

CARBON REDUCTION PLAN

FOR



Prepared by:



Reporting Period:

April 2024 – March 2025

Issued Date:

25th July 2025

**Cadman Construction
Carbon Emissions Report**

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1 Net Zero Commitment

Cadman Construction 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 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.

	Year
Commitment to be Net Zero	2050
50% Emissions Reduction	2030

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2 Background Information

2.1 Company

Cadman Construction is a Limited Company registered in England, company number 01205345, with its registered address at Cadman House Maurice Way, Stanway, Colchester, Essex, United Kingdom, CO3 0NW.

Cadman Construction actively undertake all Small and Major Works Commercial Building Contracts on behalf of the C.M. Cadman Group throughout the South East and Greater London. We are able to provide both Traditional and Design and Build solutions to projects up to and including £30M in value per contract.

Cadman Construction employ highly experienced management personnel to ensure the professional management of each and every project that we undertake.

Our Construction Management teams possess a wealth of experience working on challenging commercial building projects and are highly proactive with our clients' professional teams to ensure the objectives of each building project are recognised at an early stage to ensure the Employers Requirements are fully achieved.

Reporting Period	Current Period April 2024 – March 2025
Industry	Construction
No. of Staff	34
No. of Premises Owned	0
No. of Premises Leased	1
No. of Company Vehicles - Owned	20
No. of Company Vehicles - Leased	0

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2.2 Current Reporting Period

April 2024 – March 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 **April 2024 – March 2025**. This is the first time the organisation has measured and reported on its carbon emissions.

2.5 Methodologies Used

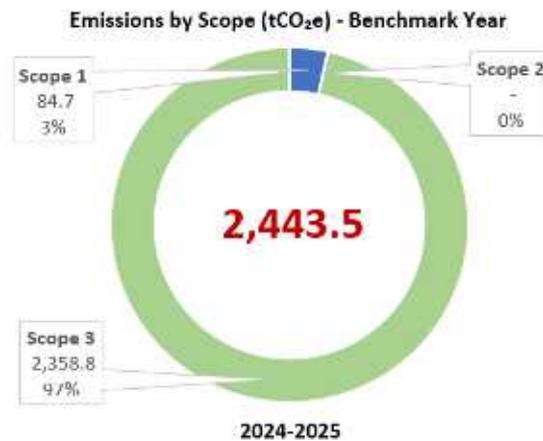
Throughout this report all methodologies used are explained within the relevant sections.

3 Carbon Emissions Overview



The total calculated emissions for the business for the period 2024-2025 are 2,443.5tCO₂e. This is the first year the company has measured its carbon emissions. The breakdown of emissions are analysed throughout this report.

4 Analysis by Scope



Scope	Description	tCO ₂ e	%
Scope 1	Scope 1 emissions includes fuels used at company premises and company vehicles.	84.7	3.5%
Scope 2	Emissions in scope 2 includes electricity used at the company's premises. The office is on a fully renewable tariff.	-	0.0%
Scope 3	Scope 3 emissions include: <ul style="list-style-type: none"> • Business Travel • Employee commuting • Transmission and Distribution of Electricity • Purchased Goods and Services 	2,358.8	96.5%
TOTAL		2,443.5	100.0%

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

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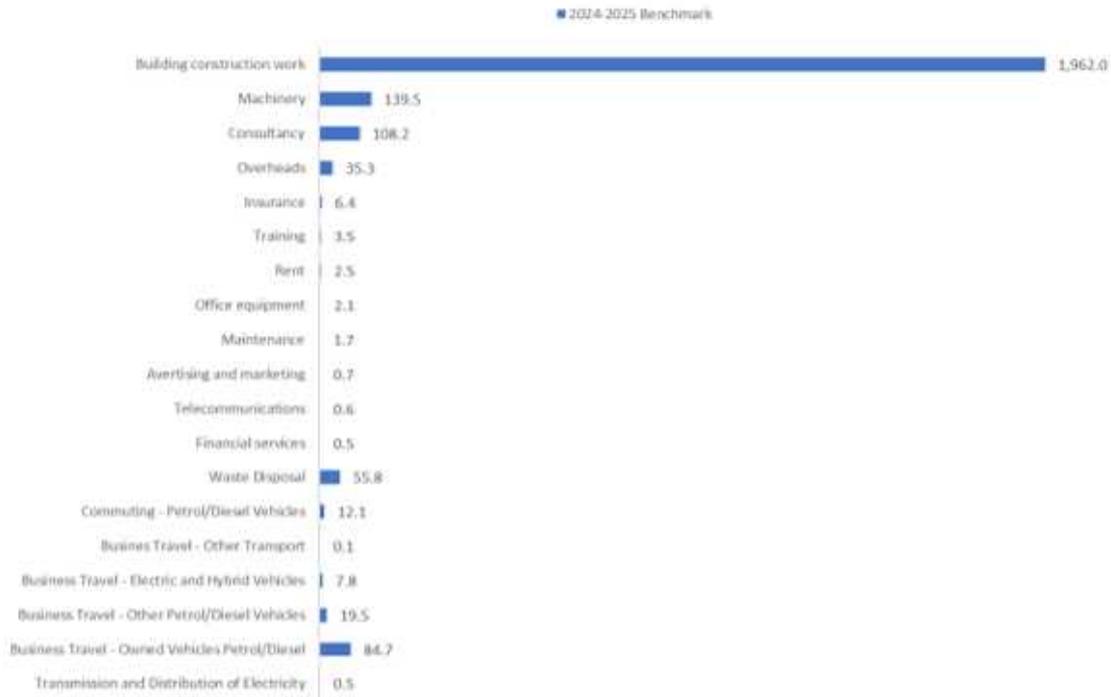
5 Emissions by Activity

Emissions by Activity (tCO₂e) - Benchmark Year



2024-2025

2024-2025 Benchmark



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Data Details		Benchmark Year		
		2024-2025		
Emission Type	Scope	tCO₂e	Data Source	Data Confidence
Energy				
Gas	1	-	No Gas	High
Green Electricity	2	-	Electricity Bills	High
Transmission and Distribution of Electricity	3	0.5	Electricity Bills	High
		0.5		
Business Travel				
Business Travel - Owned Vehicles Petrol/Diesel	1	84.7	Mileage Data	High
Business Travel - Other Petrol/Diesel Vehicles	3	19.5	Mileage Data	High
Business Travel - Electric and Hybrid Vehicles	3	7.8	Mileage Data	High
Business Travel - Other Transport	3	0.1	Mileage Data	High
		112.2		
Employee Commuting				
Commuting - Petrol/Diesel Vehicles	3	12.1	Employee Survey	Medium
		12.1		
Other Emissions Calculated				
Waste Disposal	3	55.8	Spend Analysis	Medium
Financial services	3	0.5	Spend Analysis	Medium
Telecommunications	3	0.6	Spend Analysis	Medium
Avertising and marketing	3	0.7	Spend Analysis	Medium
Maintenance	3	1.7	Spend Analysis	Medium
Office equipment	3	2.1	Spend Analysis	Medium
Rent	3	2.5	Spend Analysis	Medium
Training	3	3.5	Spend Analysis	Medium
Insurance	3	6.4	Spend Analysis	Medium
Overheads	3	35.3	Spend Analysis	Medium
Consultancy	3	108.2	Spend Analysis	Medium
Machinery	3	139.5	Spend Analysis	Medium
Building construction work	3	1,962.0	Spend Analysis	Medium
		2,318.8		
TOTAL		2,443.5		

6 Intensity Metric Analysis

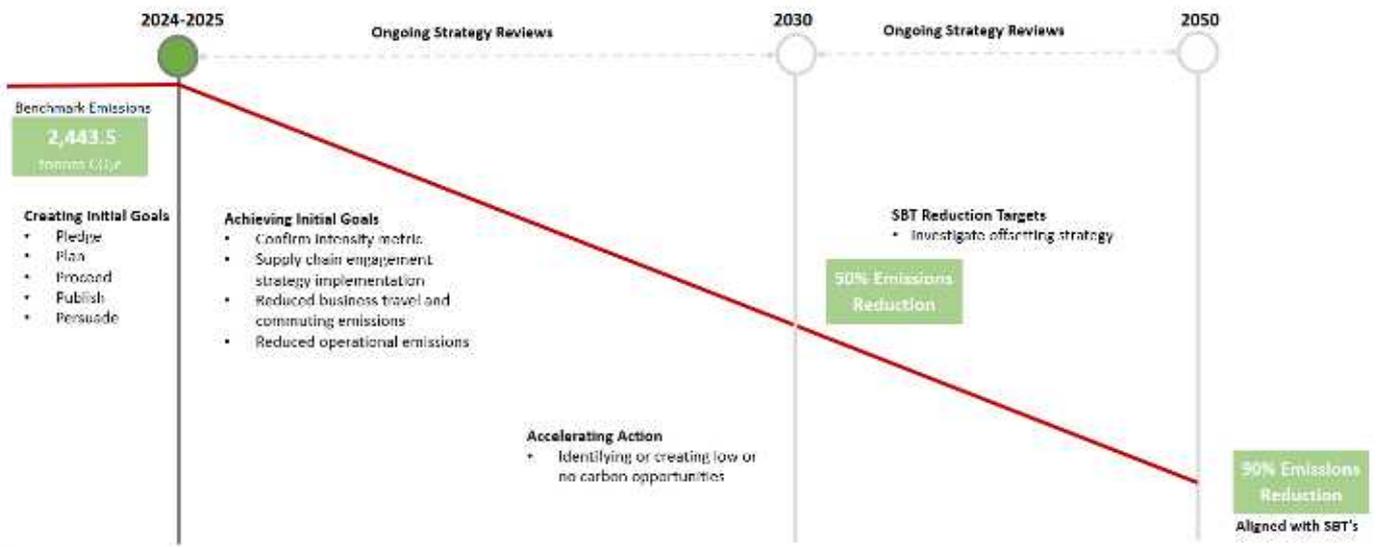
Intensity metrics help normalise emissions data, taking into account variations in production levels or activity volumes. This allows for a more accurate assessment of emission trends over time, regardless of changes in business operations. The initial intensity metrics for the company are below and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

Intensity Metrics (tonnes CO ₂ e)	
	Benchmark Year
 Per Employee	2024-2025
	Scopes 1, 2 and 3: 71.9
 Per £'000 Turnover	2024-2025
	Scopes 1, 2 and 3: 0.23

The chosen intensity metrics shows a carbon emissions value of **71.9 tCO₂e per employee** and **0.23 tCO₂e per £1,000 of turnover**. The business headcount averaged 34 people during the benchmark period.

7 Emissions Reductions Targets

The following graph summarises the carbon emissions reduction targets.



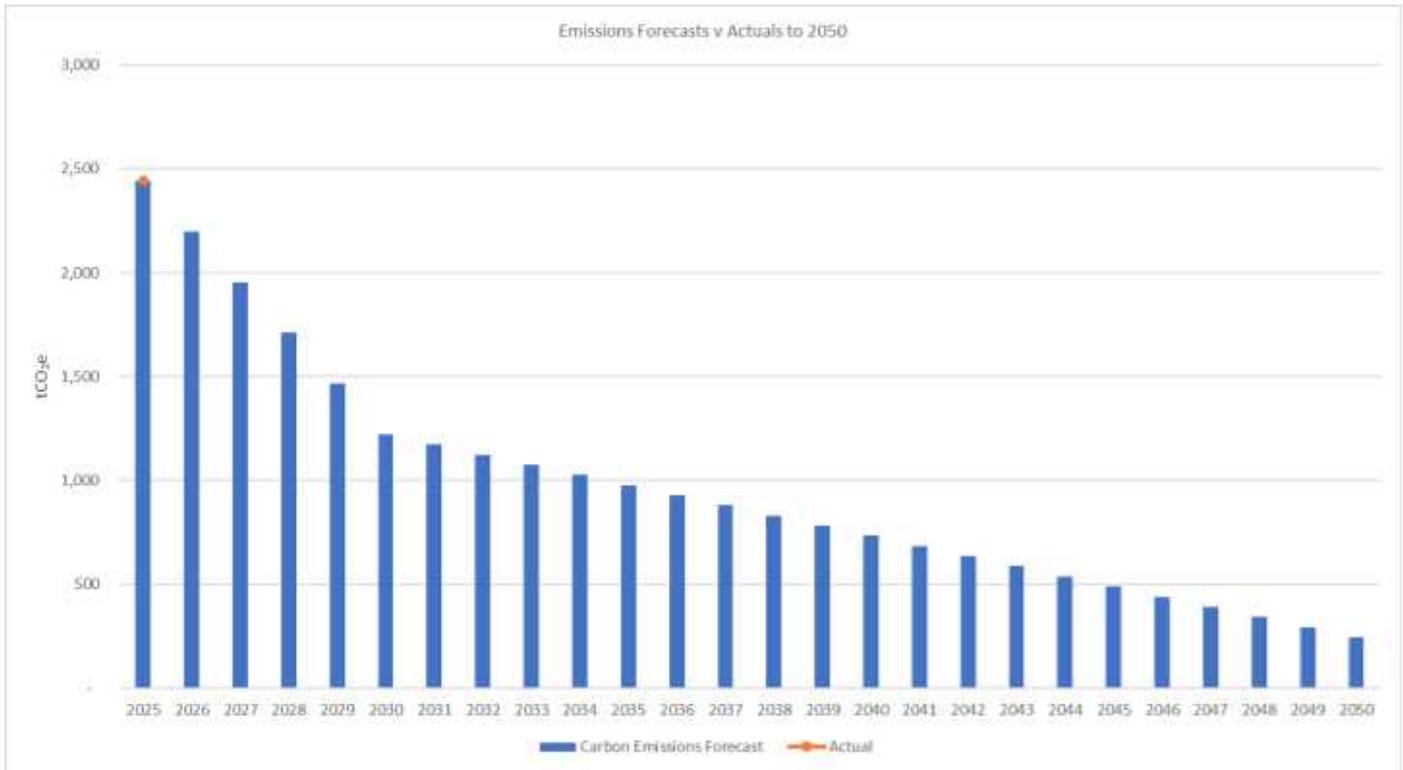
GOAL:

To become a Net Zero organisation in line with Science Based Targets

- Cut emissions by minimum 90%
- Balance any remaining emissions that cannot be eliminated with technology or other solutions through offsets

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Science Based Targets (SBTs) specify the need to reduce emissions by 50% by 2030 and 90% by 2050. As such, the following chart provides a forecasted view of the emissions targets for the organisation. These targets will be mapped against actual emissions year by year to support ongoing strategies and decision making to achieve the SBTs.



8 Carbon Reduction Actions

Cadman Construction aims to develop the following initiatives that will support the company's strategies to meet Science Based Targets:

Area of Focus	Initiative
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.
Reduce Reliance on Spend Based Data	To review major emissions based on spend and develop more accurate emissions data together with suppliers.
Business Travel Emissions	To review a sustainable travel policy encouraging use of public transport and lower carbon options when practical to do so.
Carbon Emissions Dashboard	Cadman Construction 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.
Fleet Strategy	To review on a regular basis the availability and feasibility of technology to enable changing fleet vehicles to lower emission engines and eventually from ICE to hybrid or electric engines.
Supply Chain Review	To carry out regular reviews of supply chain partners and introduce a sustainable supply chain policy over time.
Energy Efficiency of Site	Review infrastructure to reduce energy consumption. Investigate renewable energy generation possibilities on site. Investigate improved waste recyclability options.

Signed on behalf of Cadman Construction

Name: Matt Kett



Position: Company Secretary

Date: 25th July 2025

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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 2024-2025
Energy consumption used to calculate emissions Electricity Scope 2 - UK and Offshore (kWh)	17,987
Energy consumption used to calculate emissions – Global, excluding UK and Offshore (kWh)	N/A
Basis of Energy reporting (Location or Market)*	Location
% of total energy sourced from certified renewable sources	0%
Emissions associated with energy consumption - UK, Offshore and Global (tCO ₂ e)	-
Emissions from activities for which the company is responsible including combustion of fuel and operation of facilities - Scope 1 (tCO ₂ e)	84.7
Emissions from purchase of electricity, heat, steam and cooling purchased for own use - Scope 2 (tCO ₂ e)	-
Total Scope 1 and 2 Emissions (tCO₂e)	84.7
Emissions from upstream activities out of operational control - Scope 3 (tCO ₂ e)	2,358.8
Emissions from use of sold products and services out of operational control - Scope 3 (tCO ₂ e)	None included
Total Gross Scope 3 Emissions (tCO₂e)	2,358.8
Total Scope 1, 2 and 3 Emissions (tCO₂e)	2,443.5
Intensity ratio tCO ₂ e (gross Scope 1, 2 and 3) per employee	71.9
Carbon offsets (tCO ₂ e)	-
Total Annual Net Emissions (tCO₂e)	2,443.5

* 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.

10 Standard and Methodology Used

Cadman Construction 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 July 2025

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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 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.
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
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/