

Group Carbon Reduction Plan

01 Commitment to achieving net zero

Grimshaw Architects LLP, hereafter referred to as Grimshaw, is committed to achieving net zero emissions by 2050.

Grimshaw has been minimising emissions and purchasing verified nature-based carbon allowances to offset emissions from its business operations since 2020. As a signatory of the World Green Building Council's Net Zero Carbon Buildings Commitment and the Science Based Targets initiative (SBTi), Grimshaw is committed to net zero carbon business operations by 2050. In line with this, in 2021 the practice's science-based targets were independently approved and Grimshaw set a target of a 50% reduction of scopes 1 and 2 emissions by 2030, against a 2019 baseline. Between 2019 and 2023, Grimshaw has surpassed this target, achieving an 86% reduction in scopes 1 and 2 emissions.

Building on this progress and recognising that after COVID-19, our emissions profile had changed, we have set new science-based targets to reduce scopes 1 and 2 emissions by 42% and at least 67% of our scope 3 emissions¹ by 25% by 2030, using a 2023 baseline. These targets align with efforts to limit global warming to well below 2°C. We will drive progress through behavioural changes as well as supplier engagement and aim to exceed our reduction target where possible to align with a 1.5°C scenario.

1. This target covers emissions from scope 3, category 1 'Purchased goods and services' only as this accounted for 74% of our total scope 3 emissions in 2023.

02 Grimshaw's history of carbon accounting

Grimshaw began reporting annual greenhouse gas (GHG) emissions in 2017, with 2019 our first baseline year to receive independent limited assurance. Our carbon accounting was presented at our Annual General Meetings.

In 2019, we committed to offset emissions from selected scopes and set net-zero carbon ready design targets for the end of 2025. In 2020, we conducted our first detailed GHG emissions report using an approved methodology for our 2019 emissions. This assessment was subsequently independently verified, and this year was chosen as our baseline year. Since then, results have been published annually on grimshaw.global.

From 2020 onward, Grimshaw have continued reducing emissions and offsetting residual emissions through verified nature-based carbon allowances purchased from Climate Impact Partners. In 2021, we strengthened our commitment by setting a Science-Based Targets initiative (SBTi) goal to halve scopes 1 and 2 emissions by 2030, joining the UN's Race to Zero, and participating at COP26 in Glasgow, Scotland.

Since then, Grimshaw staff numbers have expanded beyond SME status and as a result, we have updated our SBTi climate commitments.

In 2024, we commissioned an independent verification of our 2023 emissions. Our assessment showed that our emission profile post-COVID had changed considerably, with a dramatic drop in business travel. 2023 emissions were considered to be more representative of our business operations, and so we set 2023 as our new baseline year replacing 2019.

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Greenhouse gas (GHG) emissions inventory

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 reductions can be measured.

While we initially used 2019 as our baseline, we have now adopted 2023 for reasons previously stated.

In 2025, we obtained a limited assurance statement to verify that our reporting for 2023 emissions is fair and representative, giving clients and potential customers confidence in our externally published findings.

Table 1 shows our baseline year emissions.

Table 1: Reporting year: 2023 (baseline year)

EMISSIONS		TOTAL (tCO ₂ e)
Scope 1	Company cars	0
	Fuel combusted	2
	Direct fugitive emissions	2
	Emissions from AC (leaked)	0
Scope 2	Electricity	87
	Purchased goods and services	6,574
	Capital goods*	743
Scope 3	Fuel and energy indirect emissions*	74
	Courier companies*	3
	Waste generated in operations*	8
	Business travel*	1,213
	Leased assets*	28
	Employee commuting (inc. working from home)*	278
		9,013

* Emissions from these categories are excluded from our new near-term absolute reduction target

Current emissions reporting

Table 2 shows our GHG emissions for the calendar year 2025. In this year, our Scope 3 emissions decreased as a result of reduced business travel and less overall spend on 'Capital goods'.

Table 2: Reporting year: 2025

EMISSIONS		TOTAL (tCO ₂ e)
Scope 1	Company cars	2
	Fuel combusted	1
	Direct fugitive emissions	0
	Emissions from AC (leaked)	0
Scope 2	Electricity	116
	Purchased goods and services	7,363
	Capital goods*	235
Scope 3	Fuel and energy indirect emissions*	80
	Courier companies*	3
	Waste generated in operations*	8
	Business travel*	698
	Leased assets*	22
	Employee commuting (inc. working from home)*	268
		8,795

* Emissions from these categories are excluded from our new near-term absolute reduction target

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Greenhouse gas (GHG) emissions inventory

Emissions reduction targets

To continue our progress to achieving net zero, we have adopted the following carbon reduction targets.

Overall net-zero target

- Grimshaw commits to reach net-zero greenhouse gas emissions across the value chain by 2050.

Near-term targets

- Grimshaw commits to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2023 base year.
- Grimshaw commits to reduce absolute scope 3 GHG emissions from ‘Purchased goods and services’ 25% by 2030 from a 2023 base year.

Long-term target

- Grimshaw commits to reduce absolute scope 1, 2 and scope 3 GHG emissions 90% by 2050 from a 2023 base year.

We project that carbon emissions will decrease over the next five years, achieving at least a 17% reduction by 2030 from the 2023 baseline.

Our progress so far

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

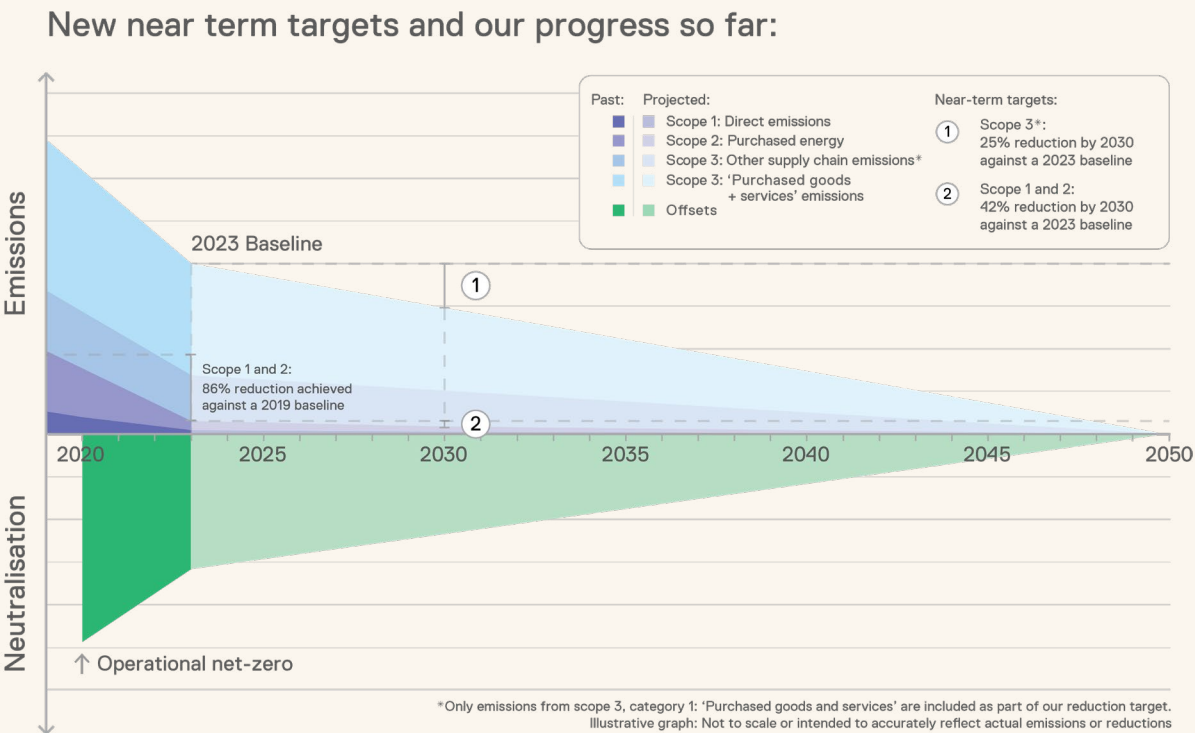


Table 3:

All Scope 3 categories reported	Emission categories we purchase nature-based carbon allowances for	Emission categories included in our SBTi target
Purchased goods and services	X	✓
Capital goods	X	X
Fuel and energy-related activities not included in scope 1 or 2	✓	X
Upstream transportation and distribution	✓	X
Waste generated in operations	✓	X
Business travel	✓	X
Leased assets	✓	X
Employee commuting (inc. working from home)	✓	X

We currently do not offset emissions from ‘Purchased goods and services’ or ‘Capital goods’, as these are calculated using spend data with, in some cases, carbon conversion factors from 2011, which makes them unreliable. For this reason, our historical analyses were considered indicative and carried a higher degree of uncertainty. They were therefore excluded from our carbon neutrality programme.

Given that ‘Purchased goods and services’ represented 85% of our total scope 3 emissions in 2025, we are now prioritising improvements to the accuracy of this reporting and identifying opportunities to reduce these emissions beyond our targets. Working closely with our finance team, we are developing a plan to identify key suppliers for future engagement. Wherever possible, we will seek out environmental product declarations for procured products to improve reporting accuracy and strengthen

our procurement criteria to support more sustainable purchasing.

As shown, we have:

- Purchased nature-based carbon allowances to offset emissions from selected scopes since 2020
- Reduced scopes 1 and 2 emissions by 81% in 2025 against a 2019 baseline
- Set new near-term targets to reduce scopes 1 and 2 emissions by 42% and at least 67% of our scope 3 emissions by 25% by 2030 against a 2023 baseline.

04 Carbon reduction projects

Key achievements

- Driving emissions reduction and offsetting residual emissions from business operations since 2020.
- As of 2025, we have achieved an 81% reduction in scopes 1 and 2 emissions compared to our 2019 baseline.

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline. The carbon emission reduction achieved by these schemes equate to 218 tCO₂e, a 2% reduction against the 2023 baseline and the measures will be in effect when performing the contract.

Table 4 outlines the environmental management measures implemented across all Grimshaw studios since 2019 to reduce our carbon footprint.

At a group level, our ‘Green Studio Guide’, which is regularly updated, provides practical steps for facility managers and employees to manage the environmental and social impacts of running a studio. It covers key areas such as energy management, waste management, procurement, and transport, with a mix of mandatory actions and recommendations applicable to all studios.

Examples of mandatory actions include:

- Procuring 100% recycled FSC-certified paper, prioritising paper with high post-consumer recycled content (ideally 100%).
- Implementing energy-efficient procedures

- Serving only fair trade and organic produce
- Our London studio undergoes an Energy Savings Opportunity Scheme (ESOS) assessment annually which requires us to:
- Calculate energy consumption: Determine the total amount of energy used by the business, including in buildings, transport, and industrial processes.
 - Conduct audits: Identify assets and activities that account for at least 95% of the business’s energy consumption.
 - Make recommendations: Identify cost-effective ways to improve energy efficiency.
 - Report compliance: Notify the Environment Agency of compliance.

As we approach our fourth compliance period, Grimshaw will develop and submit a new ESOS action plan, alongside annual progress updates.

- The action plan to be submitted in 2027 will outline:
- Planned actions to reduce energy consumption.
 - Implementation timeline for these actions.
 - Alignment with ESOS recommendations, indicating whether these actions were recommended during the latest assessment.

Table 4 summarises the measures we have implemented to achieve these savings which will continue to be in place moving forward.

Table 4: Actions implemented to minimise emissions by scope

Scope	Category	Action
Scope 1	Company cars	No company cars / prioritise use of electric vehicles where feasible
	Fuel combusted	Lease electrified studios where possible
	Emissions from AC (leaked)	Regular HVAC maintenance, including cleaning air filters and preventative measures to minimise refrigerant leaks.
Scope 2	Electricity	– Procure certified renewable energy where possible. So far, three Grimshaw studios (London, Melbourne and Sydney) have made the switch to 100% renewable energy. – Implement energy efficiency measures: a. Power down screens after hours and enable sleep mode when idle. b. Staff manually switch off lights, fans, and heaters at closing. c. Occupancy sensors used for lighting where possible. d. Test all electrical appliances to identify faulty equipment. e. Mechanical systems are on timers, operating only during studio hours. f. Office temperature regulated by BMS system with extended holiday shutdowns. g. Printers enter sleep mode after inactivity; non-essential appliances used only when needed. h. Monitor energy use across all studios. i. Encourage use of natural light and ventilation over artificial lighting and AC. j. Prefer laptops over desktops where feasible to reduce energy use. k. Ensure appliances (except refrigerators) are switched off at the wall to cut standby power.
Scope 3	Purchased goods and services	– Mapping suppliers to prioritise engagement based on GHG impact, agency, and cultural/behavioural contribution. – All paper must be 100% recycled and FSC-certified.
	Capital goods	– Mapping suppliers to prioritise engagement based on GHG impact, agency, and cultural/behavioural contribution.
	Waste generated in operations	– Model shop: Minimise laser-cutting waste; maintain Safety Data Sheets for proper disposal. – Printing: Default double-sided printing; use click-and-collect printers/ plotters; reduce non-essential printing.
		– No vending machines (due to high energy use and disposable packaging waste). – Provide filtered water alternatives instead of plastic cups.
	Business travel	Responsible business travel policy to: – Limit short-haul flights where rail alternatives exist. – Use video conferencing where possible. – Encourage cycling and public transport over taxis in areas with reliable services.
	Upstream leased assets	– Lease office spaces with green credentials where possible
	Employee commuting (inc. working from home)	– Studios are located near public transport where feasible. – Install bicycle storage and end-of-trip facilities. – Encourage staff to implement energy-saving measures when working from home.

04 Carbon reduction projects

Future carbon reduction initiatives

In the future we hope to implement further measures as outlined in Table 5 to further reduce emissions across all scopes.

Table 5: Actions planned to minimise emissions by scope

Scope	Category	Action
Scope 2	Electricity	- Procure renewable energy for the remaining five studios as it becomes available. - Ensure full adoption of energy-saving measures from Table 4 across all studios. - Install sub-meters for major studios to identify further reduction opportunities. - Benchmark studio energy performance against equivalent baselines to set reduction and behaviour change targets. - Install passive infrared (PIR) sensors in underutilised areas. - Replace all bulbs with energy-efficient alternatives. - Label light switches to clarify usage and remind staff to switch off when not needed. - Ensure end-of-day energy shutdown responsibilities are clear (including coordination with cleaning staff). - Regularly clean light fixtures to maintain efficiency.

Scope	Category	Action
	Purchased goods and services	- Map key suppliers to assess environmental commitments and obtain Environmental Product Declarations for accurate emissions reporting. - Implement a procurement policy targeting emissions-heavy categories. - Review IT procurement to identify carbon reduction opportunities and evaluate growing risk of AI energy usage. - Evaluate the carbon footprint of exhibitions (materials, travel, waste management). - Prioritise suppliers with strong environmental credentials. - Eliminate single-use plastics (e.g., straws, cutlery).
	Capital goods	- Apply the supplier engagement strategy outlined above to capital goods. - Integrate sustainability criteria for office equipment and furniture procurement. - Where possible, prioritise leasing IT equipment to enable return to supplier at its end-of-life. - Repair office furniture where possible instead of replacing it. - Review environmental credentials of major furniture and IT hardware suppliers.
	Waste generated in operations	- Ensure waste collection receptacles are clearly labelled for paper, mixed recyclables, glass, organic waste, IT waste, and consumables. - Improve accuracy of waste reporting where data is currently lacking. - Introduce low/zero-packaging requirements to the procurement policy. - Identify any hazardous waste and consider how they can be eliminated, reduced and segregated. - Ensure waste contractors align with Grimshaw’s environmental policy and prioritise those with certified environmental management systems. - Provide reusable travel cups and lunch containers to reduce disposable packaging. - Implement certified recycling for IT equipment, printer cartridges, and batteries. - Educate staff on what can and can’t be recycled. Water efficiency: - Monitor water consumption where metering is available to identify key areas of use. - Install water flow restrictors on faucets and showers. - Upgrade to low-flow toilets and waterless urinals. - Purchase/lease appliances with a high-water efficiency rating i.e. dishwasher. - Regularly replace worn washers to prevent leaks and drips.
Scope 3	Business travel	- Review and update the ‘Responsible Business Travel Policy’ to reflect regional and global best practices. - Encourage carpooling or shared taxis for group travel. - Provide communal bicycles for staff to use during studio hours. - Centralise travel bookings through a designated travel agent to improve emissions tracking.

05 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 and uses the appropriate government emission conversion factors for greenhouse gas company reporting.

Scope 1 and scope 2 emissions have been reported in accordance with SECR requirements (where required), 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.

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:

mark middleton

Mark Middleton
Group Managing Partner,
Grimshaw Architects LLP

Date: 30 September 2026

Image (right)
The Eden Project, Cornwall, UK



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