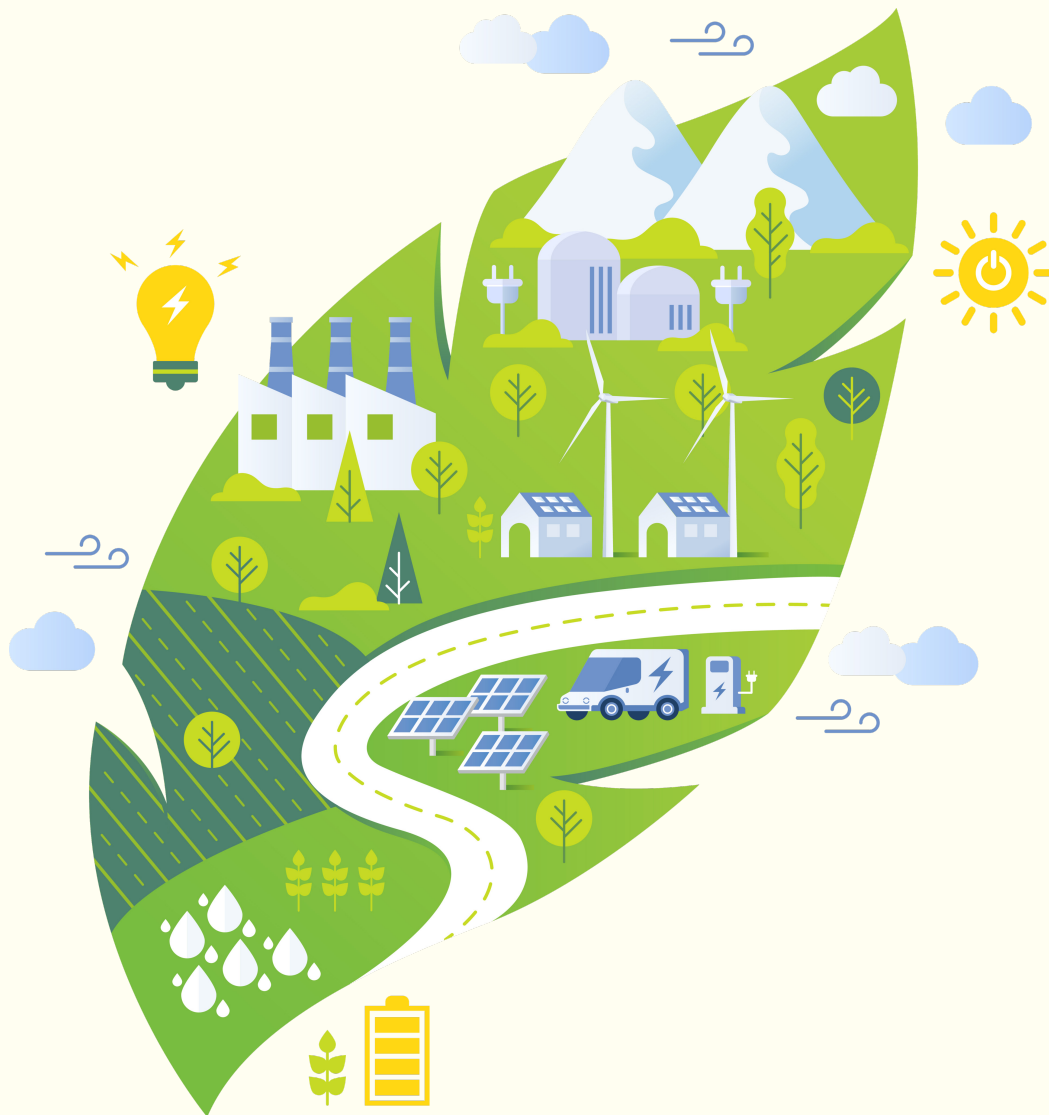


Carbon Reduction Plan 2024/2025

Publication date March 2026

This report was approved by the Partnership Board in March 2026



Commitment to achieving Net Zero

Wilkes is committed to achieving Net Zero emissions by 2050.

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.

Additional Details relating to the Baseline Emissions calculations

The Wilkes Partnership LLP is undertaking its first year of formal greenhouse gas emissions reporting, establishing its initial carbon baseline. Both the baseline year and the current emissions reporting year are the same, as this is the first year that a carbon footprint is being measured.

Data has been collected from multiple sources to ensure a robust assessment. Electricity and gas consumption (kWh) were obtained for each office. Owned fleet mileage was estimated using financial spend data, while for business travel (vehicle and rail and hotel stays), emissions were calculated using spend-based emission factors from Small World Consulting (SWC). A staff survey was issued to capture employee commuting and homeworking patterns which were used to calculate resulting emissions.

Emissions have been calculated using DEFRA emission factors for energy, fuel, transport, waste and wastewater treatment. Wastewater treatment emissions have been included within waste emissions, based on data derived from water bills. Homeworking emissions were estimated using the Anthesis homeworking study combined with DEFRA factors. Where data was unavailable (e.g. waste), estimates were applied based on headcount at each office.

A single-floor leased office managed by a landlord has been excluded this report as it sits in Scope 3 Category 8 Upstream Leased Assets. It was confirmed that all included sites do not have air conditioning, so there are no refrigerant fugitive emissions.

Scope 2 emissions are reported in line with GHG Protocol guidance on dual reporting. As supplier-specific tariff data was unavailable, a residual emissions factor has been applied for the market-based calculation.

All emission factors applied correspond to the relevant reporting year to ensure consistency and alignment with best practice.

Baseline Emissions Reporting

Baseline Year: 2025 (Reporting year end April 30th 2025)

Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	43.91
Scope 2	19.06 (Location-based) 40.67 (Market-based)
Scope 3 <i>(Including Upstream transport & distribution, Waste generated in operations, Business travel, Employee commuting, Downstream transport & distribution)</i>	212.19
Total Emissions	275.16 275.16 (Location - based) (Location-based)



Current Emissions Reporting

Reporting Year: 2025 (Reporting year end April 30th 2025)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	43.91
Scope 2	19.06 (Location-based)
	40.67 (Market-based)
Scope 3 (Including Upstream transport & distribution, Waste generated in operations, Business travel, Employee commuting, Downstream transport & distribution)	292.69 20.09 (Location-based)
	40.67 (Market-based)
Total Emissions	275.16 (Location-based)

Please note: Both the baseline year and the current emissions reporting year are the same, as this is the first year that a carbon footprint is being measured.

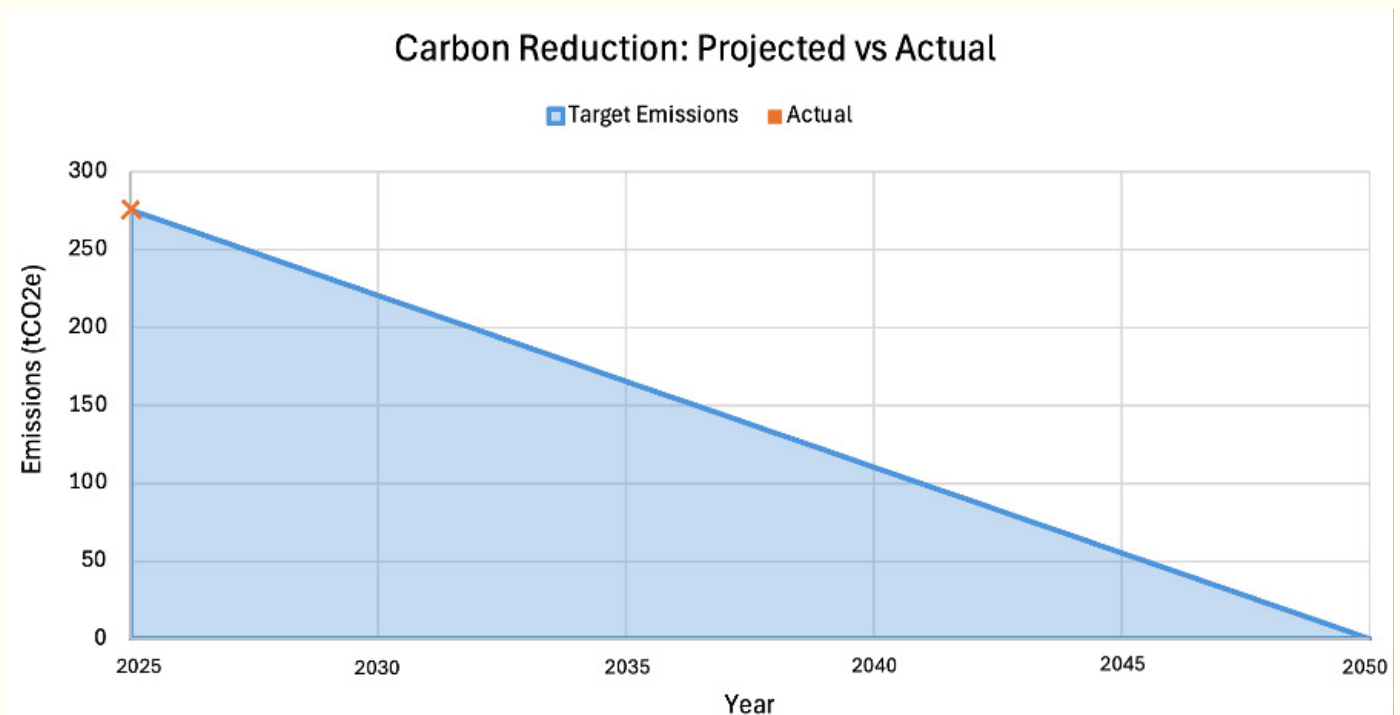


Emissions Reduction Targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions within the scope of this Carbon Reduction Plan will decrease over the next five years to 220.13 tCO₂e by 2030, representing a reduction of 20% from our baseline year.

Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2025 baseline. Emission reductions from these schemes cannot yet be precisely measured, as the baseline year (2025) has only recently been established and insufficient time has passed to assess their impact. However, where possible, indications of impact of the various initiatives have been included below.

Paper Reduction & Forest Positive Programme

Through a "Paperlite" initiative, the firm has reduced reliance on printed materials and promoted digital workflows. Since January 2024, approximately 1.1 million pages have been printed (equivalent to 133 trees), while 768 trees have been planted globally.

Waste Reduction & Recycling

The firm has achieved an 86% recycling rate across five waste streams, diverting waste from landfill and saving approximately 5 tonnes of CO₂. This has been recognised with Accredited Gold Recycler (2025) status.

Sustainable IT Infrastructure & Equipment Recycling

IT servers are hosted in a 100% renewable energy-powered data centre. Additionally, 750kg of redundant IT equipment has been recycled, with further refurbishment and reuse of desktop equipment to support circular economy principles.

Energy Efficiency Measures

Initiatives include printer sleep schedules, staff engagement on energy-saving behaviours, and switching off unused equipment, contributing to reduced office energy consumption.

Carbon Reduction Projects (Cont'd)

Hybrid Working Model

Flexible working arrangements have been adopted to reduce employee commuting emissions.

Sustainable Procurement Practices

The firm prioritises environmentally responsible suppliers and materials, embedding sustainability into purchasing decisions.

Future carbon reduction initiatives

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

Office Relocation (2027)

A move to new premises will prioritise buildings with improved energy efficiency and environmental performance, reducing operational emissions.

Sustainable Office Fit-Out & Circular Economy Practices

Plans for the new office include reuse of existing furniture and sourcing recycled materials to minimise embodied carbon.

Decarbonisation Strategy & Monitoring

Through a partnership with Aston University as part of the West Midlands Decarbonisation Net Zero Programme, we are working to better understand our emissions profile, identify targeted reduction opportunities, and implement a structured approach to carbon management. This collaboration will support the ongoing measurement, monitoring, and continuous improvement of our emissions over time.

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[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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[3].

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

Signed on behalf of the Partner Board by Gareth O'Hara, Senior Partner



Date: 26 March 2026

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

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

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