

CARBON REDUCTION PLAN

FOR



Prepared by:



Reporting Period:

January 2025 – December 2025

Issued Date:

25th March 2026

SEH French Carbon Emissions Report

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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 2050* and target reduction in emissions by Scope, as defined below.
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.

	Target Reduction	Year
Commitment to be Net Zero	90%	2045*
Additional Commitments		
Scope 1	50%	2035
Scope 2	50%	2035
Scope 3	50%	2035

*In line with NHS targets.

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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 51 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.

Organisational emissions have increased since the benchmark year due to significant growth in the business. Overall emissions have increased by 34%, whilst on a per £1000 basis they have reduced by 40%. The business is committed to lowering carbon emissions associated with that growth.

Reporting Period	Benchmark Period January 2021 – December 2021	Current Period January 2025 – December 2025
Industry	Construction	Construction
Turnover	15,370,000	34,110,000
Average No. of Staff	40	53
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	24

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2.2 Current Reporting Period

January 2025 – December 2025

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

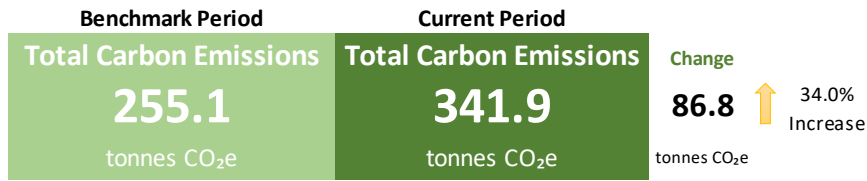
The organisation's benchmark year is from January 2021 – December 2021. This is the fifth time the organisation has measured and reported on its carbon emissions.

2.5 Methodologies Used

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

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3 Carbon Emissions Overview



The total calculated emissions for the business for the period 2025 are 341.9 tCO₂e. This is the fifth year the company has measured its carbon emissions. The breakdown of emissions is analysed throughout this report. Although overall emissions have increased they have reduced on an intensity basis which is highlighted in Section 6.

The calculated emissions are based on the most up to date emissions factors at the time of the publication of this report. It should be noted that emissions factors are updated regularly and will be retrospectively applied. As such, emissions values may change when calculated in future years.

4 Intensity Metric Analysis

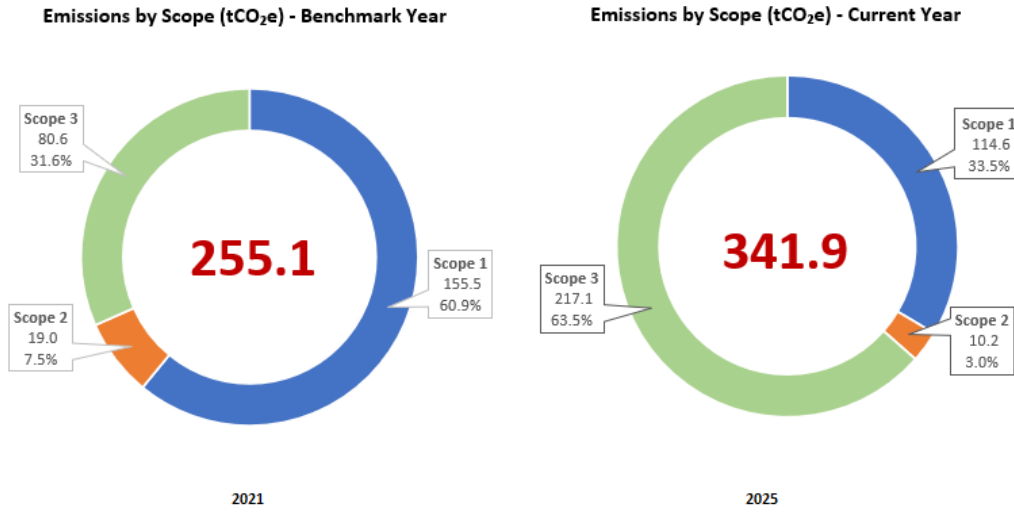
Intensity metrics help normalise emissions data, taking into account variations in production levels or activity volumes. This allows for a more accurate assessment of emission trends over time, regardless of changes in business operations. The initial intensity metrics for the company are below and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

	Benchmark Year	Current Year		Change
	2021	2025	Change	
Per employee	6.4	6.5	0.1	2%
Per £100k Turnover	1.67	1.01	-0.66	-40%

The chosen intensity metrics shows a carbon emissions value of 6.5 tCO₂e per employee and 1.01 tCO₂e per £100k of turnover. The business headcount averaged 53 people during the reporting period.

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5 Analysis by Scope



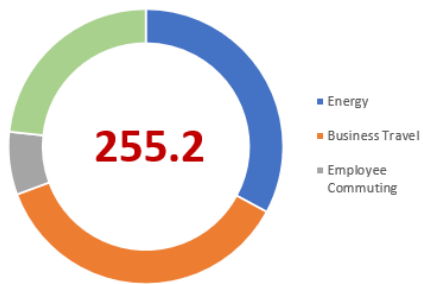
Scope	Description	tCO ₂ e	%
Scope 1	Scope 1 emissions includes fuels used at company premises and company vehicles.	114.6	33.5%
Scope 2	Emissions in scope 2 includes electricity used at the company's premises. The premises are on a non-renewable tariff.	10.2	3.0%
Scope 3	Scope 3 emissions include: Business Travel Employee Commuting Transmission and Distribution of Electricity Waste and/or Water Purchased Goods and Services	217.1	63.5%
TOTAL		341.9	100.0%

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

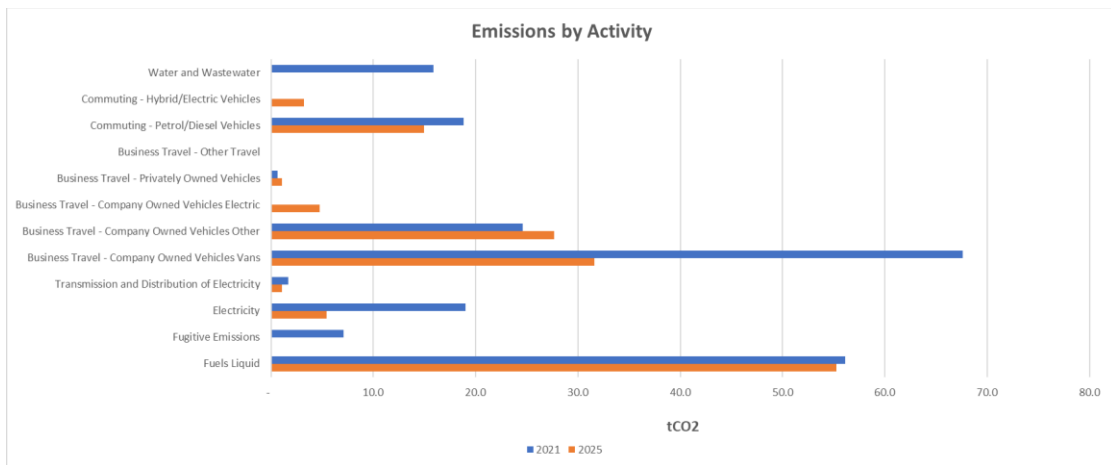
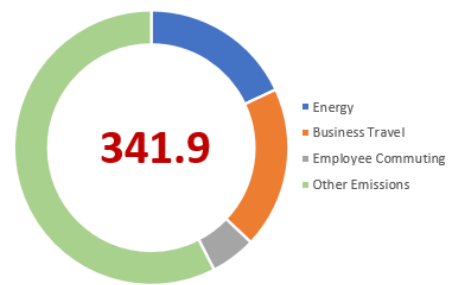
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6 Emissions by Activity

Emissions by Activity (tCO₂e) - Benchmark Year



Emissions by Activity (tCO₂e) - Current Year



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Data Details	Benchmark Year			Current Year			Difference	Data Source	Data Confidence
	2021	2022	2023	2024	2025				
Emission Type	Scope	tCO ₂ e	tCO ₂ e	tCO ₂ e	tCO ₂ e	tCO ₂ e			
Energy									
Gas	1	0.0	0.0	0.0	0.0	0.0	0.0	No Gas	
Fuels Liquid	1	56.1	38.2	19.3	81.3	55.3	-0.8	Company Records	High
Fugitive Emissions	1	7.1	0.0	0.0	0.0	0.0	-7.1	Company Records	High
Electricity	2	19.0	9.5	7.3	4.1	5.4	-13.6	Electricity Bills	High
Transmission and Distribution of Electricity	3	1.7	2.0	0.7	0.6	1.0	-0.6	Electricity Bills	High
		83.9	49.7	27.3	86.0	61.7	-22.2		
Business Travel									
Business Travel - Company Owned Vehicles Vans	1	67.6	85.5	37.2	31.2	31.6	-36.0	Mileage Data	High
Business Travel - Company Owned Vehicles Other	1	24.6	0.0	22.5	20.0	27.7	3.1	Mileage Data	High
Business Travel - Company Owned Vehicles Electric	2	0.0	0.0	0.8	3.0	4.8	4.8	Mileage Data	High
Business Travel - Privately Owned Vehicles	3	0.7	28.8	0.1	4.9	1.1	0.4	Company Records	High
Business Travel - Other Travel	3	0.1	0.0	0.0	0.0	0.0	-0.1	Company Records	High
		93.0	114.3	60.6	59.1	65.1	-27.9		
Employee Commuting									
Commuting - Petrol/Diesel Vehicles	3	18.8	7.1	12.4	14.8	15.0	-3.8	Employee Survey	Medium
Commuting - Hybrid/Electric Vehicles	3	0.0	0.0	4.2	3.4	3.2	3.2	Employee Survey	Medium
		18.8	7.1	16.6	18.2	18.2	-0.6		
Other Emissions Calculated									
Water and Wastewater	3	15.9	0.7	0.1	0.0	0.0	-15.9	Water Bills	High
Upstream Transportation and Distribution	3	0.0	0.0	0.0	0.0	0.0	0.0	Not Applicable	
Downstream Transportation and Distribution	3	0.0	0.0	0.0	0.0	0.0	0.0	Not Applicable	
Waste Disposal	3	0.7	0.7	0.3	0.2	0.0	-0.7	Waste Bills	High
Contracted Labour Travel	3	42.8	57.2	88.7	81.0	196.8	154.0	Spend Analysis	High
		59.4	58.6	89.1	81.2	196.8	137.4		
TOTAL		255.1	229.7	193.6	244.5	341.9	86.8		

*Previously reported years' values may change due to updated conversion factors and/or better reporting processes.

There are no Upstream and Downstream Transportation emissions associated with the business as the organisation does not purchase or sell goods.

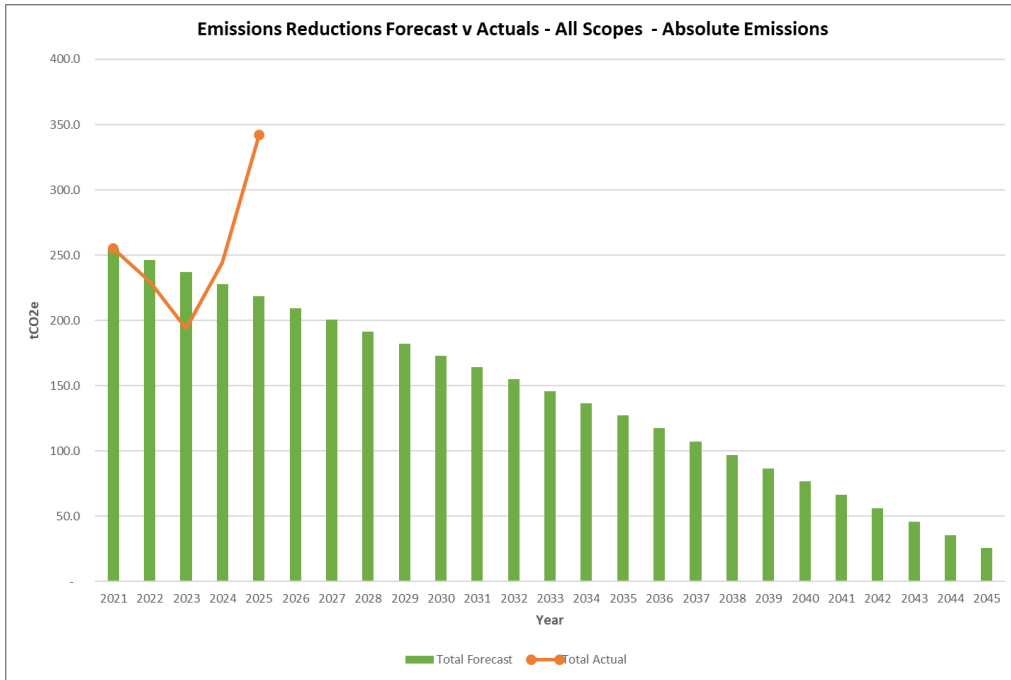
Emissions have increased since the benchmark period due to the following:

- Significant increase in turnover due to winning significant contracts in 2025
- Energy and business travel emissions have reduced, whilst subcontracted emissions have increased.

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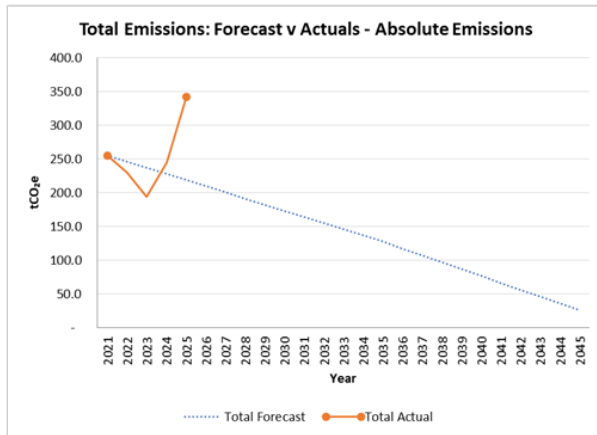
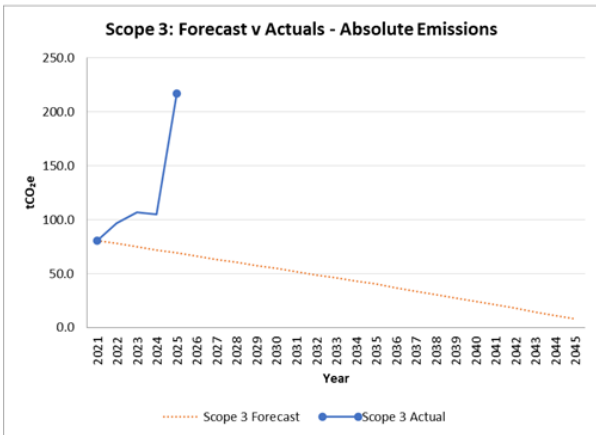
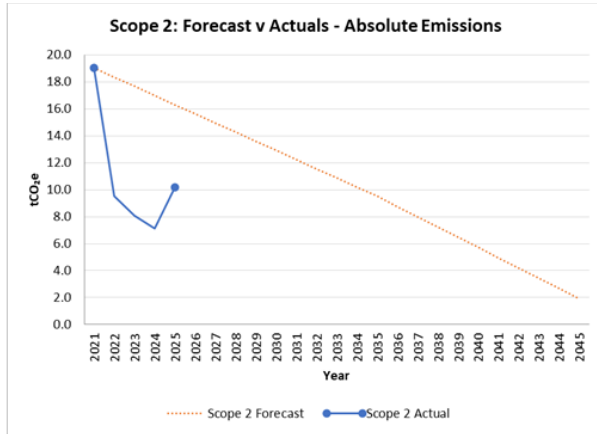
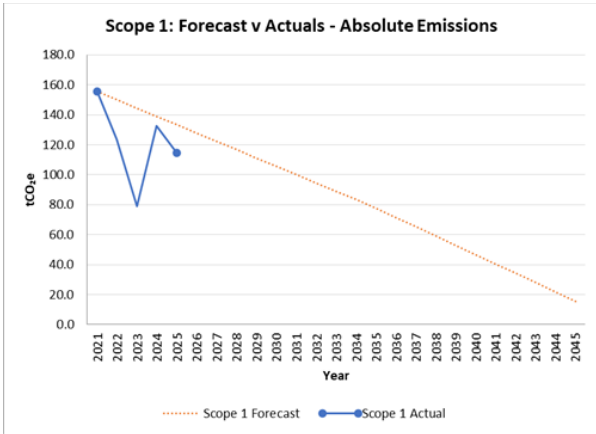
7 Emissions Reductions Targets

The following charts provide a forecasted view of the emissions targets for the organisation as a whole and Scope by Scope in line with the Net Zero emissions targets stated in Section 1.



These targets will be being mapped against actual emissions year by year to support ongoing strategies and decision making to achieve Net Zero by 2050.

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*Each graph has been scaled independently to best represent its specific data.

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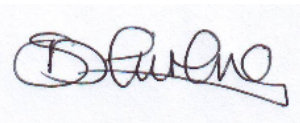
8 Carbon Reduction Actions

SEH French aims to 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 continue to engage with 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 continue to develop our 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 review 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.	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 2026 and beyond.	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: 25th March 2026

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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 Year Jan 2021 - Dec 2021	Current Year Jan 2025 - Dec 2025
Energy consumption used to calculate emissions Electricity Scope 2 - UK and Offshore (kWh)	89,577	30,565
Energy consumption used to calculate emissions – Global, excluding UK and Offshore (kWh)	N/A	N/A
Basis of Energy reporting (Location or Market)*	Location	Location
% of total energy sourced from certified renewable sources	0%	0%
Emissions associated with energy consumption - UK, Offshore and Global (tCO ₂ e)	19.0	5.4
Emissions from activities for which the company is responsible including combustion of fuel and operation of facilities - Scope 1 (tCO ₂ e)	155.5	114.6
Emissions from purchase of electricity, heat, steam and cooling purchased for own use - Scope 2 (tCO ₂ e)	19.0	10.2
Total Scope 1 and 2 Emissions (tCO₂e)	174.5	124.8
Emissions from upstream activities out of operational control - Scope 3 (tCO ₂ e)	80.6	217.1
Emissions from use of sold products and services out of operational control - Scope 3 (tCO ₂ e)	None included	None included
Total Gross Scope 3 Emissions (tCO₂e)	80.6	217.1
Total Scope 1, 2 and 3 Emissions (tCO₂e)	255.1	341.9
Intensity ratio tCO ₂ e (gross Scope 1, 2 and 3) per employee	6.4	6.5
Carbon offsets (tCO ₂ e)	-	-
Total Annual Net Emissions (tCO₂e)	255.1	341.9

* The location-based method reflects the average emissions intensity of the actual electricity produced and consumed within the UK grid. A market-based method reflects emissions from electricity that companies have purposefully chosen.

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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 (CO₂e) 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 CO₂e 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 006 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: 25th March 2026

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13 Glossary

Absolute Emissions	The total amount of greenhouse gasses calculated, measured in tonnes of CO ₂ e.
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 ₂ e emissions
Carbon Reduction Plan	Plan to reduce CO ₂ e emissions over a period of time, updated annually
Carbon Emissions (Gross)	CO ₂ e emissions from Company activities
Carbon Emissions (Net)	CO ₂ e 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.
CO₂e	All greenhouse gases expressed in terms of Carbon Dioxide equivalent (CO ₂ e) 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 ₂ O), 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 ₂ e 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.
Science Based Targets (SBT)	Globally aligned goals to reduce greenhouse gas emissions in line with the latest climate science and the Paris Agreement, limiting global temperatures to 1.5°C above pre-industrial levels.
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
tCO₂e	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/