Hive Projects

CARBON REDUCTION PLAN

Publication Date: **25/06/2026**

Transforming complex goals into real-life achievements.

Our commitment to a sustainable future,
tracking our footprint across our organisation

1. Commitment to Achieving Net Zero

Hive Projects delivers expert, client-focused advice for property and construction projects using in-depth knowledge and technical expertise. As a dynamic and values-led project, cost, and programme management company, we recognise our responsibility to operate sustainably.

We are committed to achieving Net Zero Carbon (NCZ) emissions by **2040**. We recognise that taking immediate and measured action against climate change is essential for the future of the built environment, our public and private sector clients, and the wider communities we serve across the North West and beyond.

Our Stance on Carbon Offsetting: While we acknowledge that offsetting plays a role in global carbon management, Hive Projects prioritises *absolute carbon reduction* across our operations and supply chain. We view carbon offsetting strictly as a final resort to address unavoidable residual emissions as we approach our Net Zero target.

2. 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 our emissions reduction can be measured.

Baseline Year: 2025

Reporting Details: This is our first reporting year, so our baseline year is the same as our current reporting year. Calculations cover Scope 1, Scope 2, and required subsets of Scope 3 across our operations.

Data Methodology: To ensure transparency and accuracy, our Scope 3 employee commuting data was gathered via a comprehensive staff survey. Emissions for Business Travel and Purchased Goods & Services were calculated using spend-based Environmentally-Extended Input-Output (EEIO) factors aligned with DEFRA's latest conversion metrics.

Scope 3 Exclusions: Under the PPN 06/21 framework, specific Scope 3 categories are required for reporting. As a professional project management consultancy delivering services rather than physical goods, the categories of *Upstream Transportation & Distribution* and *Downstream Transportation & Distribution* are not applicable to our operational model and have therefore been explicitly excluded from this footprint assessment.

Emissions Category	Total (tCO_2e)
Scope 1 Direct emissions from owned or controlled sources (e.g., fuel combustion)	0.0
Scope 2 Indirect emissions from the generation of purchased electricity, heating and cooling	2.7
Scope 3 (Included Sources: Business Travel, Employee Commuting, Waste, Purchased Goods & Services)	42.2
Total Measured Emissions	**44.9**

Footprint Analysis & Context

Our total baseline footprint of **44.9 tCO_2e** is relatively lean for a growing professional services business of our size. The data reflects the typical emissions profile of a project management consultancy, and we have provided further context below:

- **Scope 1 (0.0 tCO_2e):** We proudly report zero Scope 1 emissions. This is because we operate out of modern, leased office suites that do not use direct gas heating, and we do not own or operate a company vehicle fleet.
- **Scope 2 (2.7 tCO_2e):** This figure is derived entirely from the purchased electricity used to power and climate-control our Manchester, Liverpool, and Leeds office locations.
- **Scope 3 (42.2 tCO_2e):** Accounting for approximately 94% of our total footprint, these indirect emissions are primarily attributed to business travel and employee commuting. As a client-facing project management firm, travel to public, private, and healthcare client sites is an essential part of our service delivery. The remainder of this scope includes our supply chain spend on IT, external services, and office consumables.

Reporting Boundary & Methodology

Our emissions footprint is calculated in alignment with the GHG Protocol Corporate Accounting and Reporting Standard. To ensure absolute transparency, we have defined our operational boundary below:

Scope 1

Direct Emissions: Covers on-site fuel consumption and any fugitive emissions across our office locations.

Scope 2

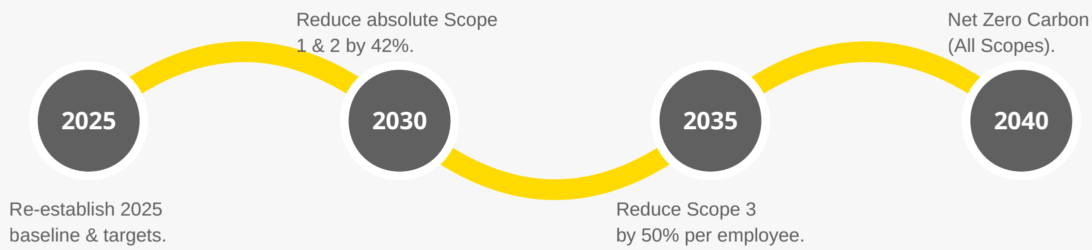
Indirect Emissions: Captures the purchased electricity, heating, and cooling consumed within our leased office suites.

Scope 3

Value Chain: Includes Business Travel, Employee Commuting, Waste, and Purchased Goods & Services.

3. Emissions Reduction Targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. Progress against these targets will be tracked and reported internally to ensure we remain aligned with our long-term goals. We project that our total carbon emissions will decrease over the coming years, primarily driven by our transition to renewable energy sources and more sustainable travel policies.



4. Carbon Reduction Projects

Completed Initiatives

The following environmental management measures and projects have been implemented since the baseline. These measures will be in effect when performing future contracts.

- **Flexible Working:** Implemented a flexible working policy across our Manchester, Liverpool, and Leeds offices to reduce commuting emissions.
- **Low-Carbon Commuting:** Active membership in an Electric Car Scheme and a Cycle to Work Scheme to support our staff in choosing sustainable travel options.

Future Initiatives

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

- **Sustainable Business Travel Policy:** Implementing a revised travel approach where virtual meetings are the default, and public transport (particularly rail) is prioritised over driving for inter-city project visits across the North West.
- **Car-Sharing Schemes:** Exploring the viability of internal car-sharing initiatives to actively reduce the number of single-occupancy vehicle journeys for both daily commuting and client site visits.
- **EV Infrastructure & Incentives:** Expanding the promotion of our Electric Car Scheme and working closely with our office landlords to secure dedicated EV charging points to further decarbonise employee commuting.
- **Supply Chain Engagement:** Collaborating with our supply chain and sub-contractors to align their travel and operational emissions with our Net Zero goals, tackling our broader Scope 3 footprint.
- **Sustainable Project Delivery:** Integrating carbon reduction measures across all our projects, where practical and possible to be implemented and supported by our project teams and clients.
- **Renewable Energy Transition:** Continuing to work with building managers to transition all procured office energy to 100% renewable tariffs.

5. Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards. Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Protocol corporate standard.

This plan has been reviewed and signed off by the board of directors.

Signed on behalf of Hive Projects:

Paul Roberts
Director

Date: 25/06/2026