CARBON REDUCTION PLAN

FOR

French SEH Construction

For Year ending 31st December 2024

Prepared by:

net zero. international

CBN SMART

ACTIVELY REDUCING CARBON FOR A BETTER FUTURE

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1 Net Zero Commitment

SEH French recognises the importance of making a full and lasting commitment to reducing the greenhouse gas emissions from our activities, in support of the wider commitment of the world to limit global temperature increases and the impact on the planet.

We commit to the following:

1. For our company to achieve Net Zero in line with the Science Based targets set out by the UNFCCC i.e., to achieve Net Zero no later than 2045 and target a 50% reduction in emissions by 2030.
2. To set realistic short- and long-term targets that are designed to achieve our Net Zero commitments.
3. To report the total Greenhouse Gas emissions of our business, at a minimum, on an annual basis.

We acknowledge that our commitment will be reported on the Network Net Zero website.

	Year
Commitment to be Net Zero	2045*
50% Emissions Reduction	2030

*In line with NHS targets.

2 Background Information

2.1 Company

SEH French is a Limited Company registered in England, company number 01621424, with a registered office address of 30 White House Road, Ipswich, Suffolk, IP1 5LT.

SEH French Limited is a building division of One Group Construction, based in Ipswich, Suffolk, and operates primarily within the East Anglia region. Formerly known as Walter French Builders (Aldeburgh) Ltd, it was purchased by the SEH Group in 1982, which in turn was acquired by One Group Construction in 2014.

The company's head office is based in Ipswich and has a number of operating sites for their construction activities. The company employs 45 personnel and employs a large supply chain of subcontractors and suppliers to deliver the construction requirements. The company has maintained and further developed its reputation for quality and craftsmanship providing construction services in the private and public sectors, for commercial, industrial, or domestic markets for new build projects, renovations, refurbishments, and conversions.

It is recognised that our construction activities are the primary source of emissions by fuel from company vehicles and construction activities, as well as our supply chain. The energy use for our activities and the subsequent waste is also a main source of emissions.

Reporting Period	**Benchmark Period** January 2021 – December 2021	**Current Period** January 2024 – December 2024
Industry	**Construction**	**Construction**
No. of Staff	40	45
No. of Premises Owned	0	0
No. of Premises Leased	1	1
No. of Company Vehicles - Owned	12	13
No. of Company Vehicles - Leased	9	19

2.2 Current Reporting Period

January 2024 – December 2024

2.3 Organisational Boundary

There are 3 different approaches to measuring emissions, as defined by the GHG Protocol. This report has been constructed using the **Operational Control Approach**, considering the requirements of each potential approach.

Approach	Description	Approach Taken
Operational Control	The organisation has operational control over an operation if it or one of its subsidiaries has the full authority to introduce and implement its operating policies at the operation.	✓
Financial Control	The organisation has financial control over the operation if it has the ability to direct the financial and operating policies of the organisation with a view to gaining economic benefits from its activities.	
Equity Share	The organisation accounts for GHG emissions from operations according to its share of equity in the operation.	

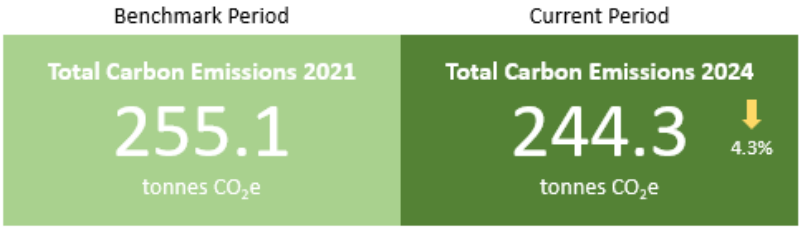
2.4 Benchmark Year

The organisation's benchmark year is from **January 2021 – December 2021.** This is the fourth time the organisation has measured and reported on its carbon emissions.

2.5 Methodologies Used

Throughout this report all methodologies used are explained within the relevant sections.

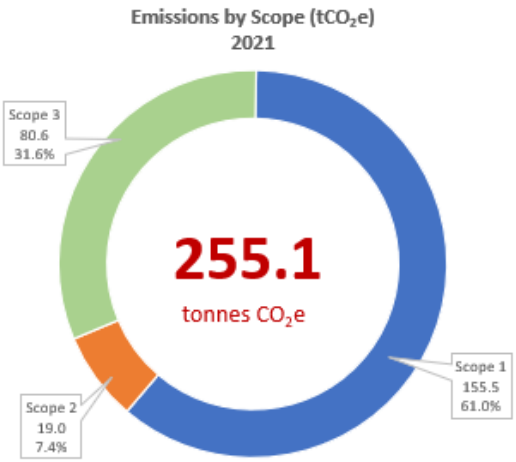
3 Carbon Emissions Overview

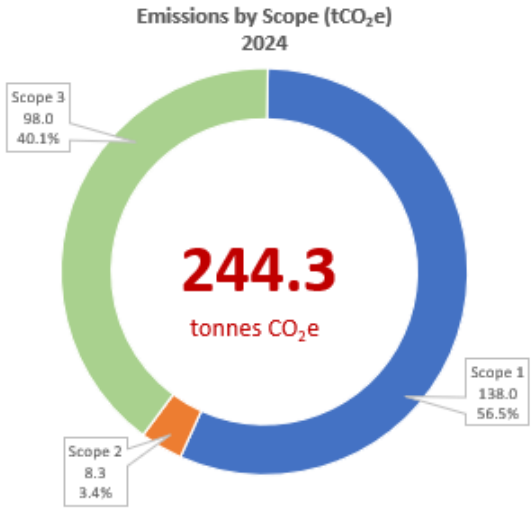


The total calculated emissions for the business for the period 2024 are 244.3 tCO_2e, a decrease of 4.3% from the benchmark period.

The Company will aim to measure an increasing amount of Scope 3 emissions and is committed to reducing their emissions across all scopes.

4 Analysis by Scope

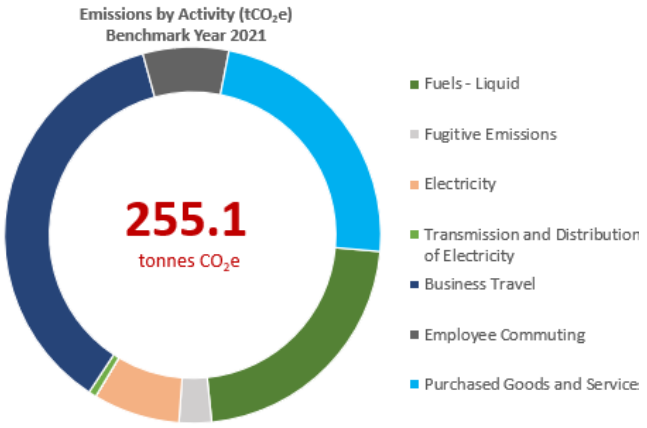


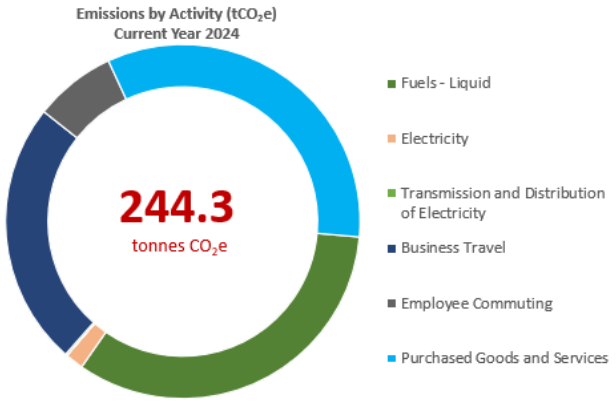


Scope	Description	tCO2e	%
Scope 1	Scope 1 emissions includes fuels from used in the office and company vehicles.	138.0	56.5%
Scope 2	Scope 2 emissions include electricity used in office. The office is not on a renewable tariff.	8.3	3.4%
Scope 3	Scope 3 emissions include: • Business Travel • Employee commuting • Purchased Goods and Services • Transmission and Distribution of Electricity	98.0	40.1%
TOTAL		**244.3**	**100%**

Reported Scope 3 emissions may increase in future years as more detailed data and information becomes available.

5 Emissions by Activity





Data Details		2021	2024		
Emission Type	**Scope**	**t CO2e**	**t CO2e**	**Data Source**	**Data Confidence**
Energy					
Gas	**1**	0.0	0.0	Gas Bills	High
Fuels - Liquid	**1**	56.1	81.3	Fuel Bills	High
Fugitive Emissions	**1**	7.1	0.0	Fuel Bills	High
Electricity	**2**	19.0	4.1	Electricity Bills	High
Transmission and Distribution of Electricity	**3**	1.7	0.4	Electricity Bills	High
		83.9	**85.8**		
Business Travel					
Car - Average	**1**	25.3	0.0	Mileage Data	High
Car - Diesel	**1**	0.0	11.3	Mileage Data	High
Car - Electric	**2**	0.0	3.0	Mileage Data	High
Car - Hybrid	**1**	0.0	7.0	Mileage Data	High
Car - Petrol	**1**	0.0	6.6	Mileage Data	High
Rail	**1**	0.1	0.0	Mileage Data	High
Vans	**1**	67.6	31.1	Mileage Data	High
		93.0	**59.0**		
Employee Commuting					
Car - Average	**3**	18.8	0.0	Mileage Data	Medium
Car - Diesel	**3**	0.0	7.0	Mileage Data	Medium
Car - Electric	**3**	0.0	2.2	Mileage Data	Medium
Car - Hybrid	**3**	0.0	1.2	Mileage Data	Medium
Car - Petrol	**3**	0.0	7.8	Mileage Data	Medium
		18.8	**18.2**		
Other Emissions Calculated					
Contracted Labour Travel	**3**	42.8	81.0	Sub Contractor Days	Low
Waste Disposal	**3**	0.7	0.2	Waste Transfer Notices	High
Water Supply and Treatment	**3**	15.9	0.1	Office Water	Medium
		59.4	**81.3**		
TOTAL		**255.1**	**244.3**		

6 Intensity Metric Analysis

Intensity metrics help normalise emissions data, taking into account variations in production levels or activity volumes. This allows for a more accurate assessment of emission trends over time, regardless of changes in business operations. The initial intensity metrics for the company are below and will be used for comparative purposes in following years.

Intensity Metrics (tCO2e)

Per Employee

	2021	2024	Decrease
Scopes 1, 2 & 3	6.4	5.8	9.0%

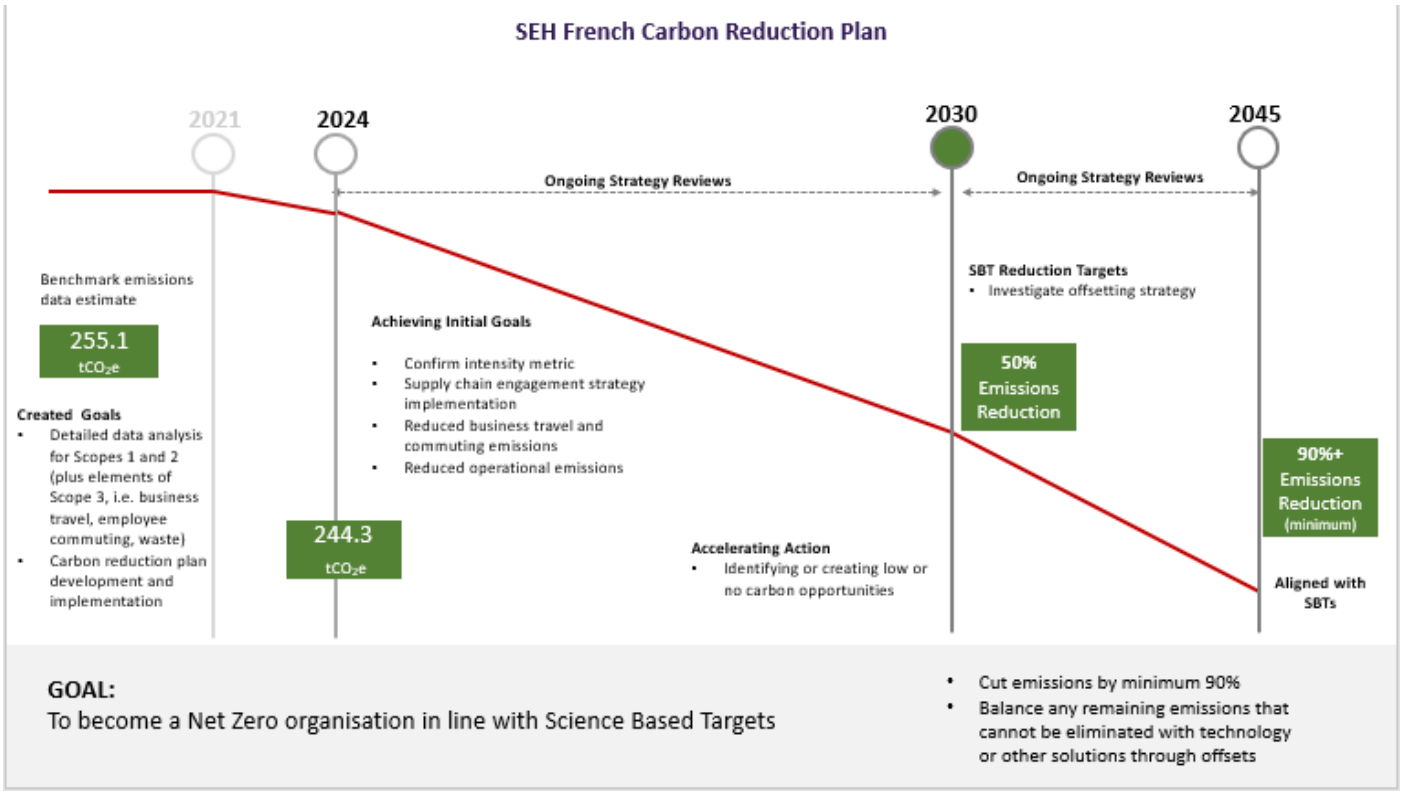
Per £100k Turnover

	2021	2024	Decrease
Scopes 1, 2 & 3	1.7	1.1	33.2%

The chosen intensity metrics shows a carbon emissions value of 5.8 tCO_2e per employee and 0.011 tCO2e per £100,000 turnover, which is a decrease of 9.0% and 33.2% respectively from the benchmark year. The business headcount averaged 42 people during the reporting period and exited the reporting period with 45 employees.

7 Emissions Reductions Targets

The following graph summarises the carbon emissions reduction targets.



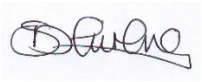
8 Carbon Reduction Actions

SEH French will develop the following initiatives that will support the company's strategies to meet Science Based Targets:

Area of Focus	Initiative	Responsible Person or Team
Engagement of Team	To engage the entire team throughout the organisation in the Net Zero transition plan and to encourage staff to support lower carbon ideas, opportunities, and activities.	**Directors**
Business Travel Emissions	To introduce a sustainable travel policy encouraging use of public transport and lower carbon options when practical to do so.	**Group Fleet Managers**
Carbon Emissions Dashboard	SEH French has made the commitment to complete its carbon emissions dashboard on a regular basis. This is overseen by a member of the Senior Management Team and shared with the wider team on a quarterly basis. By partnering with Net Zero International, we gain access to their expertise and support in reporting our emissions and how to reduce them, including best practice and insights. We will also promote our activities on social media to encourage others to make lower carbon decisions.	**Directors**
Supply Chain Review	To continue to undertake a review of the supply chain, with the aim to develop a full plan in the next 2-3 years. followed by the introduction of a sustainable supply chain policy in 2025.	**Supply Chain Manager**
Supply Chain Development	As part of our review, we will develop our supply chain policy to include more sustainable targets and metrics, to encourage the supply chain to develop their own sustainable policies.	**Supply Chain Manager**
Increased measurement of third-party suppliers	To have a good understanding of our supply chain partners emissions in their duties to deliver their construction activities. Continue to record travel requirements to each site for all subcontractors in 2025.	**Site Managers / Administration**
Investigate emissions of materials	To investigate and record the ability of our supply chain suppliers carbon emissions in the course of their duties.	**Supply Chain Manager**

Signed on behalf of SEH French

Name: **Simon Girling**



Position: **Director**

Date: 7th March 2025

9 Emissions Data

The data contained in the table below represents total emissions calculated and is consistent with SECR requirements. All sources of emissions that have been measured are included in the totals below. Emissions from key activities are summarised in the previous sections.

	Benchmark Reporting Year **Jan 21 – Dec 21**	Current Reporting Year **Jan 24 – Dec 24**
Energy consumption used to calculate emissions Electricity Scope 2 - UK and Offshore (kWh)	89,577	77,946
Energy consumption used to calculate emissions – Global, excluding UK and Offshore (kWh)	N/A	N/A
Basis of Energy reporting (Location or Market)*	Location	Market
% of total energy sourced from certified renewable sources	0.0%	74.5%
Emissions associated with energy consumption - UK, Offshore and Global (tCO_2e)	19.0	8.3
Emissions from activities for which the company is responsible including combustion of fuel and operation of facilities **- Scope 1** (tCO_2e)	155.5	138.0
Emissions from purchase of electricity, heat, steam and cooling purchased for own use **- Scope 2** (tCO_2e)	19.0	8.3
Total Scope 1 and 2 Emissions (tCO_2e)	**174.5**	**138.0**
Emissions from upstream activities out of operational control - Scope 3 (tCO_2e)	80.6	98.0
Emissions from use of sold products and services out of operational control **- Scope 3** (tCO_2e)	None included	None included
Total Gross Scope 3 Emissions (tCO_2e)	**80.6**	**98.0**
Total Scope 1, 2 and 3 Emissions (tCO_2e)	**255.1**	**244.3**
Intensity ratio tCO_2e (gross Scope 1, 2 and 3) per employee	6.4	5.8
Carbon offsets (tCO_2e)	**0.0**	**0.0**
Total Annual Net Emissions (tCO_2e)	**255.1**	**244.3**

* A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen. 74.5% of electricity is self generated.

10 Standard and Methodology Used

SEH French categorises its Greenhouse Gas (GHG) Emissions as Scope 1, 2 or 3 as referred to in the WBCSD – WRI Greenhouse Gas Protocol (revised edition, dated March 2014). Emissions in Carbon Dioxide equivalent (CO_2e) for all scopes are calculated using the conversion factors listed in DESNZ Greenhouse Gas Conversion Factors for the relevant 12-month period over which the carbon emissions are calculated. Procured renewable electricity and gas is calculated in accordance with the WBCSD – WSI Scope 2 Guidance on procured renewable energy (2015).

11 Data Quality / Confidence

The data used to generate this report has been collected from various sources from both within the company and using assumptions gathered by Net Zero International. These emissions have been converted to CO_2e using GHG Protocol and DESNZ frameworks and conversion factors for the relevant period.

12 Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with SECR, 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 agreed by the board of directors (or equivalent management body).

Signed on behalf of Net Zero International

Name: **David Hawes**

Position: **Chief Executive Officer**

Date: 7th March 2025

13 Glossary

Benchmark Data	The chosen 12-month period that sets the calculated emissions that need to be mitigated and/or offset.
Carbon Reduction	Reduction in measured CO_2e emissions
Carbon Reduction Plan	Plan to reduce CO_2e emissions over a period of time, updated annually
Carbon Emissions (Gross)	CO_2e emissions from Company activities
Carbon Emissions (Net)	CO_2e emissions from Company activities minus verified carbon offsets the Company purchases
Carbon Neutral	When emissions are fully offset including those emissions that could be mitigated.
Carbon Offsets	A removal or reduction of carbon emissions through a verified scheme.
CO_2e	All greenhouse gases expressed in terms of Carbon Dioxide equivalent (CO_2e) for consistency of reporting.
DESNZ	Department of Energy Security and Net Zero (https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting)
EEIO	Environmentally Extended Input Output – Emissions estimated on spend https://ghgprotocol.org/
Organisational Boundaries	GHG Protocol Organisational Boundaries https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf
GHG Protocol	Greenhouse Gas Protocol https://ghgprotocol.org/
Greenhouse Gases	Carbon Dioxide (CO_2), Methane (CH_4), Nitrous Oxide (N_2O), Chlorofluorocarbons (CFCs and HCFCs), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulphur Hexafluoride (SF_6)
Greenhouse Gas Conversion Factors	Annually published conversion factors normally published by relevant government departments. Converts activity into CO_2e emissions.
Greenhouse Gas Emissions (GHG)	Gases in the atmosphere that absorb and radiate heat
Intensity Metric/Ratio	A metric that measures carbon emissions per relevant unit of activity in a business.
Market Reporting v Location Reporting	Market is based on specific tariffs. Location is based on the country from which you are reporting.
Net Zero	GHG emissions are mitigated and those that cannot are offset
Renewable Tariff	An energy tariff that is 100% powered by renewable energy and is certified.
SBT	Science Based Targets – reducing emissions by 50% by 2030 and by 90% by 2050 and offsetting the remaining amount.
Scope 1	The fuels that are burnt (gas, transport the company owns, refrigerant gases)
Scope 2	The energy that is bought (electricity from the grid, purchased heat)
Scope 3	Emissions embedded in everything a company buys and emitted as a consequence of everything a company sells.
SECR	Streamlined Energy and Carbon Reporting
tCO_2e	Metric tonnes of CO_2 equivalent emitted.
WBCSD	World Business Council for Sustainable Development https://www.wbcsd.org/
WRI	World Resource Institute https://www.wri.org/