



CARBON REDUCTION PLAN

SEPTEMBER 2023

Pickfords

OUR COMMITMENT TO NET ZERO

Pickfords Move Management Ltd

Publication date: 13/09/2024

Pickfords is committed to achieving Net Zero emissions by 2050. In 2020 Pickfords was carbon assessed by Carbon Footprint Ltd and became a carbon assessed and carbon neutral company.

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.

| Additional Details relating to the Baseline Emissions calculations. | |
|---|--|
| Commuting emissions have been estimated retrospectively. | |
| Baseline year emissions: | |
| EMISSIONS | TOTAL (tCO ₂ e) |
| Scope 1 | 1,166.91 |
| Scope 2 | 523.92 (Market-based) 350.99 (Location-based) |
| Scope 3 (Included Sources) | 3,734.81 GHG Protocol Categories: 3 (T&D & WTT), 4 (Upstream Freight), 7 (Commuting & Home-working) Not assessed sources: 5 (Waste), 6 (Business travel) Not applicable sources: 9 (downstream freight) |
| Total Emissions | 5,425.64 (Market-based) 5,252.73 (Location-based) |

CURRENT EMISSIONS REPORTING

2022-2023

| Scope | Emission Source | Location-Based (tCO ₂ e) | Market-Based (tCO ₂ e) |
|-------|---|-------------------------------------|-----------------------------------|
| 1 | FLT LPG | 16.51 | 16.51 |
| | Diesel | 1,941.74 | 1,941.74 |
| | Refrigerants | 0.00 | 0.00 |
| 1 | Scope 1 Total | 1,958.25 | 1,958.25 |
| 2 | Electricity | 367.09 | 647.33 |
| 2 | Scope 2 Total | 367.09 | 647.33 |
| 3.3 | Scopes 1 and 2 WTT | 555.62 | 555.62 |
| | Transmission & Distribution | 38.80 | 38.80 |
| 3.4 | Upstream air freight | 3,281.14 | 3,281.14 |
| | Upstream sea freight | 792.51 | 792.51 |
| 3.7 | Commuting | 189.97 | 189.97 |
| 3 | Scope 3 Total | 4,858.04 | 4,858.04 |
| All | Tonnes of CO₂e | 7,183.38 | 7,463.61 |
| | Tonnes of CO₂e per employee | 15.58 | 16.19 |
| | Tonnes of CO₂e per £ million turnover | 109.22 | 113.48 |

Supporting information

Total carbon emissions have increased against baseline in 2023 because of business growth. Pickfords has secured two major international contracts so the number of moves carried out by the company have increased, increasing our upstream airfreight and diesel which are 70% of our carbon emissions. The carbon emissions statistics show an increase in both intensity metrics since 2019, with a decrease in emissions per employee since the previous assessment period.

CURRENT EMISSIONS REPORTING

2022-2023

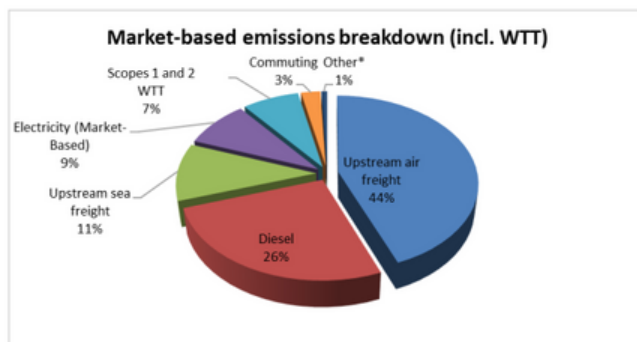


Figure 2: Percentage contribution of each element of Pickfords' market-based carbon footprint

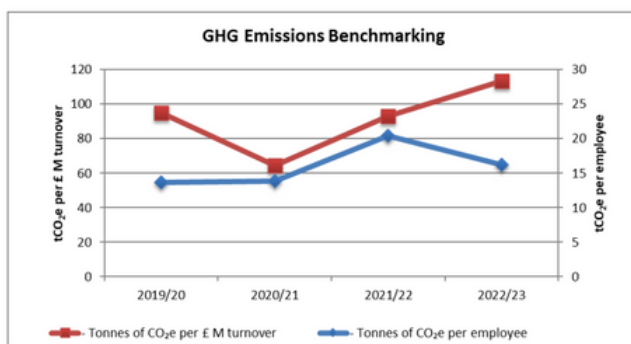


Figure 5: Carbon footprint of Pickfords for internal benchmarks

Emissions reduction targets

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

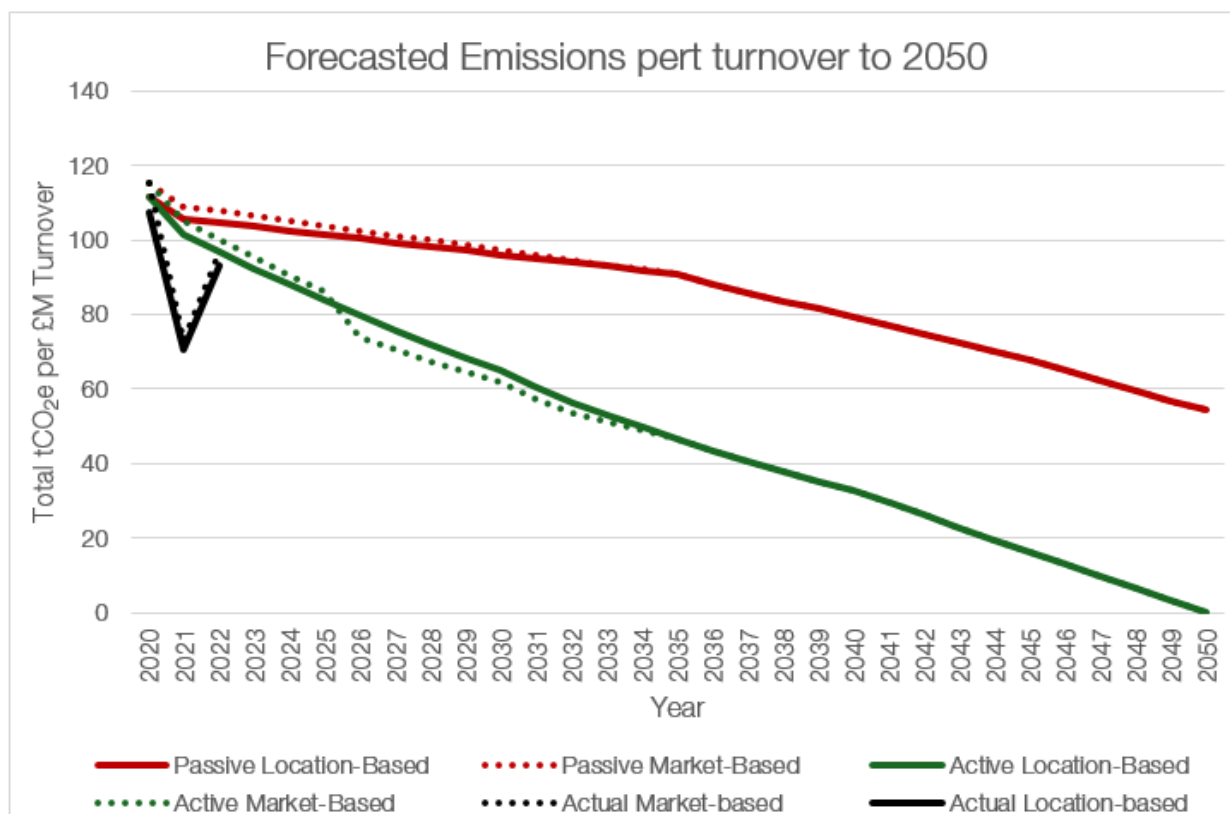
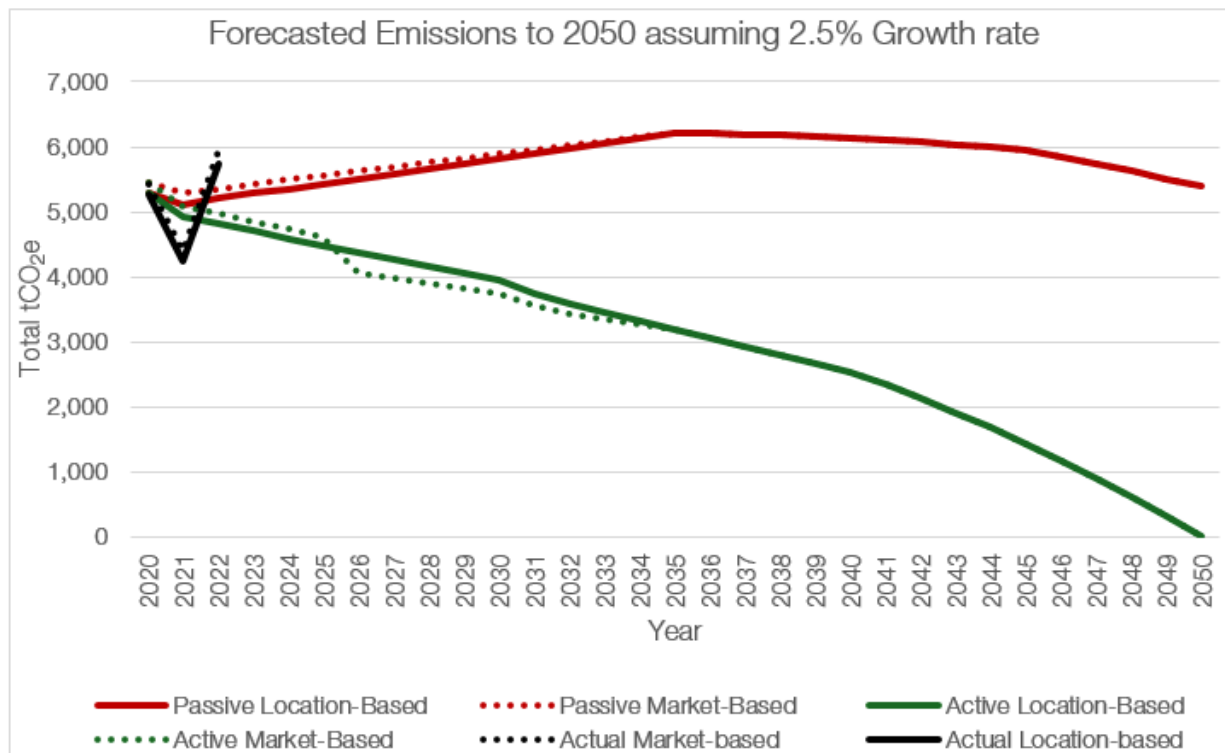
We project that carbon emissions will decrease over the next five years to 3,000 tCO₂e by 2029, if all carbon reduction initiatives are implemented. This is a reduction of 43% compared to the baseline year.

We will aim to reach net zero emissions by 2050.

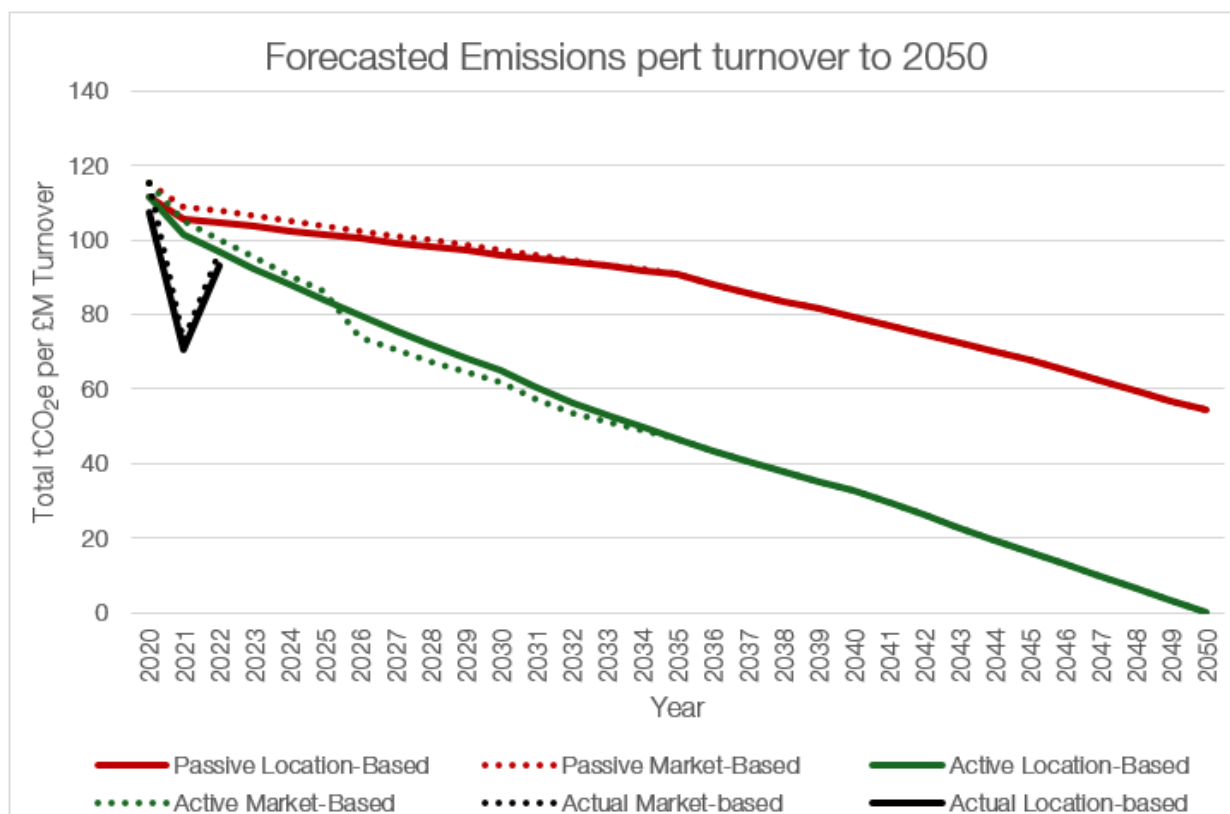
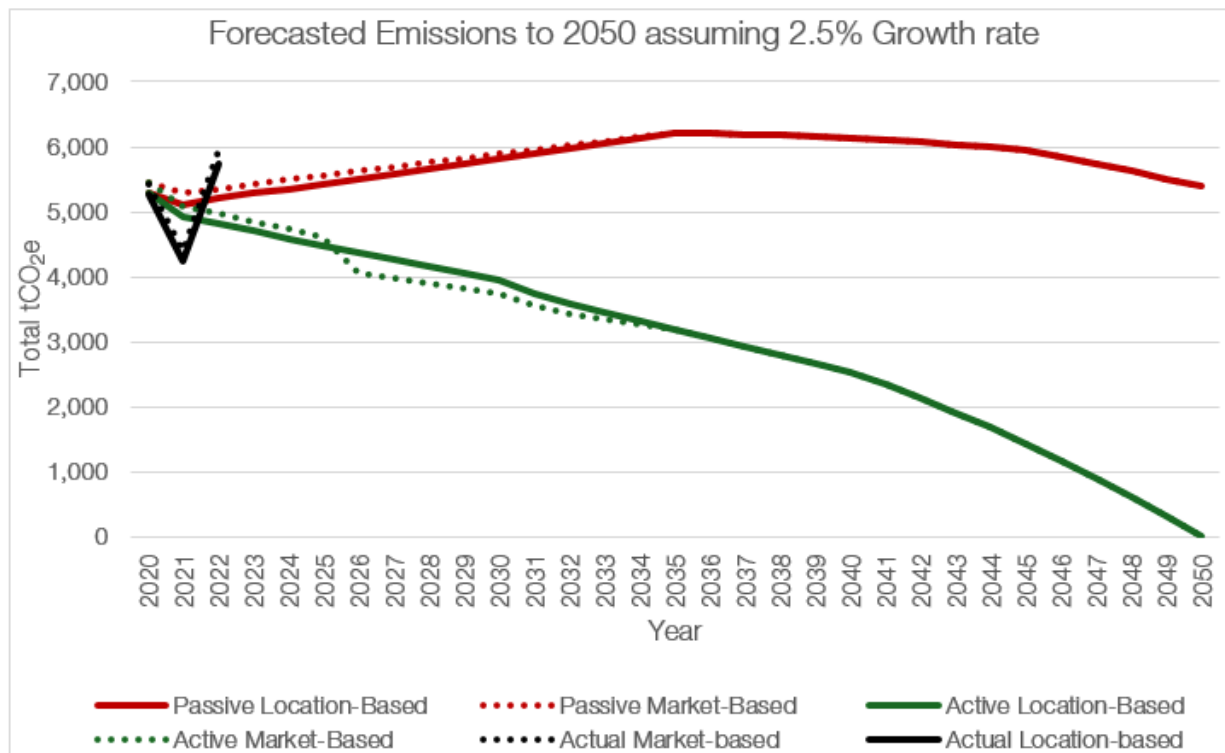
The absolute emissions forecast assumed a growth rate of 2.5% and has been calculated following the methodology in the following link:

https://www.carbonfootprint.com/docs/2021_12_cfp_practical_target_setting_-_white_paper_v10.pdf

Progress against these targets can be seen in the graphs below



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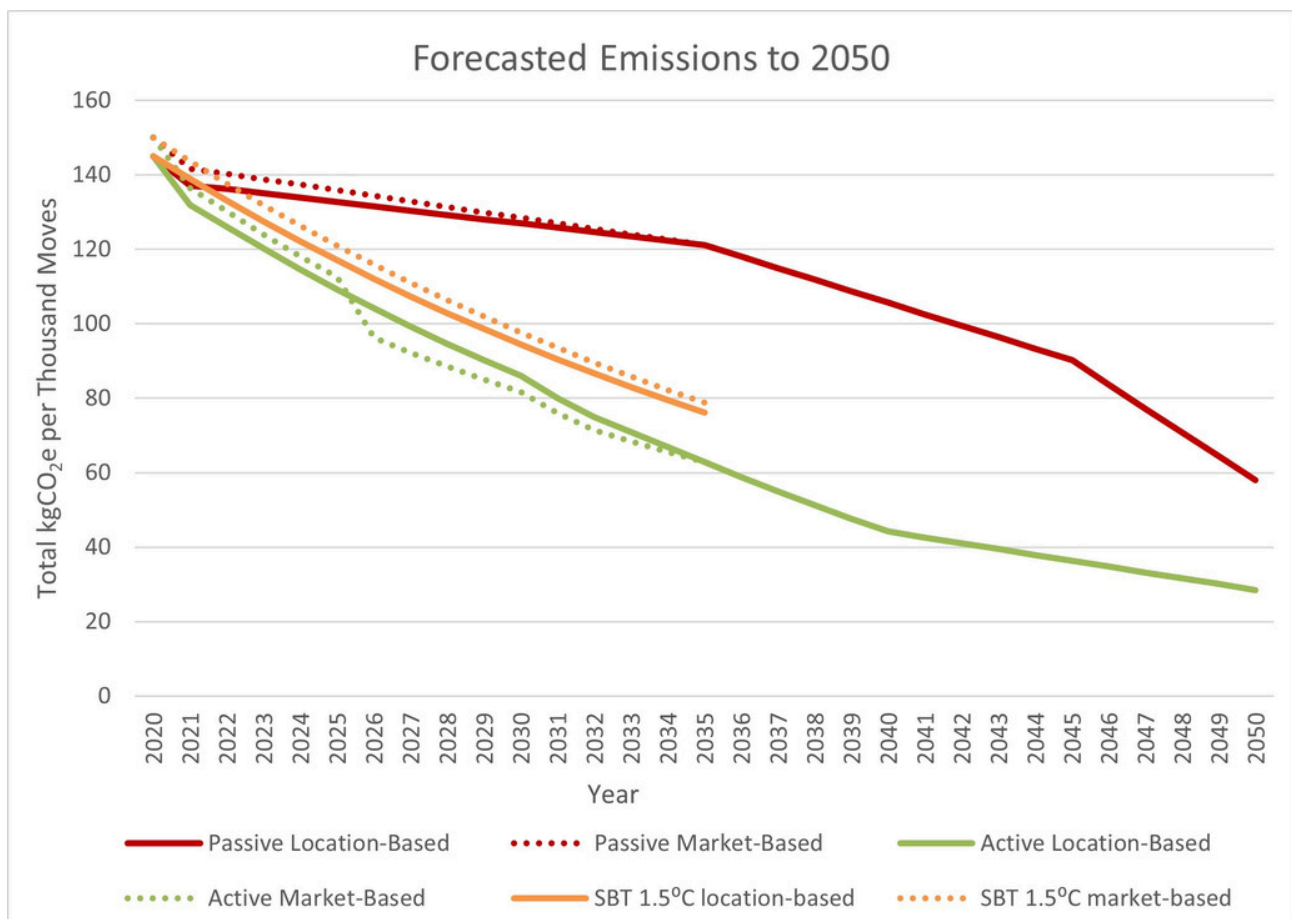


EMISSION REDUCTION TARGETS

- To expand Pickfords' Carbon Neutral Organisation status to include scope 3 emissions offsetting.
- To reduce emissions per thousand moves by 75% by 2050.

75%

REDUCTION IN
EMISSIONS BY 2050



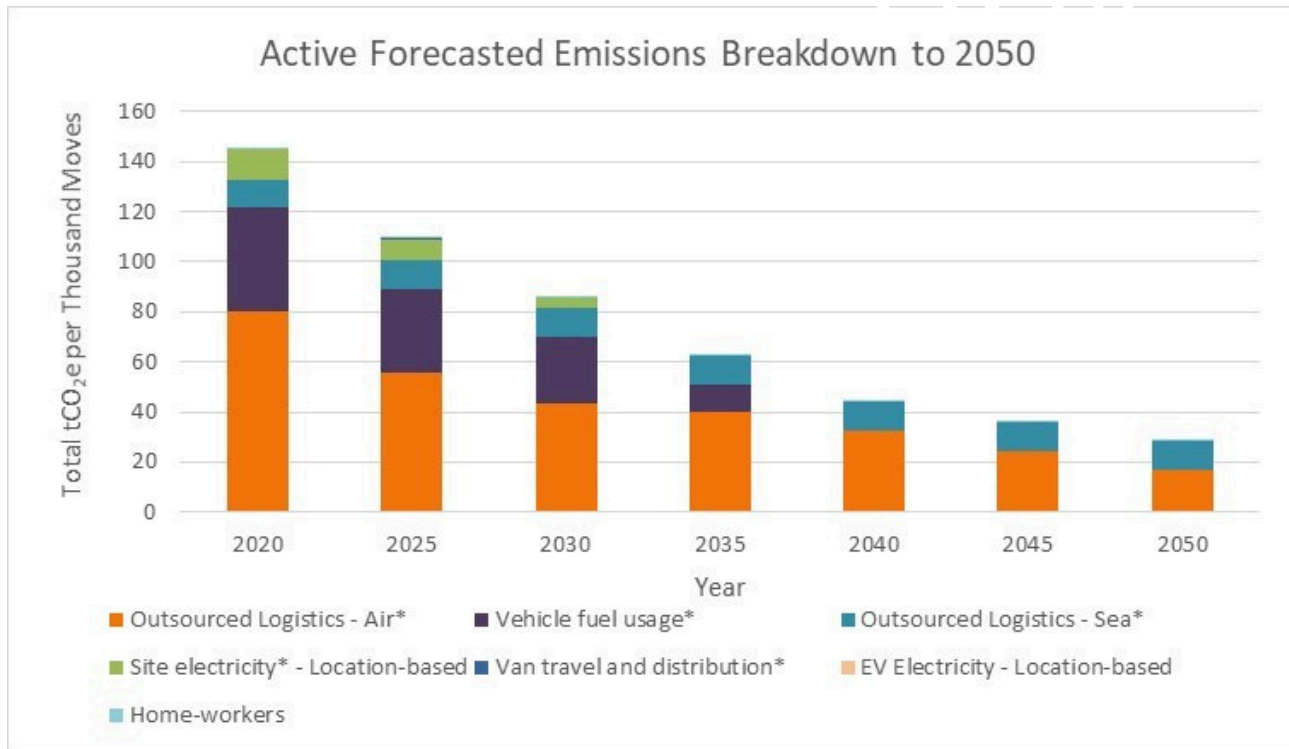


Figure 1: Emissions forecast for Pickfords until 2050

The above graph gives simulations that are designed to be best and worst-case scenarios. However, it is impossible to predict the future with 100% accuracy. The area between the passive and active lines represents emissions that could be saved. The science-based targets lines have been included,

The scale is in per thousand moves, this allows Pickfords to scale the numbers to account for growth.

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Additional details

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 e.g. 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 e.g. buying a green electricity tariff.
- **Active Reductions** – these are achieved by making technological, behavioural and operational changes within the business. e.g. 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 to reduce emissions external to Pickfords' footprint to reduce Net Emissions

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Progress against targets

Table 8: Pickfords's carbon footprint comparison and percentage change

| Element | tCO ₂ e in year | | | | % change on | |
|---|----------------------------|-----------------|-----------------|-----------------|----------------------------|------------------|
| | 2019/20 | 2020/21 | 2021/22 | 2022/23 | baseline year (2019/20) | previous year |
| Site electricity (Market-based) | 554.10 | 435.74 | 480.96 | 679.08 | 22.6% ▲ | 41.2% ▲ |
| Site LPG | 16.51 | 16.51 | 16.51 | 16.51 | 0% | 0% |
| Vehicle fuel usage | 1,164.26 | 1,367.05 | 1,713.19 | 1,941.74 | 66.8% ▲ | 13.3% ▲ |
| Owned Vans | 2.65 | 2.11 | - ⁴ | - ⁴ | -100% ▼ | N/A |
| Outsourced Logistics - Sea | 320.82 | 309.52 | 156.46 | 646.03 | 101.4% ▲ | 312.9% ▲ |
| Outsourced Logistics - Air | 2,533.91 | 1,466.94 | 2,651.35 | 2,921.81 | 15.3% ▲ | 10.2% ▲ |
| Home-workers | 1.73 | 0.00 | 0.50 | 0.00 | -100% ▼ | -100% ▼ |
| Well To Tank (Market-Based) | 683.75 | 675.10 | 828.53 | 1,068.46 | 56.3% ▲ | 29.9% ▲ |
| Commuting | 164.42 | 131.04 | 120.33 | 189.97 | 15.5% ▲ | 57.9% ▲ |
| Total Tonnes of CO₂e (Market-based) | 5,442.15 | 4,404.01 | 5,967.83 | 7,463.62 | 37.1% ▲ | 25.1% ▲ |
| - Tonnes of CO ₂ e per employee | 13.64 | 13.85 | 20.44 | 16.19 | 18.7% ▲ | -20.8% ▼ |
| - Tonnes of CO ₂ e per £ M turnover ⁵ | 94.94 | 64.52 | 93.22 | 113.48 | 19.5% ▲ | 21.7% ▲ |
| - Tonnes of CO ₂ e per 1000 moves | N/A | N/A | 448.95 | 470.89 | N/A | 4.9% ▲ |

Emissions reduction targets

The increase in emissions shown in this table is due to business growth and the acquisition of two major international contracts, which resulted in increased air road and sea freight. There was an increase in tonnage transported of 270% over the previous year. Total tonnes of CO₂e (Market Based) increased by 25.1%

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The Active Reductions assume:

- Site energy audits occur at the four largest sites causing 5% reductions in energy use at each site between 2023 and 2026.
- Air freight distance is reduced by 5% per year to sea freight distance (with a multiplier of 1.4 as sea freight is less direct) until distance is 55% of what it was, on top of passive reductions. This is likely to be a larger reduction than can be achieved, making this the best-case scenario.
- Lorries are transitioned to renewable alternatives
- Smaller Vans are transitioned to green alternatives
- All utilities to swap to renewable energy tariffs.

The Passive Reductions assume:

- Electricity Grid emissions will reduce linearly to zero by 2035 (which is the UK's target to achieve Net Zero emissions). Note: the grid emissions have reduced by approximately 50% over the last 5-6 years on a tCO₂e per kWh basis. This affects site and home-worker emissions.
- Vans will transition to be 100% renewable by 2036. In the assessment we assume renewable vans will require the same amount of energy as those powered by internal combustion engines based on the litres of fuel burned by Pickfords in the 2019/20 data period.
- Lorries will transition to renewable from 2045 to 2055, assuming that by this point, lorries powered by batteries, hydrogen or other renewable advances will be readily available.
- Air freight emissions will begin to reduce by 2035, assuming that aircraft with improved efficiency and using green fuels will become available for cargo.
- Sea freight emissions have no passive reductions associated with them, as technological advances for container ships are not yet clear. However, as ships get larger, they become more efficient. It is likely that these emissions will decrease.

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Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019/20 baseline. The carbon emission reduction achieved by these schemes equates to 14.2 tCO₂e, a 16.2% reduction against the 2019/2020 baseline.

- Pickfords has ISO14001:2015 audit and accreditation
- Pickfords assessed the impact of its business operations on the environment
- Video surveys by Pickfords' Survey App reduced the CO₂ emissions from road transport utilised to visit customer homes
- Pickfords created a formal recycling policy which includes providing a move day charity collection service to raise funds for the Salvation Army's community programmes
- Pickfords assessed its packing materials to reduce the amount of single use plastics used during a move
- Pickfords changed to a renewable energy provider to reduce its carbon emissions
- All new Pickfords vehicles comply with Euro 6 emission standards
- Pickfords reduced waste at source and encouraged the purchase and use of environmentally friendly products
- Removed all plastic cups from vending machines and changed to paper
- All Pickfords 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
- Completed ESOS Phase 3 for 2024
- Achieved Ecovadis Bronze rating
- Created a nature positive strategy to restore and regenerate the impact of our business operations on nature.



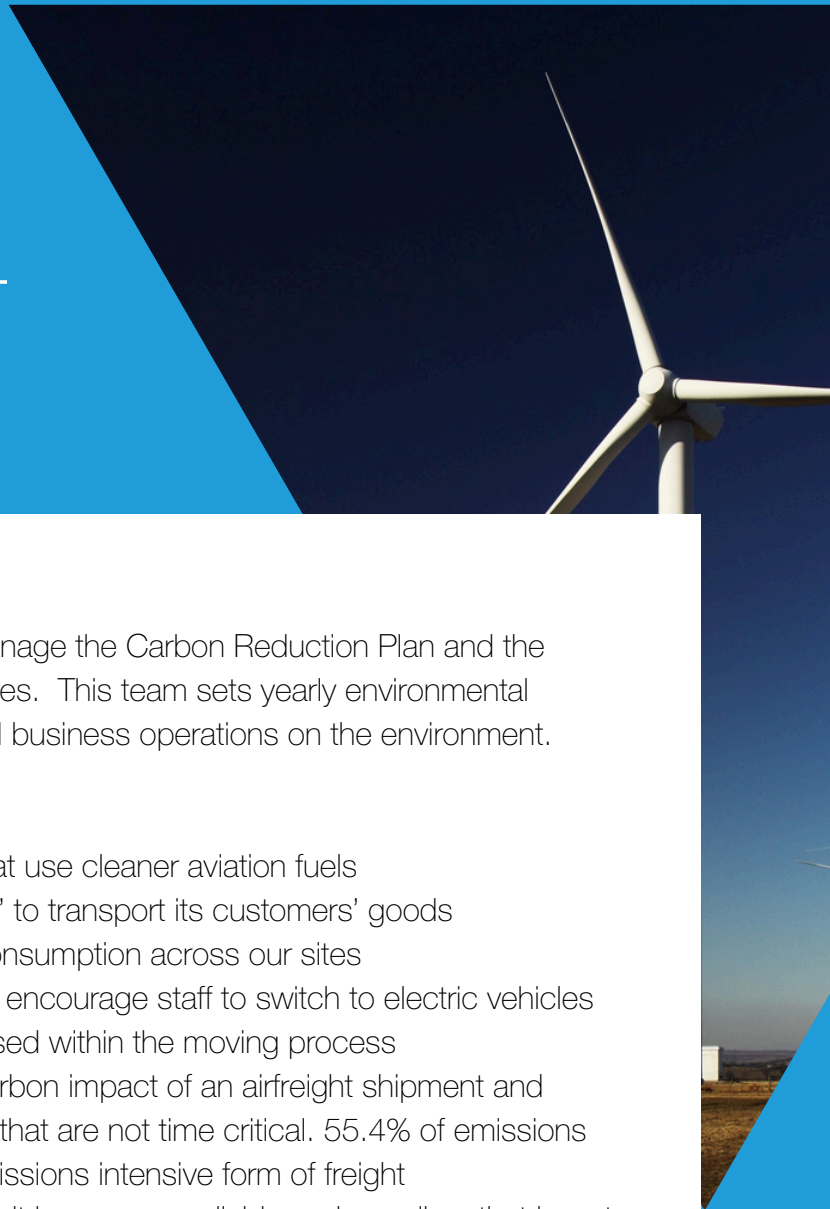
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Future Carbon Reduction Initiatives

Pickfords' Environmental Committee will manage the Carbon Reduction Plan and the company's performance against its objectives. This team sets yearly environmental objectives to reduce the impact of its global business operations on the environment.

Future carbon reduction initiatives include;

- Pickfords will use airfreight providers that use cleaner aviation fuels
- Pickfords will use 'Green Shipping lines' to transport its customers' goods
- We are committed to reduce energy consumption across our sites
- We will install charging points on site to encourage staff to switch to electric vehicles
- We aim to recycle 100% of materials used within the moving process
- Marking our customers aware of the carbon impact of an airfreight shipment and recommending seafreight for deliveries that are not time critical. 55.4% of emissions are the result of air freight, the most emissions intensive form of freight
- Monitoring new transport technology as it becomes available and suppliers that invest in it. This is for both van and lorry acquisitions and outsourced freight suppliers.
- Adopting a sustainable buildings policy to include remaining lights to LED's lights in our properties
 - We will set A/C temperature in server rooms to 23C to reduce energy from Air conditioning
 - Solar panels where practical
 - LED Lighting programme to replace lights in all buildings
 - Refit our offices with reused furniture
 - Use low VOC paints when refurbishing
 - Electric charging points on site



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- We will install motion sensors on lights in toilets
- 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 CO2 emissions from furniture manufacture
- We will recycle old uniforms in 2024
- We will put a process in place to manage sustainability through our supply chain
 - Improved vetting of suppliers
 - Raise the profile of environmental standards within our Supplier Code of Conduct
 - We will audit our supply chain for carbon reduction plans or policies
- We commit to sustainable transport
 - Small electric vehicles
 - Carbon capture engine additives to reduce carbon impact of fleet
 - Cleaner fuels
 - Fuel efficient routing and driving
- We will invest in creating a carbon calculator within our systems to simplify reporting



OUR APPROACH TO OFFSETTING

Pickfords has listened to its business customers. We have learned that our clients feel that offsetting carbon impact by buying carbon 'credits' from companies is beginning to lack credibility as tangible results are difficult to prove.

The Sustainability Team listened to its clients and resolved to drop its 'Carbon Neutral' status and revert to 'Carbon Assessed' and to invest its budget in reduction activities, for example, investing in sustainable transport to reduce the impact of our business operations on the environment.

Pickfords partly offsets its carbon emissions by planting trees in the UK.

In 2024 Pickfords planted 671 trees which offset on average 23 tonnes of CO₂e*

*assumptions based on tree type and each tree reaching full life cycle



'NOW FOR NATURE'

Pickfords' is committed to 'Now for Nature,' a global campaign to rally all businesses to act on nature and contribute towards the mission of the Global Biodiversity Framework, to halt and reverse nature loss by 2030.

Pickfords' sustainability team has created a strategy to assess the impact of its business operations on nature, commit to set science-based targets to operate within the Earth's limits, and to invest in activities that will transform, restore, and regenerate nature.

Some of our nature projects have included

- Providing transport services to TUSK. Pickfords helped raise £130,000 for TUSK to support projects protecting gorillas and other vulnerable species across Africa.
- A beach clean in Newcastle attended by our staff to restore a natural habitat.
- Pickfords sponsored a beehive to encourage bee population. Pollinators are vital for life on earth and the bee population is in decline.
- Built a 'Bug Hotel' at its head office in Kings Langley to encourage biodiversity. Bug hotels provide shelter and nesting sites to native and migratory solitary insects.
- Created a 'Butterfly Garden.' Butterflies are pollinators and help plants reproduce by carrying pollen from one plant to another. One third of the food humans eat depends on pollinators.
- Pickfords has donated £5830 to both the Woodland Trust and the Marine Conservation Society as part of this programme of investment in restoring nature.



RAISING FUNDS FOR ENDANGERED SPECIES



Pickfords helped raise £130,000 to support TUSK's programmes to protect endangered species

OUR COMMITMENT TO NET ZERO

Pickfords will continue to identify Emissions Reductions opportunities to minimise the impact of its business operations on the environment

Measure: Pickfords will continue to assess its carbon footprint and report on our Carbon reduction programme each year.

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 standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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) Standard.

This Carbon Reduction Plan has been reviewed and signed by Mark Taylor,
Managing Director of Pickfords

Signed

Mark Taylor 

Date: 13 /9/2024

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