

EMB Group

Carbon Reduction

Plan

Published: 12th June 2025

EMB Group

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Introduction


The UK government has set out an ambitious strategy to tackle climate change. In 2019, the government amended the Climate Change Act (2008) to require the UK to bring greenhouse gas emissions to net zero by 2050.

The EMB Group of companies recognises the urgent need for positive action and is committed to achieving Net Zero emissions by 2050. As an organisation, we have a duty of care to protect our environment. We support actions that address the cause of climate change and that reduce greenhouse gas emissions. The below plan outlines our target and pathway to achieving this.

Scope of the Plan

This Carbon Reduction Plan covers the following wholly-owned companies within the EMB Group:

- EMB Group Limited
- EMB Limited

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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: 2021-22	
Additional Details relating to the Baseline Emissions calculations.	
EMB Group Ltd established a baseline in 2021. Data was initially collected from April 2021-March 2022.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	12.42
Scope 2	8.62
Scope 3 (Included Sources)	27.99 04. Upstream transportation & distribution 0.0* 5. Waste generated in operations 1.45** 7. Employee commuting & homeworking 26.53 9. Downstream transportation & distribution 0.0*
Total Emissions	49.03 tCO₂e

Scope 1 Direct greenhouse gas emissions occur from sources that are owned or controlled by EMB Group e.g. boilers, company vehicles etc.

Scope 2 Indirect greenhouse gas emissions are from generation of purchased electricity and heat consumed by EMB Group

Scope 3

* This is a service-based business with no physical product being produced for transport.

**This is an office-based business with negligible emissions arising from waste generated

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Current Emissions Reporting

Reporting Year: 2024-25	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	14.61
Scope 2	9.93
Scope 3 (Included Sources)	16.24 4. Upstream transportation & distribution 0.0* 5. Waste generated in operations 1.97** 7. Employee commuting & homeworking 7.14 9. Downstream transportation & distribution 0.0*
Total Emissions 2024-25	40.79 tCO ₂ e

Changes since Baseline

The following changes have occurred since the establishment of the Baseline Emissions figure in 2021/22:

- The 2024-2025 CO₂ emissions have reduced by 5.91 tonnes of CO₂e from the 2023-2024 figure. CO₂ emissions have reduced by 8.24 tonnes, since the 2021 baseline.
- Energy continues to be from renewable sources – EMB Group now purchases green energy generated from renewable sources, supporting a green transition to sustainable, zero carbon energy.
- General waste has remained consistent with recycling falling slightly. We believe this is due to the reduction in the use of printed paper.
- Business mileage has increased from the previous year. EMB Group has also grown with acquisition of two organisations based in other locations.
- Commuting reduced – overall employee commuting has reduced due to the hybrid working pattern the group operates.
- Increased electricity consumption – EMB Group has leased the first floor of our office building to another company, which has led to a small increase in electricity consumption. However, the gas consumption has decreased.

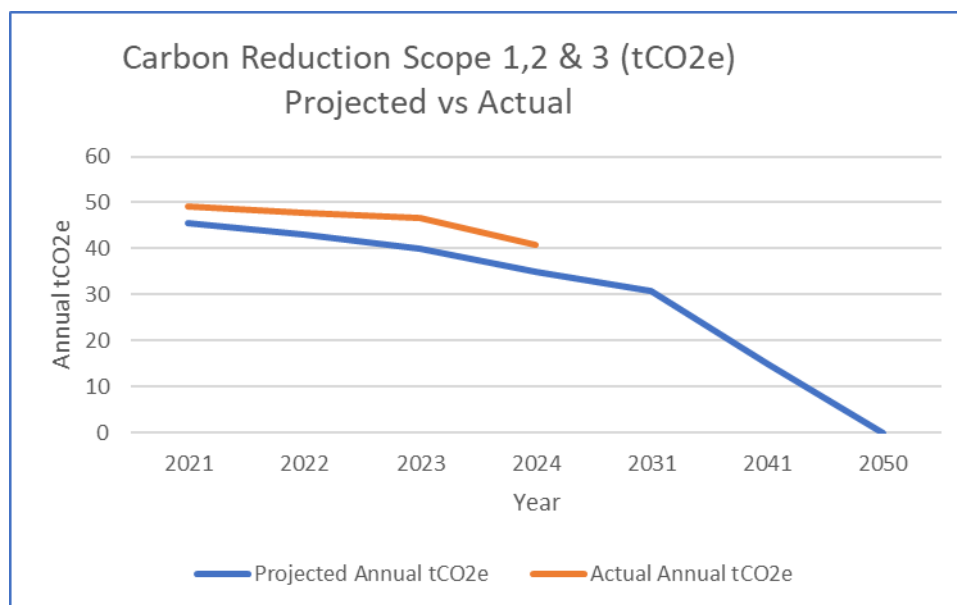
Emissions reduction targets

In order to continue making progress to achieving Net Zero by 2050, we have adopted the following carbon reduction targets:

- Reduction in carbon emissions of 32% to 30.69 tCO₂e by 2030.

This reduction will be achieved through the implementation of a series of carbon reduction measures, which are detailed below.

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



Carbon Reduction Initiatives that have been completed

The following environmental management measures and projects have been completed or implemented since the 2021 baseline:

- **SME Climate Hub:** EMB Group Ltd joined the SME Climate Hub and is committed to reducing greenhouse gas emissions and publishing our progress on a yearly basis.
- **Recyclable Waste:** The introduction of individual recycling bins has allowed for the segregation of recyclable waste. We recycled 2.42kg in 2024-2025.
- **Hybrid Working:** Our commitment to flexible and hybrid working across the business along with the introduction of the hybrid working policy has enabled employees to have more flexibility over where they work whilst continuing to maintain productivity and deliver high performance. This in turn has decreased the need for travel and is reducing the demand for office space, driving a reduction in Scope 1 & 2 Emissions, as well as Scope 3 emissions associated with business travel and employee commuting. A hybrid working policy has been developed to support this.

- **Building energy consumption:** Our electricity and gas suppliers have been changed to 100% renewable energy providers.
- **Lighting:** All office lighting was replaced in October 2022 with energy efficient LED units and motion-controlled lighting sensors. This will result in a 73% energy saving equivalent to 4 tCO₂e year on year.
- **Company Cars:** company cars have been replaced with either hybrid or fully electric vehicles.
- **Electric charging points:** We have introduced four electric charging points at the HQ offices in Leicester, providing the infrastructure to support a fully electric company car fleet plus on-site facilities for employees with their own hybrid and EV vehicles, providing them with an incentive to purchase.
- **Introduction of an online LPW grant application form:** In 2023, EMB introduced a new online application form for the Listed Places of Worship Grant scheme. This has reduced the amount of paper used in the office and the number of stationary orders placed.

Further measures to be implemented.

- **Solar Panels:** We continue to review the feasibility of installing solar panels at the HQ offices in Leicester. Suppliers and grants continue to be explored.
- **Company Cars:** We are working towards making all company cars fully electric before 2030 (the next cycle of replacement is 2028). Company car emissions would then fall
- **Certification:** We continue to look for a suitable certification such as ISO14068 to support our carbon reduction strategy.
- **Electric Vehicles (EV):** We continue to review the feasibility of implementing a salary sacrifice scheme. Target: to ensure all employees have the option for carbon efficient vehicles for both work and private travel.
- **Off-Setting-** Following the introduction of several of the schemes to reduce the carbon emissions we produce, we continue to look at offsetting some of our emissions with accredited off-setting programmes.

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

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

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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 subsets 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.

Signed on behalf of EMB Group Limited:



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Danielle Gillett

Managing Director

Date: 12th June 2025

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

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