carterwood®

Climate

Carterwood action plan

Approved October 2026 – due for review by October 2029

2026

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Certified B Corporation
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Climate action plan 2026

Decarbonising our business and value chain

We support the global ambition to limit warming to 1.5ºC. We are working to decarbonise our value chain and reduce waste across our offices and beyond

Our long-term goal

Net Zero by 2050

Why it matters

Climate risk

Extreme weather and resource insecurity can disrupt supply chains

Business case

Efficiency and access to sustainable markets both support profitability

Client expectations

Sustainability matters to our clients and B Corp status verifies it

B Corp standards

New pass or fail standards raise the bar for evidence and reporting

Our B Corp journey

Recertification is required every three years

Feb 2024

first certified as a B Corp

105.4

B Impact score, against 80 required

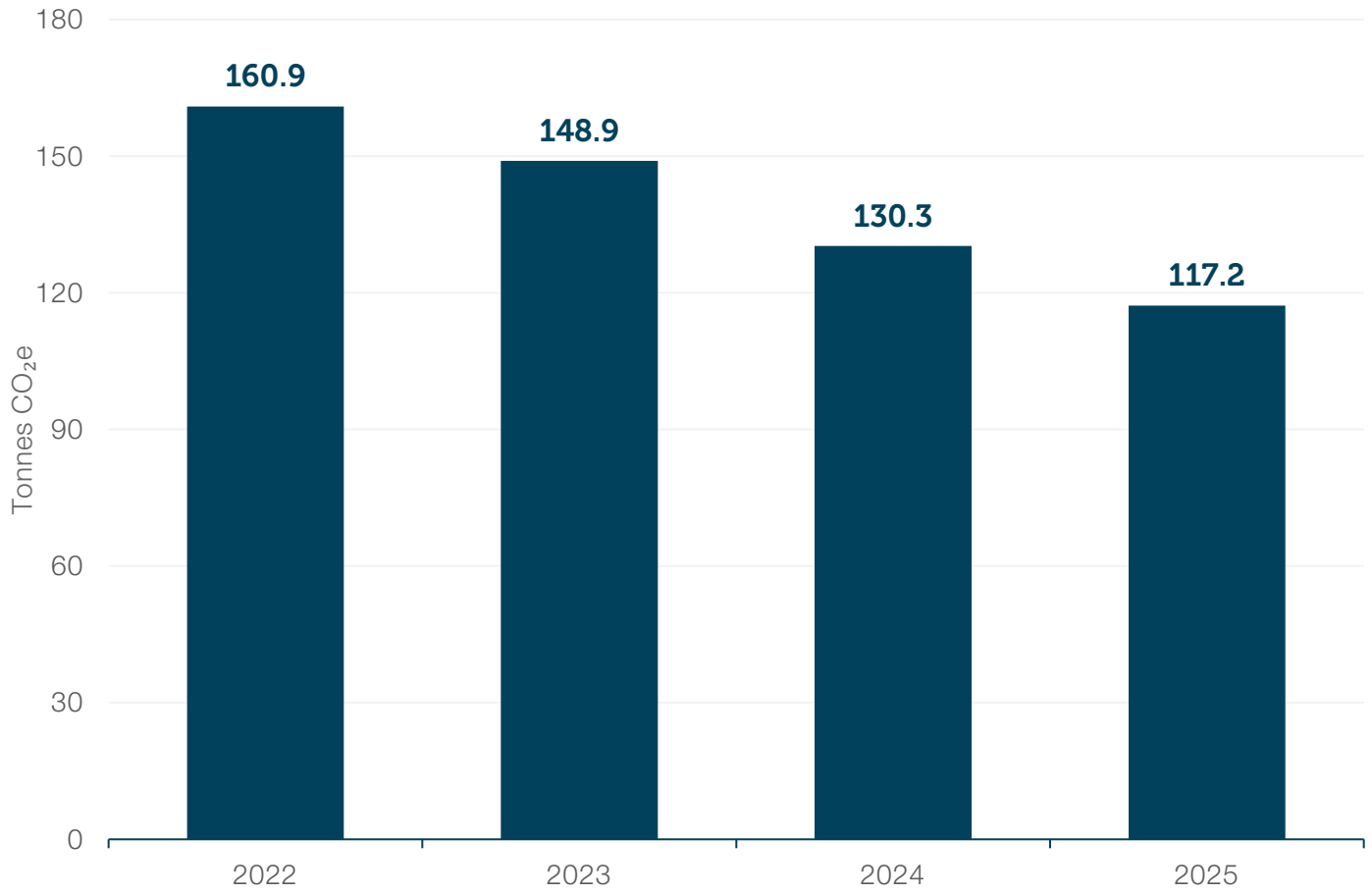
Mar 2026

new, more rigorous B Corp standards in force

This plan sets out what we have done, what we are doing now and what comes next

Our emissions are falling

Total emissions have reduced every year since 2022



Total greenhouse gas emissions by year, tonnes CO_2e

27% reduction in total emissions between 2022 and 2025

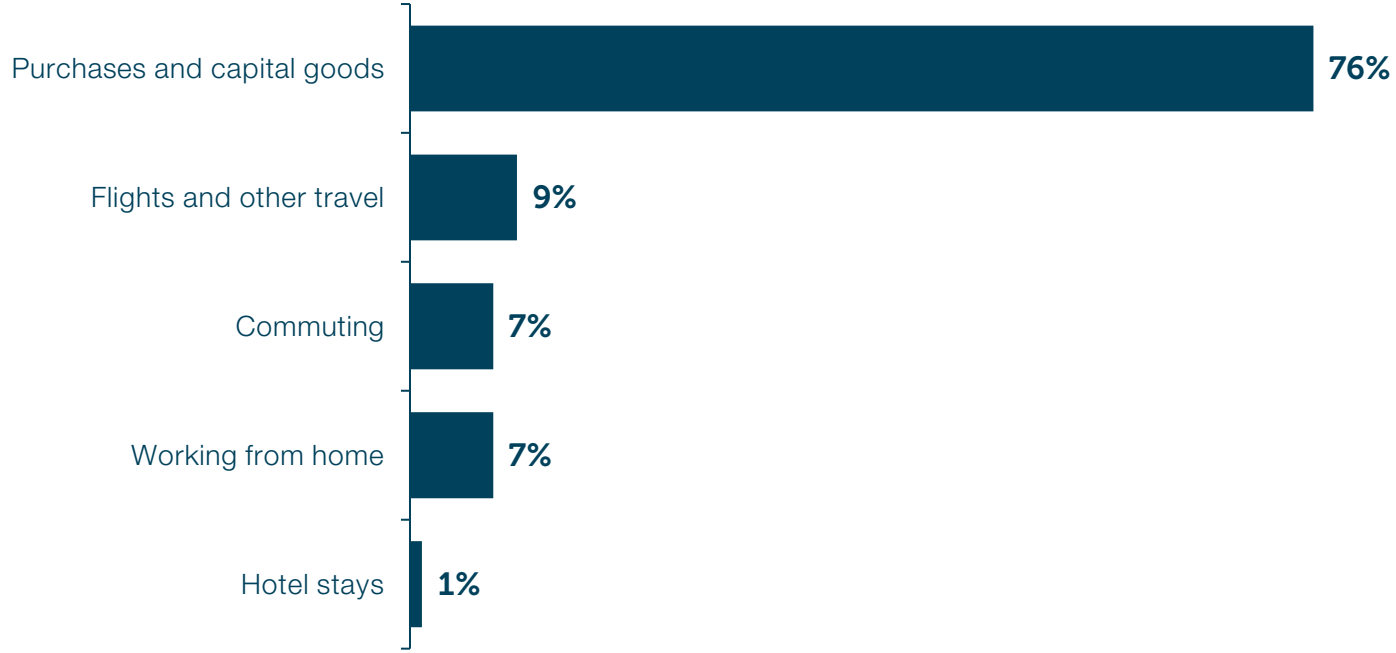
117.2 tonnes CO_2e in 2025, down from 160.9 in 2022

BEHIND THE NUMBERS

The fall reflects both real reductions and more accurate, activity-based reporting, which gives a truer picture of our footprint

Where our emissions come from

Most of our footprint sits outside our direct operations, in Scope 3



46% of purchases and capital goods emissions come from IT services

Share of 2025 financial year emissions. Assessed by Green Energy Futures, a UK decarbonisation consultancy and fellow B Corp

Our route to Net Zero

WORK WITH SUPPLIERS
Build relationships to share best practice on reducing purchased goods emissions

PRIORITISE UK SUPPLIERS
UK firms are incentivised to cut their own emissions through Government Net Zero requirements

TRAVEL LESS, TRAVEL SMARTER
Champion working from home, fly economy and combine meetings into a single trip

What we have done so far

Since first certifying, we have built knowledge, improved our data and set a clear roadmap

AT CERTIFICATION

Gap analysis

Sustainability gap analysis completed, with gaps addressed through ongoing training

SENIOR LEADERSHIP

Net Zero workshops

Built carbon literacy across our leadership team and set SMART reduction goals

2024

Footprint review

Confirmed most emissions are Scope 3 and moved from spend-based to activity-based reporting

2025

Net Zero roadmap

Quarterly targets on supplier locality, travel, our pension provider and contract reviews

THE RESULT: Stronger sustainability knowledge across our leadership, more accurate reporting and emissions down every year since 2022

What we are doing now

Four areas of active work across our operations and supply chain

Better measurement

KEY ACTIONS

- Annual review of emissions using robust financial data
- Clear view of travel, supplier and team event impacts
- Consistent year-on-year comparison

Supply chain

KEY ACTIONS

- Reviewing new and renewal supplier contracts
- Assessing supplier ESG maturity with Green Energy Futures and a procurement specialist
- A more targeted Scope 3 approach after limited survey response

Everyday decisions

KEY ACTIONS

- Local suppliers wherever possible
- Plant-based options at team events
- Supporting local tree planting

Waste reduction

KEY ACTIONS

- Reusable gifts and equipment over single-use items
- Cutting unnecessary plastics
- Applying circular economy principles

We balance the emissions savings of working from home with the value of time together as a team

What we will do next

Our priorities for the year following the publication of this plan

Sustainable travel

Guidelines on public transport, travel modes and sustainable hotels as we grow in Spain

Supplier reviews

New and existing suppliers reviewed for ESG maturity against our criteria and B Corp standards

Team engagement

Sharing initiatives openly and backing team-led ideas that cut emissions and cost

Transparent reporting

An impact report on our sustainability progress, published at least annually

Environmental and social impact in our advice

Our impact assessment reports, launched in 2025, sit alongside our commercial and planning advice. These inform and advise on the economic, social, and environmental benefits of new developments in our sector, and some clients now include this as standard within their due diligence process.

WHAT WE ASSESS

- Local jobs created (construction and operational)
- NHS delayed discharges
- Unpaid carers
- Environmental impact of proposed and existing stock

Our action plan

Each action has a named owner, a timescale and allocated resource

ACTION	TIMESCALE	RESOURCE
Develop and implement sustainable travel guidelines	Sept 2027	Team engagement, travel and accommodation budget
Monitor the environmental impact of our Spain expansion	Dec 2026	Internal monitoring alongside the Spain business plan
Review suppliers to reduce Scope 3 emissions and prioritise action, including stakeholder engagement goals	Sept 2027	Consultant budget to target the most impactful action
Grow sustainability initiatives across the wider team	Sept 2027	Supported by our carbon literacy team
Publish an impact report on progress across our sustainability goals	Q1 2027	Internal resource with marketing support
Work with stakeholders to build environmental and social assessment into our advice	Sept 2027	Advisory product development time and stakeholder feedback

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Data quality
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