

Carbon Reduction Plan

Supplier name: Pickfords Move Management Ltd

Publication date: 30/06/2025

Commitment to achieving Net Zero

Pickfords Move Management Ltd is committed to achieving Net Zero emissions by 2050

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: 2019/2020	
Additional Details relating to the Baseline Emissions calculations.	
Scope 1: Vehicle and fuel usage and Van travel and distribution Scope 2: Electricity Scope 3: Elements including Outsource Logistics- Air, Well-to-Tank, Outsourced Logistics - Sea, Electricity transmission and distribution and Home Workers. The emissions reported are market-based, elements that were excluded from this assessment are purchased goods and services, capital goods, upstream transportation and distribution, waste generated in operations, and employee business travel. These were excluded due to limitations in acquiring the relevant activity or spend based data for this period. Pickfords has now included these in their current reporting year emissions total. For all other Scope 3 elements not mentioned above, these were deemed not relevant to Pickfords's business operations, and hence they are not applicable.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	1,166.91
Scope 2	523.92
Scope 3 (Included Sources)	3,558.54
Total Emissions	3,751.32

Tonnes of CO2e per employee	13.64
Tonnes of CO2e per £M turnover	94.94

Current Emissions Reporting

Reporting Year: 2023/2024	
Additional Details relating to the Current Emissions calculations.	
Pickfords have now included all relevant Scope 3 categories within their GHG calculations for this reporting period. Scope 3 categories 8, 10, 11, 12, 13,14 and 15 are not relevant to Pickfords's business operations and as such have been assessed as 0 tCO ₂ e and are not applicable to the overall footprint. This is compliant with PPN 06/21.	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	2,142.51
Scope 2	36.73
Scope 3 (Included Sources)	10,562.22
Total Emissions	12,741.47

Tonnes of CO2e per employee	26.60
Tonnes of CO2e per £M turnover	190.17

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years by 45% to 2030 and by 90% 2050.

Targets which account for business growth are based on targets per employee and or per £M turnover.

Our intensity targets include:

A 45% reduction in emissions per £m turnover/employee by 2030

A 90% reduction in emissions per £m turnover/employee by 2045

Progress against these targets can be seen in the graph below:

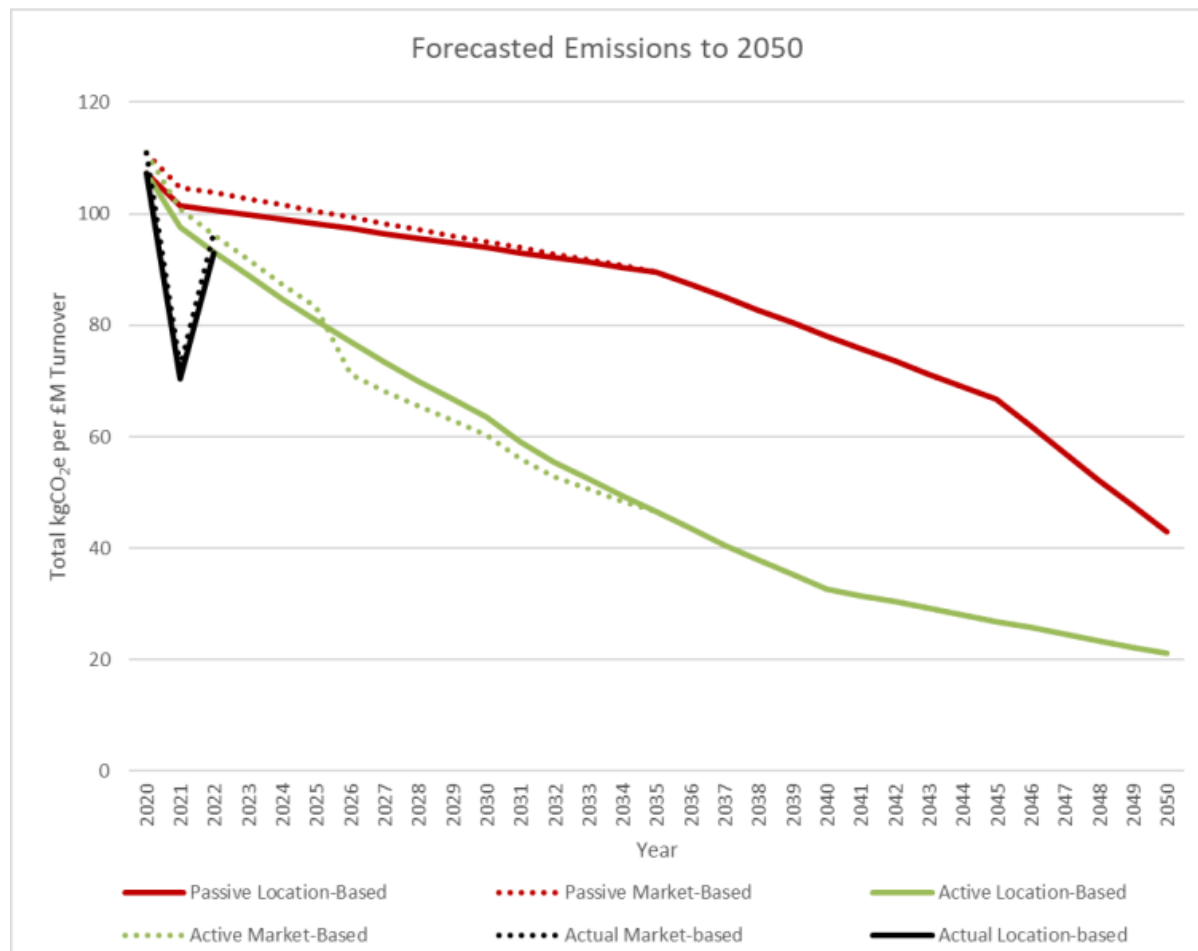


Figure 6: Pickfords's emissions forecast to 2050 based on the per £million turnover metric.⁶

Pickfords' targets are set against a growth metric, to account for changes in the size of the business. The reduction target is set on a tCO₂e per thousand moves basis, to allow comparison with future emissions, when the company may have grown.

There are four categories of carbon dioxide reductions we have considered whilst setting targets:

Passive Reductions – these are carbon reductions that would happen without any action needed; for example, the de-carbonisation of the electricity grid will gradually reduce the carbon emissions associated with the electricity we purchase

Market-based Reductions – these are achieved by selecting and paying for energy tariffs that have lower emissions, for example switching supply to all sites to renewable or zero carbon electricity tariff.

Active Reductions – these are achieved by making technological, behavioural and operational changes within the business. For example, choosing to reduce the number of miles driven in cars; choosing to put a limit on the number of flights people make; investing in new technology to reduce energy consumption, etc.

External Reductions – carbon compensation / offsetting through high quality offset projects, including removal projects, to reduce emissions external to Pickfords’ footprint and in turn reducing net-emissions

Summary of performance against Baseline

- Pickfords Move Management Ltd.’s turnover and number of employees have increased since 2019 Baseline measures and the number of transport journeys has thus increased with this expansion of business.
- In 2024 Pickfords has expanded its carbon measures to include the full Scope 3 assessment which means carbon emissions will have risen compared to baseline year due to this expansion of scope.
- Despite this, a decrease against the baseline year assessment when comparing Scope 1 and 2 emissions can be seen against absolute emissions and both intensity metrics since the previous year’s assessment, and a reduction in Scope 1 and 2 emissions per £M turnover since the baseline year assessment.

Current Scope 1 and 2 emissions and metrics for the current, previous, and baseline reporting period are shown below for direct comparison.

	2019/2020	2022/2023	2023/2024	Change on baseline year (%)	Change on previous year (%)
Market-based Scope 1 and 2 tonnes of CO ₂ e	1,690.83	2,605.58	2,179.25	+28.9%	-16.4%
Market-based based Scope 1 and 2 tonnes of CO ₂ e per employee (FTE)	4.24	5.65	4.55	+7.3%	-19.5%
Market-based based Scope 1 and 2 tonnes of CO ₂ e per £M turnover	35.73	39.62	32.53	-9.0%	-17.9%

In summary:

On comparison of Scope 1 and 2 emissions (not including the complete Scope 3 which was added in 23/24) Pickfords has increased revenue during this period but decreased GHG emissions (CO₂e) by 17.9% (tCO₂e per £M turnover).

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline.

Measures we have undertaken to reduce our carbon initiatives

- Sustainability Management team appointed.

- New environmental policy with qualitative and quantitative targets.
- Inclusion of a full Scope 3 assessment, aiding in identification of impacts of Scope 3 emission sources.
- Carbon accreditations: ISO14001.
- Eco Vadis Bronze Accreditation.
- ESOS audit and report every four years.
- Reduced energy usage during this period.
- Fleet transition to more sustainable alternatives, including an electric vehicle.
- More accurate reporting on energy usage.
- Change of mix in outsourced logistics air, increased use of sea freight where feasible.
- Improved sustainability within the national grid and use of green fuels in the transport.
- Training for warehouse management staff on waste segregation and increased recycling.
- Energy assessment of lighting in Pickfords's properties.
- Increased video surveys have decreased business travel.
- All of Pickfords's drivers completed CPC training to ensure that they drive in a fuel-efficient manner to reduce the impact of emissions in the local environment.
- Removed Vinyl tape from the business and replaced with Eco brown paper tape.
- Installed vehicle tracking hardware to vehicles.
- We commit to using reused office furniture within our offices to avoid GHG emissions from furniture manufacture.
- We recycle old uniforms from 2024.
- We have commissioned a carbon calculator within our systems to raise awareness to customers of greener alternative modes of transit.

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

- We will install motion sensors on lights in toilets and fully assess sustainable lighting in our properties.
- We will engage staff with energy saving and set a target to reduce energy consumption by 5%.
- We commit to using reused office furniture within our offices to avoid GHG emissions that arise from furniture manufacture.
- We will put a process in place to manage sustainability through our supply chain to include:
 - Improved vetting of suppliers, including their green credentials and current GHG reporting and ESG documentation.
 - Raise the profile of environmental standards within our Supplier Code of Conduct.

- We will continue to audit our supply chain for carbon reduction plans or policies.

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:

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Date:30/06/25.....

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>