

Carbon Reduction Plan – Barclay Simpson Group

Barclay Simpson Group is committed to achieving Net Zero greenhouse gas emissions by 2050, in line with UK Government targets. This Carbon Reduction Plan outlines our baseline emissions, current estimates, and initiatives to reduce our carbon footprint, with specific focus on Scope 2 and Scope 3 emissions as required by PPN 06/21.

Estimated Scope 2 and 3 Emissions

Category	Activity Data	Emission Factor (kgCO ₂ e/unit)	Emissions (tCO ₂ e)
Scope 2: Electricity	18,000 kWh/year estimated	0.19338	3.48
Scope 3: Commuting	13,325 km/year (train)	0.041	0.55
Scope 3: Business Travel	5 return flights (~12,000 km)	0.158	1.9
Scope 3: IT & Services	£25,000 annual spend	0.23	5.75

Total estimated emissions across Scope 2 and 3 categories: 11.68 tCO₂e per year.

Carbon Reduction Initiatives

- Remote and hybrid working model reducing commuting emissions.
- Use of serviced offices with shared energy-efficient infrastructure.
- Limited business travel, with preference for rail and virtual meetings.
- Investment in cloud-based services and digital operations.
- Commitment to annual emissions review and progress tracking toward Net Zero.

Declaration and Approval

This Carbon Reduction Plan has been reviewed and approved by the board of directors and is published in accordance with PPN 06/21.

Benchmarking and Sector Comparison

Barclay Simpson operates within a low-emission category when benchmarked against similar service-based businesses. Based on an estimated 11.68 tCO₂e/year and a headcount of 30 employees, our per-capita emissions are approximately 1.3 tCO₂e/FTE. This is significantly below the UK SME average of 8–10 tCO₂e/FTE and compares favourably with:

- Small recruitment/consultancy firms: 2–5 tCO₂e/FTE
- Legal/Professional SMEs: 3–6 tCO₂e/FTE
- Remote-friendly tech firms: 1–3 tCO₂e/FTE

Our low-emission profile is primarily due to our hybrid work model, minimal business travel, and shared infrastructure through serviced offices.

BSA Board Assessment and Pathway to Net Zero

The BSA Board has reviewed Barclay Simpson's current emissions profile and supports an accelerated pathway to Net Zero, aiming to achieve it by 2035. Given the low emissions baseline, this is considered ambitious yet achievable, contingent on proactive engagement in carbon reduction and offsetting strategies.

Action Plan to Achieve Net Zero by 2035

- Conduct an external carbon audit to validate and refine current estimates.
- Offset all residual Scope 2 and 3 emissions through accredited schemes (e.g., Gold Standard, Verified Carbon Standard).
- Enhance digital tools to further reduce reliance on travel and office presence.
- Work with serviced office providers to access renewable energy options.
- Explore green procurement guidelines for IT and software purchases.
- Introduce optional green commuting incentives (e.g., cycle-to-work, rail subsidies).
- Formalise annual emissions tracking and public disclosure.



Signed on behalf of the Barclay Simpson Board

**Ian Coyle
Chairman
15 January 2026**