieving Net Zero

Ryden is committed to achieving Net Zero emissions by 2035.

Baseline Emissions Footprint

Baseline Year: 2022	
Additional Details relating to the Baseline Emissions calculations.	
Ryden began measuring environmental emissions in January 2022 covering Scope 1, 2 and 3 using a finance-based software integration. 2022 is our baseline year and our future targets will be set based on this year.	
Baseline year emissions: 2022	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	32.47
Scope 2	45.61
Scope 3 (Included Sources)	149.56 45.01 – Employee Commuting 46.89 – Business Travel 0.71 – Waste Generated 56.95 – Other

	<p>Upstream transportation and distribution figures are unavailable during this reporting period. As a service company upstream transportation is minimal – occasional office supplies and electrical equipment. There is no distribution of products</p> <p>No products are produced so there is no downstream transportation or distribution</p>
Total Emissions	227.64

Current Emissions Reporting

Reporting Year: 2023	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	6.5
Scope 2	11.24
Scope 3 (Included Sources)	189.37 57.53 – Employee Commuting 84.00 – Business Travel 1.00 – Waste Generated 46.84 – Other Upstream transportation and distribution figures are unavailable during this reporting period. As a service company upstream transportation is minimal – occasional office supplies and electrical equipment. There is no distribution of products No products are produced so there is no downstream transportation or distribution
Total Emissions	207.11

Emissions reduction targets

Scope 1

Target met.

Emissions were reduced by 80% in 2023. This reduction was achieved by moving three premises to energy efficient buildings with no Scope 1 emissions in the space occupied.

Scope 2

Target met.

Emissions were reduced by 75% in 2023. This reduction was achieved by moving three premises to energy efficient buildings entirely powered with renewable energy.

Scope 3

Target missed.

Emissions have increased by 27% in 2023. Employee commuting increased as more people returned to the office, this pattern has now stabilised. There was also an increase in business travel, this pattern has now stabilised.

Scope 1, 2 & 3

Target met.

Overall, emissions were reduced by 9.02% in 2023. The target was at least 5% per annum.

Ryden has adopted the following carbon reduction targets for 2024:

Scope 1

Remain at the current level. Further emissions reductions will be implemented at lease break event in 2025 when the final large office will move to an energy efficient building.

Scope 2 reduction target for 2024:

Remain at the current level. Further emissions reductions will be implemented at lease break event in 2025 when the final large office will move to an energy efficient building.

Scope 3 reduction target for 2024:

Reduce emissions by 10%. A more accurate measurement of business travel has been put in place reflecting type of vehicle used and number of miles covered.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been started since the 2022 baseline:

- The Glasgow, Aberdeen and Leeds offices moved to refurbished premises with renewable energy sources and facilities for active travel. This has resulted in significant reductions in Scope 1 and 2 emissions. The Edinburgh office will move in 2025 bringing further reductions.

- A new process to measuring the number of miles covered by business travel and the type of vehicle used was begun in 2024. It will bring more accurate reporting and be used to motivate individuals to take ownership of their emissions and make good choices.
- A Travel Policy was launched in 2023 encouraging the use of active travel and public transport and restricting the use of flights.
- The salary sacrifice scheme for electric company vehicles and offering contributions towards the installation of electric charging points is promoted regularly to encourage individuals to swap to EVs when their vehicle is up for renewal.
- Introduction of the gamification of emissions reductions through access to an app that encourages the Partner/employee to record work and lifestyle behaviours and compete to see who can make the most changes to improve their reductions.
- Partners/employees are offered the opportunity to participate in a conservation volunteering day each year.
- The purchase of single use plastics has been stopped. Partners/employees are encouraged to use refillable cups and bottles. All waste generated at office locations is sorted and recycled.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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:

Fiona Drennan, Ryden

Date: 1 May 2024

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

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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