

Carbon Reduction Plan

Supplier name: Ryden LLP

Publication date: 15 June 2026

Commitment to achieving Net Zero

Ryden joined the LSH Group of Companies in 2025 and we will be amending our net zero near-term targets to align with the other companies in the Group. The Group is committed to a 42% reduction in absolute scope 1 and 2 emissions by 2030 against a 2023 baseline. The goal is to achieve net zero emissions by 2050 across our value chain (scopes 1, 2 and 3).

We will continue to carefully monitor our scope 3 emissions with a short-term focus on improving data quality. We will work with our LSH Group companies and parent companies to establish meaningful science-aligned near-term targets for scope 3 emissions.

We will work with our parent companies, to monitor and verify our data and track our performance against these targets; as well as driving improvements in operations and supply chain management.

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.	
Baseline year emissions: 2022	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	32.47
Scope 2	45.61
Scope 3	149.56 56.95 – Purchased Goods & Services 0.71 – Waste Generated 46.89 – Business Travel

	45.01 – Employee Commuting
Total Emissions	227.64

Current Emissions Reporting

Reporting Year: 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	3.85
Scope 2	9.27
Scope 3	168.97 80.69 – Purchased Goods & Services 1.1 – Waste Generated in Operations 39.05 – Business Travel 45.83 – Employee Commuting
Total Emissions	182.09

Emissions reduction results

These emission reduction targets were set prior to Ryden becoming a member of the LSH Group of Companies.

Scope 1

Reduction target of at least 5% per annum – Met.

Emissions have reduced by 88% since the baseline measure in 2022. Much of this was achieved in 2023 by moving premises to energy efficient buildings. A 9% reduction was achieved in this reporting period.

Scope 2

Reduction target of at least 5% per annum – Met

Emissions have reduced by 80% since the baseline measure in 2022. Much of this was achieved in 2023 by moving two premises to buildings entirely powered by wind-certified energy. A 7.5% reduction was achieved in this reporting period.

Scope 3

Reduction target of at least 10% per annum – Missed.

Emissions have increased by 13% since the baseline measure in 2022. The measurement process for Scope 3 was entirely spend-based in 2022 and has increased in accuracy in the most recent reporting periods. These improvements have included measurement of business journey lengths, method of transport used and the measurement of emissions by type and number of products purchased. This improved reporting process has been in place since 2024.

Emissions increased by 2.4% in this reporting period. 2025 was a year of business restructuring for Ryden. Following a strategic investment by Lambert Smith Hampton (LSH), LSH employees based in Scotland transferred to Ryden. This has resulted in a small increase of purchased goods and services in this reporting period.

Total emissions (scope 1, 2 and 3) have reduced by 20% since the baseline year of 2022.

Ryden has adopted the following emissions reduction targets:

In line with the targets set by the LSH Group of Companies, Ryden has revised its near-term carbon reduction targets, as below:

- Near-term 42% absolute reduction in scope 1 and 2 emissions by 2030, against a 2022 baseline.
- Net zero across our value chain by 2050 (all scopes).

Our near-term target for scope 1 and 2 emissions, aligns with the Science Based Targets initiative (SBTi) 1.5°C pathway. We are working with our LSH Group and parent companies to improve the quality of our scope 3 data and to set a meaningful near-term emissions reduction target.

Carbon Reduction Projects

Ryden is a B Corp, achieving certification in December 2024. A range of ESG improvement measures have been implemented.

The following environmental emissions reduction initiatives have been conducted during the reporting period:

Buildings

- Our properties all source their electricity from certified renewable sources. During this reporting period two of them sourced their electricity from wind-certified sources.
- All waste generated at office locations is sorted and recycled.

Travel

- 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 several individuals have chosen to switch to PHEVs or EVs at lease renewal.

- The Ryden Travel Policy encourages the use of active travel and public transport and restricts the use of flights. Employees are required to record distance travelled by car or train and are encouraged to choose the train when circumstances allow. Business Travel emissions have reduced in this reporting period.

Supply chain

- Office materials such as paper and notepads are made from recycled materials and are recyclable. We have a policy that prevents the purchase of single use plastics.
- Our policies have been enhanced to 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 Ryden:

Fiona Drennan

Fiona Drennan, Head of Marketing & Sustainability Lead, Ryden

Date: 15 June 2026

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>