Carbon Reduction Plan
Connolly Limited

Connolly Limited
Company Number: 03860866
Published: June 2026

connolly Ltd

positive planet

Our Commitment

Connolly Limited is committed to achieving Net Zero emissions by 2045.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as "science-based" when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets.

Our near-term targets:

- Reduce scope 1 and 2 emissions by 50% by 2030 and to zero by 2035.
- To procure 100% renewable electricity by 2030.
- Reduce Scope 3 emissions by 21% by 2030.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2045.
- Neutralise any residual emissions using verified carbon offsets.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

Our Carbon Footprint

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 reduction can be measured. We have chosen to set our baseline year as April 2023 – March 2024.

Baseline Year: April 2023 – March 2024	
The baseline reporting period (April 2023 – March 2024) is the first year that we have comprehensively measured and reported our carbon footprint and will serve as the baseline year for future measurements. In this reporting period, it was not possible to quantify the impact of liquid fuels used on sites.	
Emissions	Total (tonnes CO_2e)
Scope 1	256.6
Scope 2*	Market-based: 22.5 Location-based: 16.3
Scope 3 including: - Purchased Goods & Services (excluding materials and subcontractors) - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water	1560.4
Total Emissions*	**Market-based: 1848.5** **Location-based: 1842.3**

*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

Carbon Intensity Metrics

Baseline year: 2023-2024	**Carbon intensity metric** (tonnes CO_2e / unit)
Employees	4.1
Turnover (£)	29.8

Based upon 448 employees, and a £62 million turnover during the measurement period. We are using market-based emissions to calculate our intensity metrics.

Current Emissions Footprint

Current Year: April 2024 – March 2025	
The current reporting period (April 2024 - March 2025) follows the same reporting boundaries and inclusions as the baseline period.	
Emissions	Total (tonnes CO_2e)
Scope 1	285.1
Scope 2*	Market-based: 15.1 Location-based: 10.3
Scope 3 including: - Purchased Goods & Services (excluding materials and subcontractors) - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water	783.4
Total Emissions*	**Market-based: 1,083.6** **Location-based: 1,078.4**

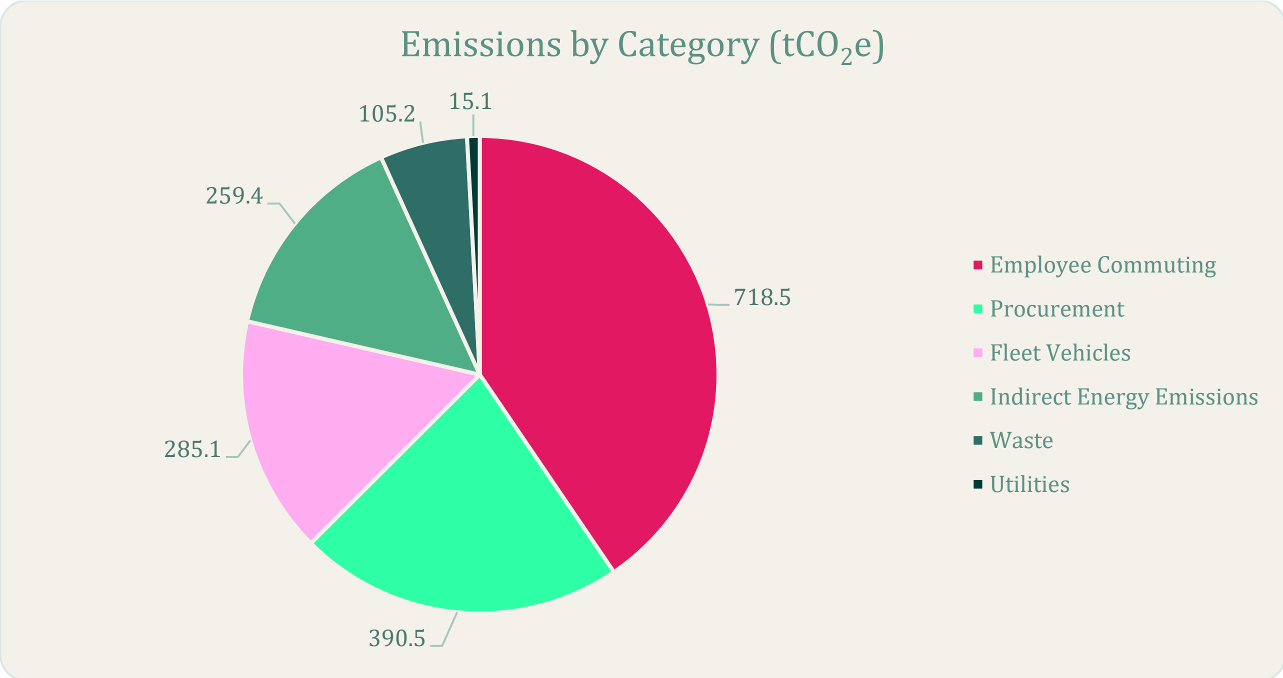
Carbon Intensity Metrics

Current year: 2024-2025	**Carbon intensity metric** (tonnes CO_2e / unit)
Employees	2.4
Turnover (£)	18.3

Based upon 449 employees, and a £59 million turnover during the measurement period. We are using market-based emissions to calculate our intensity metrics.

`

Carbon Emissions Breakdown



Progress

Connolly Limited has made significant efforts to engage with the employee base around sustainability, and has worked to reduce the energy intensity of its head office operations. This has been evidenced in the reduction of emissions across Scope 2 (-33%) and Scope 3 (-50%). Although Scope 1 emissions have slightly increased (+7%) due to additional mileage in fleet vehicles, Connolly Limited aims to manage this in the future by further promotion of lower-carbon vehicles.

Connolly Limited shall maintain its progress towards Net Zero emissions.

Positive Planet Eco Technology Ltd.
60 Fountain St, Manchester, England, M2 2FE
0161 7688 555 | enquiries@positiveplanet.uk

Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2024	1,2,3
Created a Green Team to lead initiatives. This team has been made up of members from different departments to support the roll out of initiatives and management of data, this includes sharing and collaborating throughout the organisation.	2024	1,2,3
Connolly Limited has installed EV charging points at its HQ, with a view to encourage lower-carbon travel across its clients, colleagues, and visitors.	2025	1,2,3
To limit the need to directly procure energy from the National Grid, Connolly Limited has solar PV installed at its HQ. Additionally solar capacity has been installed in FYE2026.	2026	2

Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Activity No.	Activity	Target Date	Category
1	Connolly Limited is committed to switching its existing electricity tariff at the HQ to a zero carbon tariff.	2026-2028	Purchased Electricity
2	Connolly Limited will continue to implement behaviour change initiatives within the workplace for reduction of emissions, including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate. We will assign roles and responsibilities to Green Team members. High-level monitoring of energy use is key to understanding further pinch points.	2026 - 2030	Purchased Electricity
3	Conduct a review of company vehicles to outline a strategy for company vehicle electrification: - determine which vehicles to electrify first, dependent on which vehicles are used most, which vehicles are most polluting, and which vehicles are oldest. - determine if fleet size can be reduced by using active transport (such as using e-bikes or e-cargo tricycles for shorter use cases). - determine a timeframe for vehicle electrification and commit to this. This action is currently in progress, but not yet completed. Connolly Limited is aiming to transition some Site Managers' vehicles over to	2025-2030	Mobile Combustion Purchased Electricity (EVs)

	Battery Electric alternatives at point of replacement / lease renewal.		
4	Consider driver-efficiency training for fleet vehicle users – this should demonstrate a reduction in total fuel/electricity use. Recording this reduction in emissions will only be possible once Connolly Limited is able to report actual fuel consumption, rather than mileage.	2028 – 2030	Mobile Combustion Purchased Electricity (EVs)
5	Commit to measuring the impact of liquid fuels used on sites. When a baseline impact has been established for this, further significant actions such as transitioning to HVO/biofuel can be implemented, which is likely to have a significant carbon reduction benefit.	2026 – 2030	Stationary Combustion Mobile Combustion

Based upon the above completed and planned initiatives, it is projected that Scope 1 & 2 carbon emissions will decrease to **144 tCO_2e** by 2030 this Is a 50% reduction against the baseline and will keep us on track to Net Zero.

`

We also aim to implement the further initiatives below to reduce Scope 3 emissions:

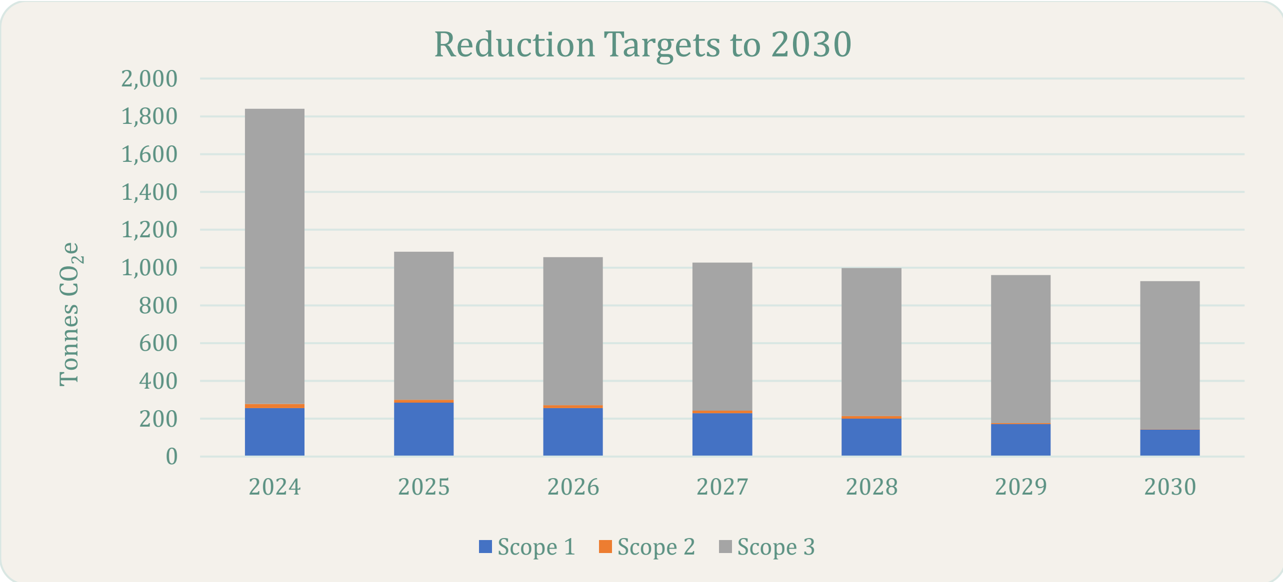
Activity No.	Activity	Target Date	Category
1	Consider further training and engagement for the Green Team, leadership, and the wider employee base. Including and not limited to, creating spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate.	2026-2030	Commuting & Home Working Business Travel
2	Implement a Sustainable Procurement Policy. Encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms. Commit to a Sustainability Audit or Survey to request further information regarding credentials – Plan to send these to core subcontractors and request EPDs from materials suppliers. This data collection will support reduction journey by gathering important data for year two measurement & encourage supply chain integration towards Net Zero. Complete this audit within two phases: 1. Identify suppliers for engagement 2. Formulate and collect data (survey/scoring)	2026-2030	Purchased Goods & Services

`

	Once completed prioritise suppliers with lower carbon footprints as part of the above phased approach. Develop and monitor procurement policy for all new suppliers to align to Net Zero goals.		
3	Develop and implement a Sustainable Travel Policy to support environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate. Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes, such as bike to work or car sharing opportunities. Utilise the emissions travel hierarchy: - Digital communication - Walking and cycling - Public and shared transport - EV's and car sharing/clubs - ICE vehicles and car sharing/clubs Consider creative ways to engage and support the workforce to influence change.	2026-2030	Business Travel Commuting
4	Liaise with key suppliers to see whether they can ship with the minimal amount of packaging needed to secure the product and emphasise on waste produced on site.	2026 - 2030	Waste
5	Ensure there is adequate signposting and briefing from Site Managers to limit the total amount of waste going to landfill. Currently, around 2% of total waste is landfilled - Connolly Limited aims to reduce this to <1% by 2030.	2027 - 2030	Waste

Based upon the above completed and planned initiatives, it is projected that Scope 3 carbon emissions will further decrease as we progress towards Net Zero.

The chart below describes the anticipated carbon reduction achievements of Connolly Limited when following the same reporting boundary, with actual reported emissions for Financial Years ended 2024 and 2025.



`

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, 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 Connolly Limited Executive Team.

Signed on behalf of Connolly Limited

Name:

Position:

Date: