



Cabinet Office

CARBON REDUCTION PLAN GUIDANCE

Notes for Completion

Where an In-Scope Organisation has determined that the measure applies to the procurement, suppliers wishing to bid for that contract are required at the selection stage to submit a Carbon Reduction Plan which details their organisational carbon footprint and confirms their commitment to achieving Net Zero by 2050.

Carbon Reduction Plans are to be completed by the bidding supplier entity and must meet the reporting requirements set out in supporting guidance and include the supplier's current carbon footprint and its commitment to reducing emissions to achieve Net Zero emissions by 2050.

The Carbon Reduction Plan should be updated regularly (at least annually) and published and clearly signposted on the supplier's UK website. It should be approved by a director (or equivalent senior leadership) within the supplier's organisation to demonstrate a clear commitment to emissions reduction at the highest level. Suppliers may wish to adopt the key objectives of the Carbon Reduction Plan within their strategic plans.

A template for the Carbon Reduction Plan is set out below. Please complete and publish your Carbon Reduction Plan in accordance with the reporting standard published alongside this PPN.

Carbon Reduction Plan

Supplier name: **Mears Group PLC**

Publication date: **28 March 2022 (updated)**

Commitment to achieving Net Zero

Mears Group PLC is committed to achieving:

- Net Zero Carbon across our operations by **2030**
- Net Zero Carbon across our wider value chain by **2045**

Baseline Emissions Footprint

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

Baseline Year: 2021

Additional Details relating to the Baseline Emissions calculations.

Mears Group PLC (“Mears”) approach to Sustainability (ESG) is built upon reducing emissions, improving people’s lives, and creating value through robust, ethical, and transparent business practices. It demonstrates a clear ambition to be considered as the most socially responsible business in our sector. Mears recognises that climate change is both a business risk and opportunity and that we have a responsibility as an ethical service provider to measure, monitor and reduce our carbon footprint. Mears has a declared target to achieve:

- Net Zero Carbon across our operations by 2030
- Net Zero Carbon across our wider value chain by 2045

A Net Zero Carbon Strategy & Science Based Transition Plan is in development and will be completed during 2022 alongside verification of Mears 2021 footprint. This exercise includes an assessment of our organisational boundary, scope and data collection and reporting processes. Where a material change is identified that will enhance our approach Mears will improve our reporting approach going forward to ensure that we maximise the impact of our activity.

Mears undertakes carbon footprint measurement annually, which is externally verified every three years. From 2021, this verification exercise will be undertaken annually. Mears utilises the GHG Protocol Corporate Standard. Scope 1 and 2 GHG emissions have been reported in full and initial Scope 3 emissions on colleague commuting and expensed fuel. Scope 3 emissions organisational boundary is being expanded during 2022/23 and additional Scope 3 emissions will be reported following completion of screening assessment and broadened scope. Emissions set out below are measured in tCO₂e.

Baseline year emissions: 2021	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	36,397
Scope 2	6,449
Scope 3 (Included Sources)	265 (Colleague commuting and expensed fuel)
Total Emissions	43,111

Current Emissions Reporting

Reporting Year: 2021	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	36,397
Scope 2	6,449
Scope 3 (Included Sources)	265 (Colleague commuting and expensed fuel)
Total Emissions	43,111

Emissions reduction targets

Mears Group PLC (“Mears”) recognises our responsibility as an ethical service provider to measure, monitor and reduce our carbon footprint. Mears has a declared target to achieve:

- Net Zero Carbon across our operations by 2030
- Net Zero Carbon across our wider value chain by 2045

Mears has adopted the United Nations Sustainable Development Goals (UNSDGs) and is currently developing a Net Zero Carbon Strategy and a Science-Based Transition Plan to achieve our commitments. This includes expected targets on:

- Transitioning the Mears fleet of c3200 vehicles to EV by 2030
- Utilising 100% renewable energy within Mears Group PLC
- Achieving a Zero Waste Index score of 1.5 degrees Celsius by 2030

- Increasing Mears recycling rate year on year from a baseline of 90% of all waste generated or secured from properties

Mears will be joining the Science Based Targets initiative (SBTi) and Carbon Disclosure Project in the future. Our targets and approach will be refined following completion of the Strategy in 2022. This will include a comprehensive approach to climate change adaptation through altering our behaviour, systems, and operating processes to protect our environment in which we live from the impacts of climate change.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented. Ongoing carbon reduction reporting will be refined following completion of our Net Zero Carbon Strategy & Transition Plan and verified 2021 carbon footprint:

- Created a Carbon Reduction Team internally to coordinate all carbon reduction activity across Mears Group PLC
- Created a Net Zero Carbon Framework that sets out our ambition to achieve Net Zero Carbon by 2030 across our operations and by 2045 across our value chain
- Ongoing engagement of our suppliers as part of our Supplier Commitments to Social & Diversity Impact Charter to make positive choices in our supply chain that will reduce our impact on the global environment
- Driving our Healthy Planets Social Value theme to make a positive contribution to the planet including working with the Solutions for the Planet initiative with schools in the communities in which we serve
- Achieved over 90% recycling rate of all waste generated
- Maintained ISO14001 Environmental Management accreditation
- Created and implemented Level 1 and Level 2 Understanding Carbon Awareness & Energy Management qualifications for colleagues
- Implemented energy awareness as part of Mears colleague induction programme
- Signatories to FTSE4Good to underline Mears Group position as an ethical service provider
- Supported our clients to transition to Net Zero Carbon
- Promoted our Cycle to Work scheme to encourage behaviour change

In the future we hope to implement further measures such as¹:

- Strategy: Publish the Mears Group PLC Net Zero Carbon Strategy & Transition Plan to achieve Net Zero Carbon by 2030 (operationally) and 2045 (value chain)
- Scope 3: Expand the organisational boundary of Scope 3 emissions and complete screening assessment and refined baseline footprint in future
- Targets: Set Science Based Targets and submit to the Science Based Targets Initiative (SBTi) and Carbon Disclosure Project (CDP)
- Fleet: Implement our plan to transition the Mears fleet of c3200 vehicles to EV by 2030 and work with partners to implement a EV charging infrastructure. Implement enhanced driver awareness training to minimise unnecessary travel and reduce fuel usage
- Renewable Energy: Purchase 100% of REGO confirmed renewable energy across the Mears Group estate
- Waste Reduction: Achieve a Zero Waste Index score of 1.5 degrees Celsius by 2030
- Waste Reduction: Continue to increase our recycling rate year on year from a baseline of 90% of all waste generated or secured from properties
- Value Chain: Review and update our 'Supplier Commitments to Social & Diversity Impact Charter'
- Governance: Maintain ISO14001 Environmental Management certification
- Estates: Carry out an audit of Mears owned and leased premises across the estate to establish opportunities for energy consumption reduction including LED lighting and implementation of energy management systems
- Awareness: Undertake a colleague awareness campaign to include delivery of Carbon Awareness training to 100% of Mears colleagues by end of 2023
- Service: Identify and implement service changes that have a direct impact on carbon reduction whilst ensuring an excellent customer experience is maintained and VFM for clients is demonstrated

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 Protocol Corporate Standard² and uses

¹ Dates TBC

² <https://ghgprotocol.org/corporate-standard>

the appropriate Government emission conversion factors for greenhouse gas company reporting³.

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 GHG Protocol Reporting Standard.

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:



Alan Long, Executive Director, Mears Group PLC

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Date: 28 March 2022

³ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>