

# Carbon Reduction Plan

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## Introduction

RMR Group recognises the importance of reducing our carbon emissions and understanding the impact we have on the environment through our operations.

This Carbon Reduction Plan sets out how we will improve our use of resources to ensure the least harm to our environment. It represents a comprehensive approach to sustainability across all aspects of our business.

Whether considering travel arrangements, procurement decisions, meeting locations or the vast range of daily operational choices, sustainability must underpin every decision we make. Having environmental responsibility integral to our operations is essential to delivering our vision, mission and strategic goals.

We have identified where behavioural change is needed and prioritised the key areas we will focus on over the coming years as detailed in this plan.

Many of the measures we plan to implement will help us operate more efficiently and reduce operational costs. These changes will also provide some protection against inevitable future increases to fuel and energy costs, creating long-term business resilience.

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## Commitment to Achieving Net Zero

RMR Group is committed to achieving Net Zero emissions by 2040 without offsetting.

This is a substantial undertaking. We do not underestimate the challenges that this commitment will represent, nor the scale of change required across our operations.

During our transition period, we are exploring carbon offset programmes whilst we manage our processes to reduce emissions at source. This approach allows us to take immediate action whilst developing longer-term solutions.

Our goal is to reduce our reliance on offsetting progressively, working towards elimination of the need for offsets through genuine emissions reductions.

We are committed to meeting our compliance, legal and regulatory obligations to protect the environment. This includes both direct action through our own initiatives and services, and indirect influence through our work with suppliers, partners and clients.

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## Baseline and Current Emissions Footprint

Baseline emissions are a record of the greenhouse gases produced prior to the introduction of any emissions reduction strategies. They serve as the reference point against which all emissions reductions can be measured.

We have established a baseline year for our emissions reporting. This foundation allows us to track progress meaningfully and adjust our strategies based on actual data.

Our emissions are reported across three scopes:

**Scope 1** covers direct emissions from sources we own or control, such as company vehicles and on-site fuel combustion.

**Scope 2** includes indirect emissions from purchased electricity, heat and steam consumed by our operations.

**Scope 3** encompasses all other indirect emissions in our value chain, including employee commuting, business travel, waste generated in operations, and our supply chain activities.

Accurate Scope 3 data collection requires co-operation from employees, clients and subcontractors. Each party plays a vital role in helping RMR Group establish comprehensive emissions reporting.

We continue to refine our data collection processes to improve accuracy and coverage across all emission scopes.

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## Emissions Reduction Targets

To maintain progress towards achieving Net Zero, we are setting clear targets for emissions reductions against our baseline year.

Our approach focuses on year-on-year improvements across all emission scopes. We will measure progress regularly and adjust our strategies where necessary to ensure we remain on track.

Some areas present more straightforward opportunities for reduction than others. Direct energy consumption in our facilities is easier to address than complex supply chain emissions, for example. However, we are committed to making measurable progress across all scopes.

Annual reporting will provide transparency on our performance. We will be clear about our successes and the areas where we face ongoing challenges.

Consistent improvement remains the priority. Incremental changes across multiple areas combine to create significant overall impact.

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## **Carbon Reduction Projects**

The following environmental management measures and projects have been completed or are currently being implemented:

### **Data and Reporting**

- Reviewing data gathering processes to support our Net Zero ambitions and collect more accurate information
- Overhauling our Environmental Management System to encompass comprehensive carbon reporting
- Implementing improved tracking systems for emissions across all scopes

### **Energy Management**

- Carrying out energy audits across our operations to understand consumption patterns
- Identifying opportunities to switch to renewable energy suppliers where feasible
- Investigating energy-efficient equipment and lighting upgrades for our facilities

### **Workplace Practices**

- Launching hybrid working approaches for employees where roles allow, which supports reduced commuting emissions whilst recognising that not all positions can accommodate remote work
- Improving recycling capabilities across our sites to reduce waste contamination
- Exploring recyclable and sustainable materials for operational use

### **Supply Chain and Partnerships**

- Giving greater focus to sustainability requirements within our supply chain selection
- Partnering with external sustainability professionals to support and enhance our strategies
- Engaging with suppliers to understand and improve their environmental commitments

### **Awareness and Culture**

- Developing and launching a comprehensive Environmental and Energy Policy outlining our commitments
  - Including environmental impact awareness in employee induction and development programmes
  - Establishing a cross-functional committee to manage sustainability issues including carbon reduction
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# Future Measures

Looking ahead, we plan to implement further measures including:

- Introducing sub-metering strategies across operations to capture more granular energy consumption data
- Targeting reduction initiatives at high-usage activities identified through detailed monitoring
- Expanding environmental training programmes for all staff levels
- Ensuring the use of electricity from green energy providers wherever possible
- Continuing partnerships with external sustainability experts as best practices evolve
- Exploring emerging technologies and innovative approaches as they become available

We recognise that challenges will emerge that we have not yet anticipated. Our commitment is to adapt our approach as we learn and continue progressing towards our Net Zero target.

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## Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards 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, using 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. 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.

**Signed on behalf of RMR Group**

**Matthew Read**

**Managing Director**

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*RMR Group*  
*Committed to a sustainable future*