



Cabinet Office

Carbon Reduction Plan

Supplier name: Ryden LLP

Publication date: 1 July 2025

Commitment to achieving Net Zero

Ryden is committed to achieving Net Zero emissions by 2035.

Baseline Emissions Footprint

| | |
|--|---|
| Baseline Year: 2022 | |
| Additional Details relating to the Baseline Emissions calculations. | |
| Ryden began measuring environmental emissions in January 2022 covering Scope 1, 2 and 3 using a finance-based software integration. 2022 is our baseline year and our future targets will be set based on this year. | |
| Baseline year emissions: 2022 | |
| EMISSIONS | TOTAL (tCO₂e) |
| Scope 1 | 32.47 |
| Scope 2 | 45.61 |
| Scope 3 (Included Sources) | 149.56 45.01 – Employee Commuting 46.89 – Business Travel 0.71 – Waste Generated 56.95 – Other |

| | |
|------------------------|--|
| | <p>Upstream transportation and distribution figures are unavailable during this reporting period. As a service company upstream transportation is minimal – occasional office supplies and electrical equipment. There is no distribution of products</p> <p>No products are produced so there is no downstream transportation or distribution</p> |
| Total Emissions | 227.64 |

Current Emissions Reporting

| Reporting Year: 2024/25 | |
|--------------------------------------|---|
| EMISSIONS | TOTAL (tCO ₂ e) |
| Scope 1 | 4.23 |
| Scope 2 | 10.03 |
| Scope 3 (Included Sources) | 165 56.07 – Purchased Goods & Services 11.59 – Capital Goods 2.14 – Waste Generated in Operations 46.73 – Business Travel 45.83 – Employee Commuting 2.64 – Upstream Leased Assets |
| Total Emissions | 179.26 |

Emissions reduction targets

Scope 1 - Target met

Emissions were reduced 80% in 2023, achieved by moving three premises to energy efficient buildings with no Scope 1 emissions in the space occupied.

A 35% reduction has been made in this reporting period by not replacing one owned petrol vehicle and replacing another owned petrol vehicle with an EV.

Scope 2 - Target met

Emissions were reduced by 75% in 2023, achieved by moving three premises to energy efficient buildings entirely powered with renewable energy.

An 11% reduction has been made in this reporting period through purchasing wind-certified electricity.

Scope 3 - Target met

Emissions had increased by 27% in 2023 reflecting increased employee commuting as more people returned to the office and an increase in business travel.

A 13% reduction has been made in this reporting period compared to the previous year.

Scope 1, 2 & 3 - Target met

The target set for this reporting period was to reduce overall emissions by at least 10%.

Total emissions were reduced by 13.5% in 2024/25 compared to the previous measurement period of 2023. The 12-month period of reporting has been adjusted to the financial year (previously calendar year) to fulfil B Corp certification requirements.

Total emissions have been reduced by 21% since the baseline year of 2022.

Ryden has adopted the following emissions reduction targets for 2025/26:

Scope 1

Reduce emissions by at least 10% through more use of the EV.

Scope 2

Reduce emissions to zero within the next 3 years by moving to fully wind-certified electricity.

Scope 3

Reduce emissions by at least 10% through proactive implementation of Travel Policy and other initiatives.

Carbon Reduction Projects

Carbon Reduction Initiatives at Ryden

The following environmental management measures and projects have been conducted during the reporting period:

- Supply of wind-certified energy has been sought and confirmed with some landlords and discussions are ongoing with the remaining landlord of the final property.
- A process to measure the total miles and type of vehicle used during business travel began in 2024. It has produced more accurate reporting and acts as motivation for individuals to take ownership of their emissions and make good choices. During the reporting period an information session on making the switch to electric vehicles was run by those who have already switched.
- The Ryden Travel Policy encourages the use of active travel and public transport and restricts the use of flights. Employees are required to record when they choose the train and the distance covered.
- The salary sacrifice scheme for electric company vehicles and offering contributions towards the installation of electric charging points is promoted regularly to encourage individuals to swap to EVs when their vehicle is up for renewal.
- Training sessions on carbon emissions, environmental impacts and industry-specific ESG topics are circulated to all employees and attendance encouraged. At least one hour of training on a related topic is mandatory each year.
- All employees are offered at least one paid day per year to take part in volunteering. Environmental and conservation projects are offered as options.
- The purchase of single use plastics has been stopped. All employees are encouraged to use refillable cups and bottles. All waste generated at office locations is sorted and recycled. Ongoing discussion with landlords to employ zero-to-landfill waste collection suppliers.
- Office materials such as paper and notepads are made from recycled materials and are recyclable.
- There is a clear desk policy in our offices. Printing is discouraged and paper files are not produced.
- Ryden is a B Corp, achieving certification during this reporting period in December 2024. An extensive range of ESG improvement measures have been implemented and ongoing progress is recorded. Policies include an Environmental Preferable Purchasing Policy, a Local Procurement Policy and a Work from Home Environmental Standards Policy.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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:

Fiona Drennan, Ryden

Date: 1 July 2025

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>