OUR COMMITMENT TO ACHIEVING NET ZERO

Stiles Harold Williams Partnership (SHW) LLP is committed to reducing emissions to a residual level in line with the 1.5 °C scenarios by no later than 2050, in alignment with the SBTi Corporate Net Zero Standard.

Baseline Emissions – (Reporting Period: 01 April 2023 to 31 March 2024)

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced before the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

The baseline year also captures the 1st year in which SHW achieved Planet Mark Business Certification.

Reporting Year: 2024/2025 01 April 2023 - 31 March 2024	*Our base year for Scope 1, Scope 2, and Scope 3 emissions is defined as 1st April 2023 – 31st March 2024.* *Scope 1, 2 and 3 emissions have been calculated following Streamlined Energy and Carbon Reporting (SECR) requirements.* *The Scope 3 categories measured include:* *Purchased Goods & Services (partial measurement)* *Fuel & Energy-Related Activities (partial measurement)* *Waste* *Business Travel*
Emissions	**Total (t CO_2e)**
Scope 1 *Gas usage*	10
Scope 2 (market-based) *Electricity consumption*	8.3
Scope 3 *Purchased Goods & Services (partial measurement)* *Fuel & energy-related activities (partial measurement)* *Waste* *Business travel*	68.9
Total Emissions (tCO_2e)	**87.1**

Reporting Boundaries/Exclusions – Baseline Year

Scope 3

- ***Purchased Goods & Services:*** *Marked as a 'partial measurement' due to the inclusion of Paper & Water Supply only in YE2024, not measuring all emissions relating to this category.*
- ***Fuel & Energy-Related Activities:*** *Marked as a 'partial measurement' due to the inclusion of only Transmission & Distribution Losses from Electricity.*

Current Emissions – (Reporting Period: 01 April 2024 to 31 March 2025)

The table below shows the current emissions from SHW's operations, which differ from the baseline year.

Reporting Year: 2024/2025 01 April 2024 to 31 March 2025	**2024/2025** (01 April 2024 to 31 March 2025) *Our current emissions for Scope 1, Scope 2, and Scope 3 emissions are defined as 1st April 2024 – 31st March 2025.* *Scope 1, 2 and 3 emissions have been calculated following Streamlined Energy and Carbon Reporting (SECR) requirements.* *The Scope 3 categories measured include:* *Fuel & Energy-Related Activities (partial measurement)* *Waste* *Business Travel*
Emissions	**Total (t CO_2e)**
Scope 1 *Gas usage*	3.8
Scope 2 (market-based) *Electricity consumption*	11
Scope 3 *Fuel & energy-related activities (partial measurement)* *Waste* *Business travel*	103
Total Emissions (tCO_2e)	**117.9**

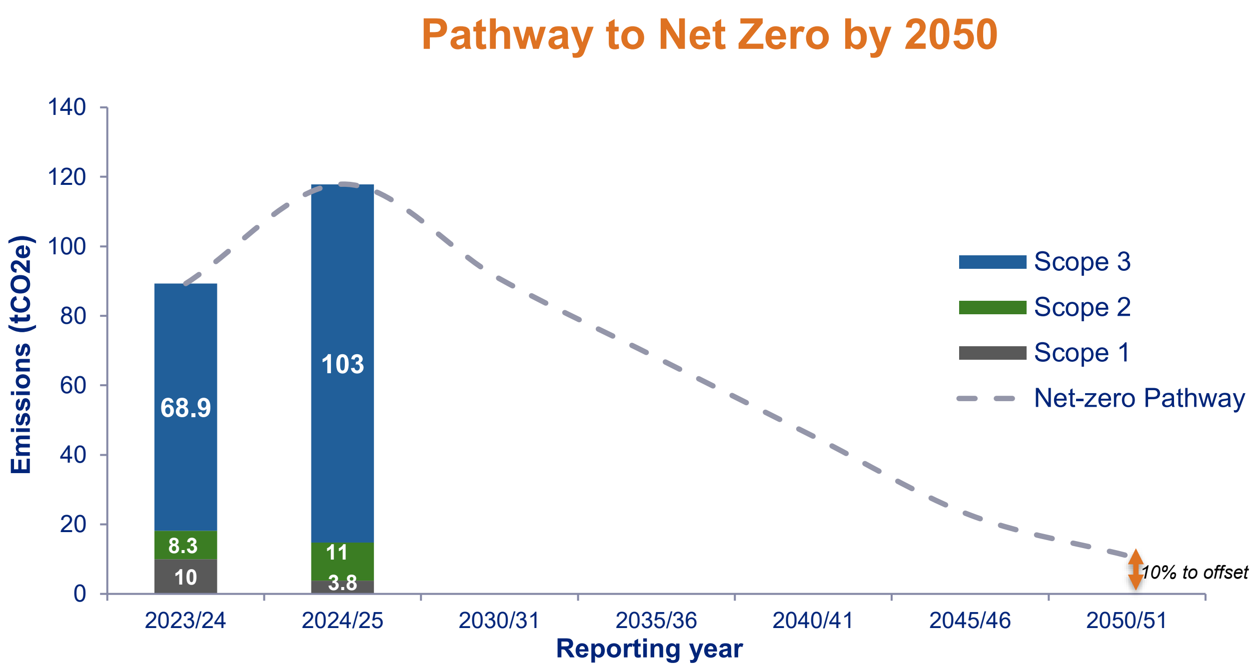
Reporting Boundaries/Exclusions – Current Emissions

Scope 3

- ***Purchased Goods & Services and Employee Commuting*** *have been excluded due to changes in the GHG Protocol and change in existing Planet Mark membership.*
- ***Fuel & Energy-Related activities:*** *now includes well-to-tank emissions associated with Scope 1 & 2 emissions added to the existing Planet Mark membership.*

Emissions Reduction Targets

In line with the Science-Based Targets Initiative (SBTi), Stiles Harold Williams Partnership (SHW) LLP is committed to reducing at least 90% of our emissions Scopes 1, 2, and 3 by **9% annually** (from our 2023/2024 baseline year) to continue progressing towards Net Zero by 2050.



Limitations

Over the past year, the business has expanded, adding new offices to our corporate portfolio. As a result of this growth, we anticipate a corresponding increase in carbon emissions.

We will ensure that our emissions-reduction targets remain aligned with the SBTi Corporate Net-Zero Standard and the global goal of achieving net zero by 2050. We will review our emissions annually to monitor progress and ensure performance improvements are accurately reflected. Our base year will remain consistent unless recalculation is required due to significant structural changes, in line with SBTi criteria

Completed / Ongoing Carbon Reduction Initiatives

In 2025, the Sustainability Team continued to advance SHW's sustainability journey by raising awareness and delivering practical improvements across our offices.

During the first quarter, we worked with our Green Champions to complete energy audits and identify quick wins to reduce Scopes 1 and 2 emissions. Food caddy bins were also rolled out in line with the new Recycling Scheme.

Our team expanded in October 2025 with the addition of a Sustainability Assistant, who will support awareness, engagement, and emissions-reduction initiatives.

We maintained our ISO 14001 certification through ongoing energy-saving campaigns and switch-off initiatives.

In December 2025, automatic meter readers (AMRs) were installed on almost all electricity meters in our offices, enabling accurate consumption monitoring and helping us measure the impact of initiatives planned for 2026. The offices where we installed AMRs are Brighton, Crawley/Gatwick, South London, Hampshire, London, South West London and West Sussex Coast.
Looking ahead, we plan to run more sustainability events, challenges, and campaigns through our Net-Zero team, encouraging colleagues to take an active role in our journey to net zero by 2050.

Future Carbon Reduction Initiatives

Business Travel	
Ongoing	**Sustainable Travel Policy:** Develop and communicate a company-wide Sustainable Travel Policy.
Ongoing	**Reducing Travel Emissions, Awareness & Hierarchy:** Promote awareness of the *Business Travel Hierarchy* to encourage mindful travel decisions.
TBC	**Sustainable Travel Incentives:** Continue promoting carpooling incentives and the *Bike2Work* scheme and review the implementation of an EV car scheme by 2028.

Energy	
Completed	**Energy Monitoring:** We currently monitor our monthly consumption via monthly reads and bills. Provide quarterly office consumption data to stakeholders and implement initiatives or interventions to reduce energy consumption by 2%. Providing office-specific energy consumption insights to employees to influence and encourage positive behaviour change.
Completed	**Data Quality Improvement:** In December 2025, we installed Automated Meter Readers (AMRs) at 80% of our offices to accurately monitor our scope 2.
Ongoing	**Renewable Energy Transition:** Engage with office landlords to accelerate the adoption of renewable energy. Currently, **63%** of our offices are powered by REGO-certified renewable sources, and our goal is to increase this to at least **80%** by the end of 2026.
TBC	**Hybrid Policy & Home Energy Usage:** Assess the number of employees working from home under a renewable energy tariff.

Waste	
Ongoing	**Waste Monitoring:** We aim to improve the accuracy of our waste data by sharing results from the new ISO14001- focused quarterly office audits.
Ongoing	**Waste awareness:** We aim to continue promoting awareness about waste segregation and minimising unnecessary printing. Peer-to-peer and Supplier service partner knowledge sharing sessions/webinars and intranet posts.

ESG	
Environmental	**Environmental Awareness:** In 2026, we aim to raise employees' environmental awareness by hosting events, webinars, and knowledge-sharing sessions.
Social	**Community Engagement:** We aim to actively participate in CSR initiatives, particularly those focused on climate-related events.
Governance	**Sustainability Reporting:** By the end of 2026, we aim to publish our first Group Sustainability Report.

Our Clients and Services

As we implement operational changes to meet our carbon reduction goals, we aim to increase awareness among our clients. We currently support them through climate-risk and legislative guidance, promote circular-economy principles across projects, and encourage building upgrades that enable more sustainable, future-ready assets.

Declaration and Sign-off

This Carbon Reduction Plan has been completed by PPN 06/21 and the associated guidance and reporting standards for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and using the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported by SECR requirements, and the required subset of Scope 3 emissions has been reported (where available) in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard. This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

This Carbon Reduction Plan has been reviewed and signed off by the Managing Director at Stiles Harold Williams Partnership LLP.

Russell Markham
Managing Partner | Stiles Harold Williams Partnership LLP

Date: 23rd March 2026