

2026



Carbon Reduction Plan

T&B (Contractors) Ltd

Introduction

Our Carbon Reduction Plan utilises the standards set out within the UK Government Factors for Green House Gas and sets out our vision towards achieving Net Zero.

Key Elements Include:

- A commitment to Net Zero for Scope 1 & 2 emissions by 2040 and Net Zero for Scope 3 emissions by 2045.
- Despite the challenges posed by the Global Pandemic, we decreased our carbon emissions by a significant 28% (310tCO₂e) between 2019 and 2020. This reduction is a testament to our resilience and adaptability in maintaining our sustainability efforts.
- Since establishing our baseline in 2019, we have reduced our Total tCO₂e by 41.5% from 1088.84 to 451.50.
- Our primary focus is reducing emissions, with the most significant contributors coming from fuel combustion within direct staff commuting (from our owned/operated cars and vans) or from the transport and distribution of products to our sites.
- The reductions from 2020 levels have been maintained despite a return to normal working patterns. Through investment in electric and hybrid vehicles and EV charging points at our head office, combined with policies such as dynamic working, we have maintained reductions in CO₂e post-pandemic.
- The focus of our Carbon Reduction Plan is to target the areas where we can have the most significant impact, including working towards the electrification of the company fleet and mandating FORS for suppliers.
- To ensure that change and innovation in our working practices are developed and delivered, we have established a dedicated Sustainability Steering Group. This group, comprising of key stakeholders from various departments, is responsible for driving our sustainability initiatives and ensuring their successful implementation.
- Enhanced project travel emissions reporting through investment into TAAP, digitising our existing signing in/out process.

Our Commitment to Achieving Net Zero

The industry is crucial in combating climate change, and we are determined to play our part and ensure this is reflected within our Supply Chain. As we continue to build on our commitment, we will work with external third parties to ensure our plan aligns with government guidance and best practices, such as ISO14068-1:2022 - Carbon Neutrality and PAS2080:2030 - Carbon Management

In 2023, we realigned our reporting framework to use the UK Government Factors, having previously used the GHG Protocol, to ensure more accurate reporting and compliance with UK-specific regulation and reporting requirements. We comply with the Streamlined Energy & Carbon Reporting (SECR) mandatory reporting scheme, with our emission report included within our annual accounts.

This has been completed in accordance with PPN 006 and associated guidance and reporting standards for a Carbon Reduction Plan.



Robert Wishart
Managing Director
T&B (Contractors) Ltd

September 2026



Baseline Emissions Footprint

Scope 1 Emissions	Direct GHG emissions occur from sources that are owned or controlled by the company, for example, emissions from combustion in owned or controlled boilers, vehicles, etc. Transportation of materials, products, waste, and employees in company owned/controlled mobile combustion sources (e.g. trucks, trains, ships, airplanes, buses, and cars). Fugitive emissions from intentional or unintentional releases, e.g. hydro-fluorocarbon (HFC) emissions during the use of refrigeration and air conditioning equipment.
Scope 2 Emissions	Scope 2 accounts for GHG emissions from the generation of purchased electricity consumed by the company. Purchased electricity is defined as electricity that is purchased or otherwise brought into the company. Scope 2 emissions physically occur at the facility where electricity is generated.

Scope 3 Category	Category Description	Minimum Boundary
Upstream Transportation and Distribution	Transportation and distribution of products purchased from tier 1 suppliers including inbound logistics, outbound logistics and transportation and distribution between own facilities (in vehicles and facilities not owned or controlled by T&B).	The Scope 1 and Scope 2 emissions of transportation and distribution providers that occur during use of vehicles and facilities (e.g. from energy use).
Waste Generated in Operations	Disposal and treatment of waste generated in the company's operations in the reporting year (in facilities not owned or controlled by the reporting company).	The Scope 1 and Scope 2 emissions of waste management suppliers that occur during disposal or treatment.
Business Travel	Transportation of employees for business related activities during the reporting year (in vehicles not owned or operated by T&B).	The Scope 1 and Scope 2 emissions of transportation carriers that occur during use of vehicles (e.g., from energy use).
Employee Commuting	Transportation of employees between their homes and their worksites during the reporting year (in vehicles not owned or operated by the reporting company).	The Scope 1 and Scope 2 emissions of employees and transportation providers that occur during use of vehicles (e.g., from energy use).
Downstream Transportation and Distribution	N/A	N/A



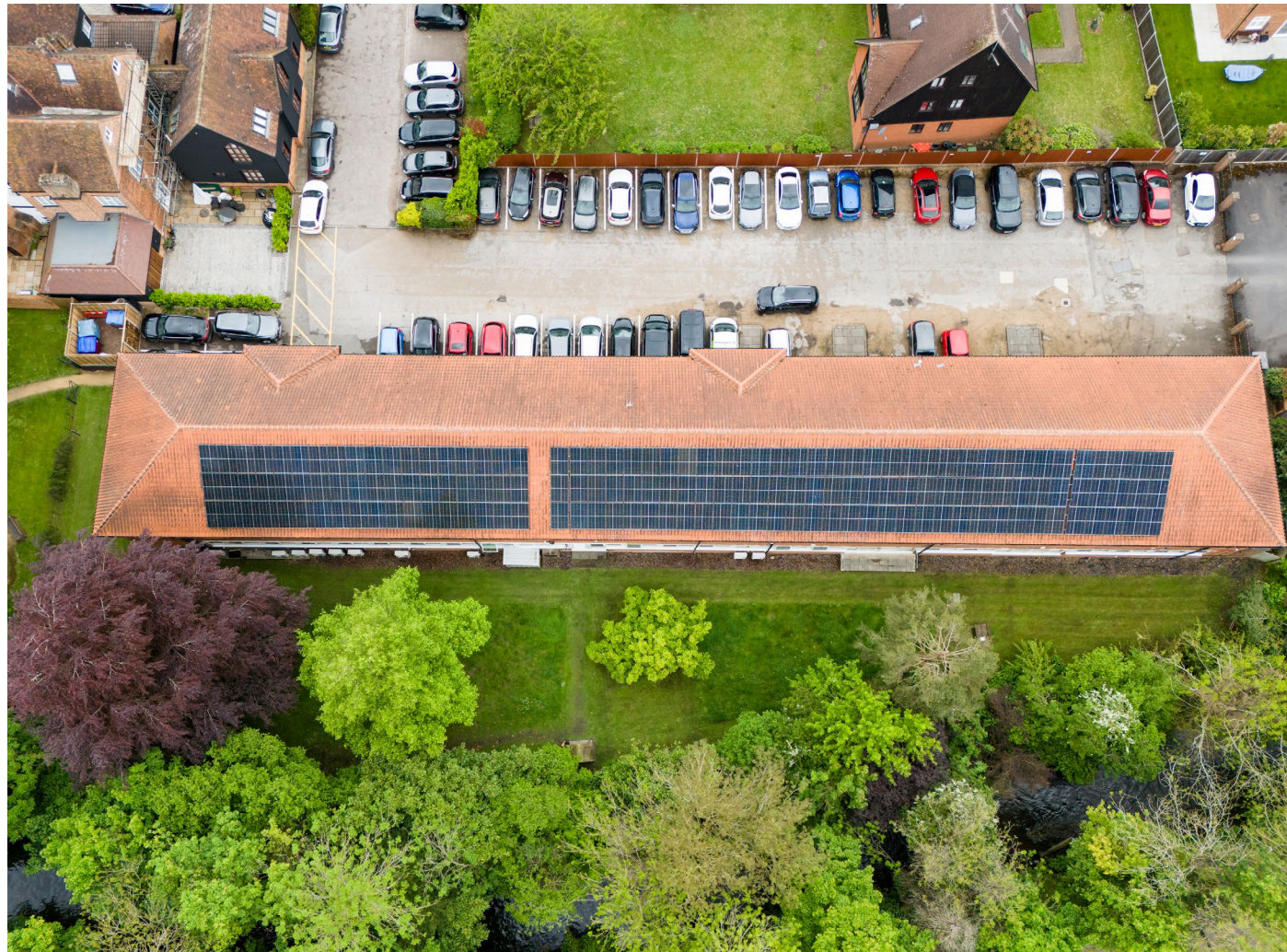
GHG Emissions (tCO2e) - UK Gov Factors

Scope	Activity Type	2019	2020	2021	2022	2023	2024	2025
Scope 1	Stationary Combustion (Gas Use Office)	16.24	16.31	18.65	15.14	9.04	0.00	0.00
	Mobile Combustion (Cars/Vans)	191.25	139.44	126.70	135.53	121.94	91.77	92.33
	Fuel Cards	225.80	147.13	162.34	164.52	147.02	132.08	115.78
	Purchased Fuel	44.46	53.72	27.08	15.97	9.17	2.85	3.60
	Fugitive Emissions from air-conditioning	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Scope 1 - TOTAL	477.75	356.60	334.77	331.15	287.18	226.70	211.72
Scope 2	Purchased Electricity - Market Based							
	Head Office Electricity	10.57	8.42	7.78	7.70	4.92	8.54	7.56
	Site Electricity	124.62	91.85	83.60	70.69	101.45	92.78	70.67
	Scope 2 - TOTAL	135.19	100.27	91.38	78.40	106.37	101.31	78.23
Scope 3	Upstream Transport & Distribution	248.34	233.89	205.80	203.82	236.94	225.68	104.88
	Waste Generated in Operations	102.57	61.32	69.28	27.67	20.23	7.13	5.65
	Business Travel	5.29	2.58	4.48	4.58	7.95	5.16	4.92
	Employee Commuting	119.70	24.13	53.70	39.14	39.20	46.51	46.10
	Scope 3 - Total	475.89	321.93	333.25	275.22	304.32	284.48	161.55
	Total	1088.84	778.80	759.41	684.77	697.87	612.50	451.50
	Total Reduction (%)	0%	-28%	-2%	-10%	+2%	-12%	-26%
KPI's	tCO2e/£Million Turnover (S1&2)	10.73	9.90	9.24	9.56	6.86	6.25	6.20
	tCO2e/£Million Turnover (S3)	8.33	6.98	7.22	6.43	5.30	5.42	3.45
	tCO2e/£Million Turnover	19.06	16.88	16.46	15.99	12.16	11.67	9.65
	tCO2e/Employee	9.07	6.04	7.45	7.06	7.12	5.95	4.43

Existing Carbon Reduction Projects

We have already implemented the following measures on our journey to Net Zero:

- ✓ We are BS EN ISO 14001:2015 registered with the British Standards Institute demonstrating our commitment to compliance with environmental regulations and having a positive environmental impact, including reducing our GHG emissions.
- ✓ We installed PIR/energy efficient lighting to our offices resulting in an estimated 86% reduction in CO2 emissions from our lighting in the Head Office.
- ✓ We have worked on a number of exemplar projects delivering positive outcomes - including current carbon reduction projects on 'hard-to-treat' properties working with Hertfordshire County Council.
- ✓ We have successfully delivered projects to defined environmental standards, including delivering projects in accordance with BREEAM, LEED and SKA. We are actively working with our clients to establish the feasibility of retrofitting their properties using the EnerPHIT standard in compliance with PAS2035/2038.
- ✓ We have continued to incentivise our staff to choose lower emission vehicles through a Carbon Car Bonus Scheme.
- ✓ We continue to review our company car choices to reduce fleet emissions and now offer staff both mild/plug-in Hybrid and, in 2020, the first full electric car choice.
- ✓ We continue to offer our staff a tax free Bike to Work Scheme and have worked with Fresh Ways to Work to develop a Green Travel Plan for the office.
- ✓ We have developed Biodiversity Workshops provided to schools as an education resource.
- ✓ Introduction of enhanced project travel emissions reporting through investment into TAAP, digitising our existing signing in/out process and providing both project, divisional and company-wide data.



Future Emissions Reduction Projects

- In order to continue to progress to achieving Net Zero emissions by 2040, T&B will need to target the significant carbon emitting processes - namely the company car and van use, electricity use (particularly on site), and Upstream Transport and Distribution.
- The move towards renewable generation will continue to lower our Scope 2 emissions over time, however if T&B are to reach Net Zero by 2040 short and longer-term investment and policy decisions will be required. Therefore, we have developed short, medium and long-term actions that progressively move us towards our Net Zero goals.
- To drive the change needed it is proposed that T&B appoint a member of the Senior Management Team, supported by a working groups, and provide training and information to staff on the subject.
- The actions target the areas where we can make the most significant impacts, including on our own company and owner fleet, by working with the Energy Saving Trust on electrification of our fleet, and Upstream T&D by mandating CLOCS & FORS across all projects.
- Other actions focus on improving our carbon accounting processes with the overall aim to include additional Scope 3 GHG Protocol Categories whilst refining the data capture and accounting for the existing metrics.
- Specifically, Scope 3 data for Waste and Upstream T&D has had to be extrapolated from spend with those suppliers. It is therefore likely that there is greater uncertainty on these measures and T&B should look to improve the carbon accounting protocols within these 3 metrics in particular.

Medium Targets: 2-5 Years

- Work with suppliers to encourage the use of electric plant and tools by providing discount codes.
- Determine mechanisms to measure additional Scope 3 emissions (e.g. from products used) and develop a future plan as to how these emissions can be reduced/mitigated - (Embodied Carbon)
- Implement routine post occupancy monitoring (where we have design responsibility) and review data to improve energy performance of projects in use.

Long Targets

- Increase the use of renewable energy on our sites
- All vehicles (company owned) to be powered by renewable sources
- Review the Head Office facility to determine energy efficiency/renewable energy investment options
- Invest in Carbon Offsetting for those emissions that cannot be eliminated



T&B (Contractors) Ltd

Riverside House
Place Farm
Wheathampstead
Hertfordshire
AL4 8SB

tandbcontractors.com

