

# Carbon Reduction Plan

Supplier name: Barker Associates (Essex) Limited

Publication date: April 2025 (covering FY2024/25)

## Commitment to achieving Net Zero

Barker is committed to achieving Net Zero emissions by 2030.

## Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2021/22	
Additional Details relating to the Baseline Emissions calculations.	
Emissions data had not been published in prior years therefore we selected 2021/22 as our base year. The methodology for measuring our carbon footprint is in line with the Greenhouse Gas protocol and the BEIS Environmental Reporting Guidelines. The calculations were completed using the UK Government emissions factors.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	1.79
Scope 2	21.69
Scope 3 (Included Sources)	93.98
Total Emissions	117.46

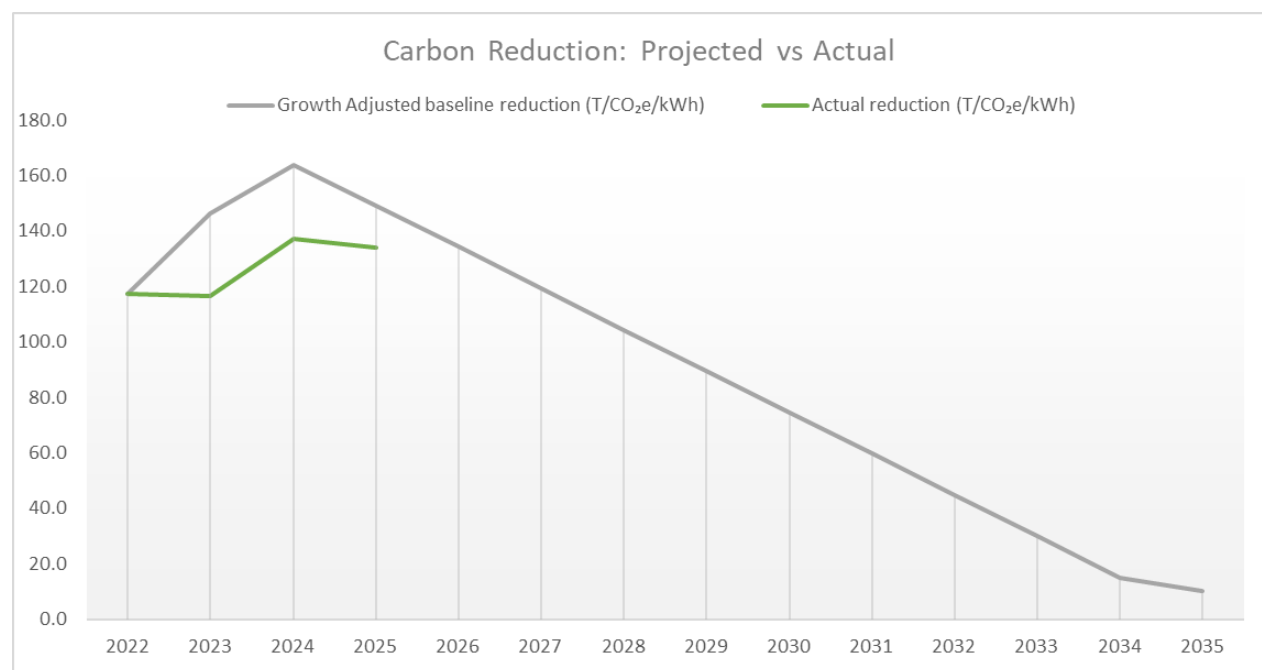
## Current Emissions Reporting

Reporting Year: FY2024/25	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	2.1
Scope 2	18.68
Scope 3 (Included Sources)	113.00
Total Emissions	133.78

## Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. We project that carbon emissions will decrease over the next five years to 74 tCO<sub>2</sub>e by 2030. This is a growth adjusted reduction of 63%. Progress against these targets can be seen in the graph below. Due to significant growth of the businesses' staff, offices and operations, we have shown a Growth Adjusted Baseline. This is based on a growth adjusted baseline for 2022-

2025 and a zero growth adjusted target for 2026-2030. Although our total emissions increased, our emissions per employee dropped by 51%.



## Carbon Reduction Projects

### Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2022 baseline.

The measures will be in effect when performing the contract.

- Implemented Environmental Management system and achieved ISO 14001: 2015 certification. Ongoing internal and external audits to ensure we are still compliant and showing continuous improvement.
- Move to agile working that has resulted in reduction of company business travel and commuting. Staff encouraged to use video conferencing where possible.
- Launched fully electric vehicle lease scheme for staff in 2022.
- Installation of LED Lighting in all offices.
- Completed low carbon refurbishment of Head Office in Braintree.
- Building management systems have been upgraded to reduce energy usage.
- Commenced new recycling contract in all offices.
- All single use plastic items removed from use.
- Worked with all landlords to purchase of 100% renewable energy.
- Developed a Carbon Reduction Plan that is due for review in April 2026.
- Move all IT to the cloud to prevent need for cooled server room at Head Office.

## Future carbon reduction initiatives

In the future we hope to implement further measures such as:

- Interventions to reduce power consumption focussed on air conditioning, space heating, ventilation and hot water.
- Further transition to zero emission vehicles by continually promoting electric-vehicle lease scheme.
- Active management and reduction of emissions from staff travel.
- Requiring suppliers to report their carbon footprint data to us to improve the accuracy of carbon measurement and engaging with suppliers to support our net zero goal.
- Investigate a new partnership which will help us determine our offsetting approach future years – aiming to fully offset emissions.

## Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with 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<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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<sup>3</sup>.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

### Signed on behalf of the Supplier:

**Thomas Deacon (Chief Operating Officer)**



Date: January 2026

---

<sup>1</sup> <https://ghgprotocol.org/corporate-standard>

<sup>2</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>3</sup> <https://ghgprotocol.org/standards/scope-3-standard>