

Carbon Reduction Plan 2024-2025

Routemap to Net Zero Carbon

Tibbalds Planning and Urban Design

March 2026



“The climate crisis remains a key issue and the work that has been undertaken to update our Carbon Reduction Plan means we now have a much better understanding of what we can do as a business, and what we need to achieve through our projects in terms of impact on the planet.”

Extract from Tibbalds' Business Strategy 2024 - 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 Tibbalds board in March 2026.

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1. Introduction to Tibbalds and what we do

Tibbalds are a planning and urban design consultancy business based in London. We operate primarily throughout England, across the UK and sometimes abroad.

We deliver a range of services to clients from the public and private sectors including landowners, Councils, public bodies and developers.

Our key services include:

- Masterplanning and urban design
- Town planning
- Strategic planning and policy making
- Design advice and strategy
- Lead consultant and design team coordination

We are a small business that currently employs around 28 people and as such we are both an SME and a microbusiness.



2. Routemap to Net Zero

“Net Zero” is defined by the Government to mean that the total greenhouse gas emissions would be equal to the emissions removed from the atmosphere. It is a measure of emissions associated with our business operations.



1978

Tibbalds Partnership, Tibbalds Colborne Karski Williams Monro, Tibbalds Monro, Tibbalds TM2

Tibbalds as an urban design and planning practice was first established by Francis Tibbalds founded on the principles of good placemaking, viewing a place as more than the sum of its parts.



2003

Tibbalds Planning and Urban Design

New iteration of Tibbalds that built on the legacy of Francis’s original thinking as set out in his 1992 book ‘Creating People Friendly Towns’. This new company was created as part of a management buy-out of the planning and urban design elements of the earlier Tibbalds iteration.



2018

ISO 14001 Environmental Management

Tibbalds becomes ISO 14001 accredited, establishing a formal system for recording and monitoring our objectives to reduce our carbon emissions.



2021

Business Strategy 2021-2023

Tibbalds Business Strategy explicitly recognised the obligations to respond to the climate emergency, updated ethos to making ‘people and planet friendly places’ and set a target of working towards Net Zero.



2023

First Carbon Reduction Plan

Tibbalds first Carbon Reduction Plan approved by the Management Team and published on Tibbalds’ website. This provided a base year emissions footprint and informed the setting of initial reduction targets and projects.



2023 - 2025

Establish reduction targets using the Science Based Targets initiative

Revise base year, establish consistent methodology, and work on setting reduction targets aligned with limiting warming to 1.5°C. This includes exploring whether a more ambitious Net Zero target can be set using the SBTi.



2025 - 2030

Move towards 1.5°C-aligned pathway to Net Zero

Target top suppliers to reduce emissions in supply chain, and improve use of actual emissions data rather than spend-based data.



2030 onward

Reduce emissions on 1.5°C pathway to Net Zero

Tibbalds should be on a 1.5°C pathway to Net Zero and seeking to reduce emissions by at least 90% by 2050, before offsetting the residual emissions.

3. Commitment to Net Zero

The climate emergency

The Paris Climate Agreement was approved by 197 nations at COP21 in 2015. It was agreed to halt the increase in global average temperatures to well below 2°C and pursue efforts to limit the increase to 1.5°C. These commitments were made to significantly reduce the risks, adverse impacts, and related losses and damages from climate change. In the most recent 10 year period of 2014-2023, global temperatures have already risen by 1.2°C.

Since the Paris Climate Agreement, climate impacts have been intensifying and scientists are warning that the world is still falling short of the Paris climate goals, with no credible pathway to 1.5°C in place. There have been monthly and annual breaches of this 1.5°C limit, showing early signs of getting close to exceeding the long-term limit.

In 2019, the UK was the first major economy to create a legally binding target to achieve 'Net Zero' carbon emissions, where the total greenhouse gas emissions produced are equal to greenhouse gas equivalents removed from the environment. The Government's 'Net Zero Target' is to reduce greenhouse gas emissions by 100% relative to 1990 levels by the year 2050. An interim target has been set of reducing emissions by 81% relative to 1990 levels by 2035.

Our commitment at Tibbalds

Promoting people and planet friendly places is at the core of our work. We are leading by example in addressing the climate emergency by reducing our own emissions.

Recognising that rapid transformation is required, and in line with the UK Government's legally binding target and requirements of (PPN 006), we commit to reducing our Scope 1, 2 and 3 emissions from our business operations to Net Zero by 2050 at the latest.

We also recognise that stricter and more ambitious definitions of 'Net Zero' are being promoted by the Science Based Targets Initiative (SBTi) through their 'Corporate Net Zero Standard'. The SBTi targets are set explicitly in relation to a reduction pathway that limits global temperature rises to 1.5°C. The SBTi requires a reduction in absolute emissions by at least 90% by 2050, before off-setting the residual 10% of emissions. Whereas the Government's legally binding target does not specify the amount of reduction in carbon emissions required before offsetting can be accounted for. Because all of our emissions are Scope 3, with reductions reliant on our wider supply chain and less within our direct control, we are reviewing the SBTi targets and whether we can make a formal commitment to these.

In parallel with reducing emissions from our business operations, we are developing and integrating a Sustainability Framework to our project work focusing on our ability to influence a robust reduction in carbon throughout the internal management and design of a project. The Framework has been piloted to test the level of influence we have as masterplanners and planners, by aiming for best practice principles, identifying improvements where projects could deliver more substantial impact and directly challenging or even passing on projects that are not sufficiently considering their commitment to addressing climate change. The Framework will contribute to actions 'Beyond value chain mitigation' as set out in the Science Based Targets initiative Net Zero standard framework.

Tibbalds commits to achieving Net Zero in our business operations by 2050



4. Tibbalds' journey so far - a vision for the future, since 1978

Delivering positive outcomes for both people and planet is at the heart of Tibbalds vision.

Climate change remains a key focus for us and we are now on our third version of this carbon reduction plan.

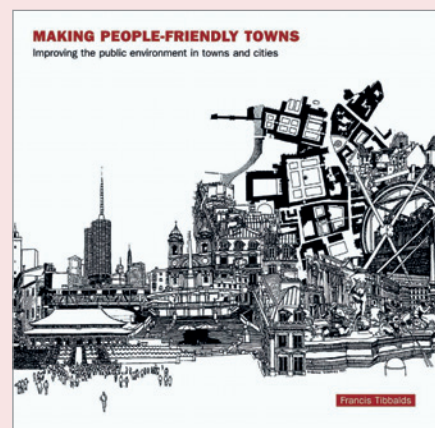
We are also focussing on mechanisms for ensuring our project work targets a robust reduction in carbon wherever we are able to influence it as urban designers and planners.



1978: Creating people friendly places - Tibbalds' ethos

Tibbalds Planning and Urban Design Limited was formed in 2003 by four founding directors as part of a management buy out of part of Tibbalds Monro Limited which was originally established by Francis Tibbalds in 1978. The current practice is built on Francis Tibbalds commitment to **people friendly places**, as set out in his seminal book **Making People Friendly Towns**.

Our approach to our work across planning, masterplanning and strategic advice is increasingly to carefully consider the impacts of climate change and to encourage clients and others to minimise carbon emissions on projects, for example, by promoting development in sustainable locations, promoting public transport/cycling/walking, planning places as 15/20 minute neighbourhoods with convenient access to services and facilities, and helping set sustainability targets in planning or other strategies. Our work is often at a strategic stage of project development pre-planning and we are generally not involved in specifying the detail of a scheme or project or its implementation.





2018: Environmental Management ISO 14001

A key step for Tibbalds was to become ISO 14001 Environmental Management certified, and we have successfully been certified since 2018.

ISO 14001 forms part of our integrated management system (IMS), which is a system that integrates both ISO 14001 Environmental Management and ISO 9001 Quality Management. Our IMS includes an Aspects Register that records and monitors our objectives to reduce our carbon emissions. The IMS also sets, records, and monitors our environmental and sustainable objectives for both our operations and project work. For example, our objectives include walking, cycling, or using public transport instead of travelling by car when conducting company business.

Our ISO 14001 system sets out what environmental measures and performance we measure and monitor, and how frequently we do it. An annual review inspects which areas of environmental performance we are currently measuring and monitoring to check they are still useful, and if there are new areas we should start to measure.

Our in-house Office Environment Group is tasked with measuring and monitoring our environmental performance as an office, and they report back to the Board of Directors on a quarterly basis. They also report back to the whole office at our quarterly Staff Forum, so that everyone at Tibbalds can see the impacts of our various initiatives, strategies and projects.

We have an environmental purchasing policy which includes our commitment to ethical and local trading. For example, our operational purchases are made using local goods and services rather than large chains and companies in a bid to help reduce our carbon emissions.

It is company policy to strive to reduce our consumption of Utilities whenever we can. Our environmental purchasing policy states that all new goods and services purchased must be of the highest available energy rating to ensure we continually reduce our consumption of electricity and water (we do not have a gas supply).

2021: Business Strategy and creating a Sustainability Group

Our Business Strategy for 2021 included an objective to change Tibbalds' ethos to include an additional emphasis on 'creating people and planet friendly places'.

To progress the objectives of the Business Strategy, we set up a Sustainability Group to work with the management team to prepare our first Carbon Reduction Plan.

To prepare our first Carbon Reduction Plan, the Sustainability Group established a methodology for defining the organisational boundary of what is within our financial and operational control, and assumptions as to which emissions are considered 'in' and 'out' of scope. There were a number of emissions categories for which we lacked data and could not be accounted for, as well as extensive use of spend-based conversion factors. This methodology will be improved over time as better and more sophisticated guidance is published on calculating emissions.

Going forward: Considering our impact beyond business operations

Leading by example and committing to reduce Tibbalds' carbon emissions from our business operations is an important first step. However, we also continue to discover and recognise that Tibbalds can have a bigger impact and can play a wider role in addressing the climate emergency and promoting sustainable places through our urban design and planning project work.

We have already made significant progress in understanding our emissions from business operations, and identifying actions to start reducing emissions where possible. The baseline and updated footprints also show that all of our emissions are Scope 3, and will therefore require a wider supply chain and societal de-carbonisation in order to achieve dramatic reductions. This highlights that our impact can probably be greatest by thinking beyond our value chain, and about how to reduce carbon in the built environment through our planning and urban design project work.

Having developed a Sustainability Framework, it is now being pilot-tested through a selection of projects across planning and urban disciplines. The Framework is used to review a project's commitment to our sustainability principles and encourages the integration of these principles into the design and planning process of a project.

As the first stage of testing has been finished we are in the process of reflecting on the potential use of the qualitative data that has been collected. The intention is that the Framework will improve sustainability literacy and support advocacy on best-practice, with the potential of sharing this information with decision makers and stakeholders as evidence to influence more sustainable decisions and create a significant and robust message for sustainability within our industry.



This work has led to amendments to our IMS procedure (OP2 'Doing the Work') by generating relevant guides for the team to implement the framework, requiring us to consider the impact of our projects and how we monitor and measure their progress in addressing climate change.

Through pilot-testing, the framework has evolved and been adapted to our varying types of project, and allows us to identify key priorities to focus on. An important focus for us is on those areas of a project where we can have the biggest impact on whole life carbon. From a masterplanning perspective, this is focussed on:

- A good understanding of the site and context and responding to the local environment;
- Urban grain and the structure of sites and their ability to support and facilitate active travel and to promote sustainable travel modes;
- Reducing the amount of grey infrastructure and roads to reduce carbon and increase green and blue infrastructure;
- A focus on green and grey infrastructure and biodiversity including working with biodiversity net gain principles that support the retention of key green infrastructure;
- Layout and built form to maximise solar gain and reduce heat loss. This includes considering overheating and other measures that can make sites better able to benefit from their location and climatic conditions; and
- Setting up the conditions for buildings to be low carbon sustainable buildings and to support the range of measures identified above.

The Framework encourages a different way of thinking about the project from the outset, and in a way that makes it more likely to be implemented in the future. It also provides data which can be used in the future to challenge teams on carbon reduction measures within projects throughout the design process, embedding these where possible in strategies, planning applications and design codes and guidance. To improve this, we are currently developing communication tools and ways of summarising the outputs from assessments using the Framework, and the compilation of qualitative data as part of an annual report to identify and measure how we can improve.

Going forward we will review how the Sustainability Framework and the Carbon Reduction Plan together form an overarching action plan for addressing the climate emergency and the transition to Net Zero.

5. Base year emissions footprint (2023 to 2024)

Due to limitations of 2022-23 data in our first Carbon Reduction Plan, we are using 2023-24 data on emissions as our baseline going forward.

To prepare the emissions for the period April 2023 to April 2024, we worked with Useful Projects as a Sustainability Consultant, and followed their 'Get Set Zero Carbon Footprint Process'.

We used 'operational control' as the organisational boundary and mapped out the emissions categories that were relevant and determined our responsibilities. This allowed us to reflect that we lease an office from a third party and contribute 35% to our share of some emissions categories.

We made use of the UK Government's published spend-based conversion factors which has allowed us to more accurately calculate emissions within S3.1 Purchased Goods and Services and S3.2 Capital Goods.

BASELINE EMISSIONS FOR 2022-2023			TOTAL (tCO ₂ e)	% TOTAL
Scope 1*		Stationary combustion sources, mobile combustion sources and fugitive emissions (refrigerants)	N/A	-
Scope 2		Purchased energy	N/A	-
Scope 3	S3.1	Purchased goods and services	38.43	72.43 %
	S3.2	Capital goods	5.01	9.45 %
	S3.3	Fuel and energy related activities	N/A	-
	S3.4	Upstream transportation and distribution	Accounted in S3.1	-
	S3.5A	Waste and recycling generated in operations (including water)	0.02	0.05 %
	S3.5B	Water use and treatment	0.03	0.05 %
	S3.6A	Business travel	1.90	3.57 %
	S3.6B	Business accommodation	0.14	0.25 %
	S3.7A	Employee commuting	1.89	3.56 %
	S3.7B	Employee homeworking	5.18	9.77 %
	S3.8A	Upstream leased assets - purchased electricity	0.28	0.53 %
	S3.8B	Upstream leased assets - fugitive emissions (from refrigerant use at facilities)	0.18	0.33 %
	S3.9	Downstream transportation and distribution	N/A	-
	S3.10	Processing of sold products	N/A	-
	S3.11	Use of sold products	N/A	-
S3.12	End of life treatment of sold products	N/A	-	
S3.13	Downstream leased assets	N/A	-	
S3.14	Franchises	N/A	-	
S3.15	Investments	N/A	-	
Total Emissions (tonnes CO₂e)			53.05	100 %

* Tibbalds does not have any Scope 1 emissions because we do not own or control any vehicles.

6. Current emissions reporting (2024 - 2025)

Emissions for 2024-2025 were calculated using the same methodology as the baseline year, summarised in Section 5. Currently we are calculating 'activity-based' emissions in two areas:

- **Business Travel** - emissions in this area have almost halved which is due to seventy less journeys in the current year than in the base year. There was no work in locations that required a flight to get to, meaning we took around 80% less flights during the period.
- **Employee Commuting** - all employees travel to the office either by cycle or on public transport. Emissions have increased for the current year which can partly be attributed to this being the first full twelve months of employees travelling to the office three times per week since we have started monitoring this. A couple of employees travel to London from over 30 miles away while one employee travels from Bristol. Among London based employees, cycling remains a popular way of getting to the office with 21% of employees choosing this sustainable method of transport.

All other emissions were calculated using the 'spend-based' method, i.e. analysis of financial transactions in the year 2024-25 and emissions calculated using the Government's spend-based conversion factors. Notable increases from the base year to the current year include:

- **Business Accommodation** - hotel stays appear to have increased significantly however this is due to an annual event (UKREiif) attended by directors for which purchasing accommodation for the events in May 2024 and May 2025 fell into one financial year.
- **Purchased Electricity** - due to a lack of meter readings in the base year period, the amount of electricity used in 2023-24 was based on estimates. The actual usage proved to be much higher and has been corrected for 2024-25.
- **Capital goods** - We purchased seven laptops in 2024 compared to four in the base year. These were necessary purchases so our employees have the necessary tools to do their work.
- **Purchased goods and services** - this is where most of our emissions sit and they have increased marginally from the base year to the current year. This is due to improvements in financial analysis but also rising costs and inflation.

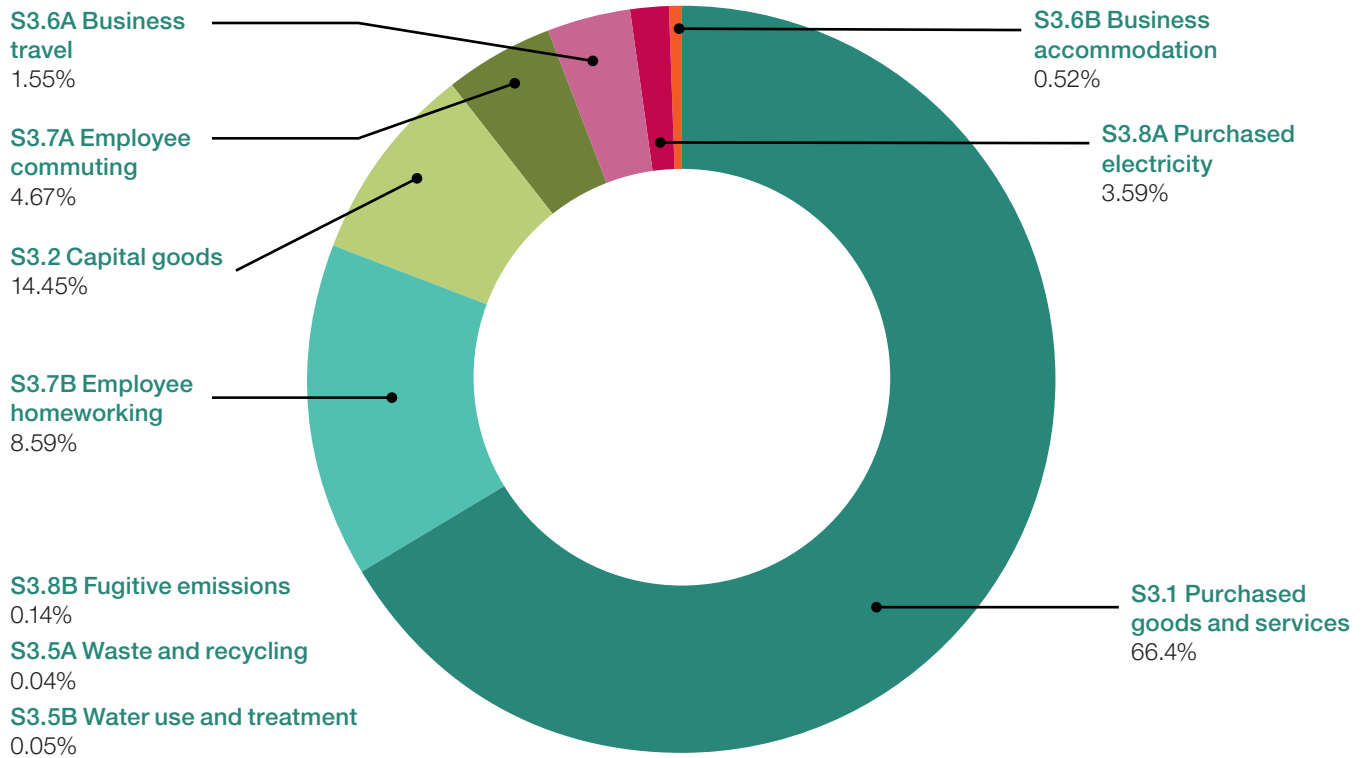
Overall the emissions from base year to current year are around 10 tonnes higher. This increase does not reflect that Tibbalds have been undertaking a lot more carbon-intensive activities, but that we have more data across the emissions categories. Further factors are that costs have increased, which affect the spend-based approach to calculating most of our emissions. Given that most of our emissions are in purchased goods and services, it is likely that our emissions are being overestimated due to limitations in the spend-based method which is based on broad, industry-average emission factors. In order to obtain a higher degree of accuracy we need to work on improving our data with the eventual aim of moving to activity-based calculations.

EMISSIONS FOR 2024-2025				
			TOTAL (tCO ₂ e)	% TOTAL
Scope 1*		Stationary combustion sources, mobile combustion sources and fugitive emissions (refrigerants)	N/A	-
Scope 2*		Purchased energy	N/A	-
Scope 3	S3.1	Purchased goods and services	42.11	66.41%
	S3.2	Capital goods	9.16	14.45%
	S3.3	Fuel and energy related activities	N/A	
	S3.4	Upstream transportation and distribution	Accounted in S3.1	
	S3.5A	Waste and recycling generated in operations	0.02	0.04%
	S3.5B	Water use and treatment	0.03	0.05%
	S3.6A	Business travel	0.98	1.55%
	S3.6B	Business accommodation	0.33	0.52%
	S3.7A	Employee commuting	2.96	4.67%
	S3.7B	Employee homeworking	5.45	8.59%
	S3.8A	Upstream leased assets - purchased electricity	2.27	8.59%
	S3.8B	Upstream leased assets - Fugitive emissions (from refrigerant use at facilities)	0.09	0.14%
	S3.9	Downstream transportation and distribution	N/A	-
	S3.10	Processing of sold products	N/A	-
	S3.11	Use of sold products	N/A	-
S3.12	End of life treatment of sold products	N/A	-	
S3.13	Downstream leased assets	N/A	-	
S3.14	Franchises	N/A	-	
S3.15	Investments	N/A	-	
Total Emissions (tonnes CO₂e)			63.42	

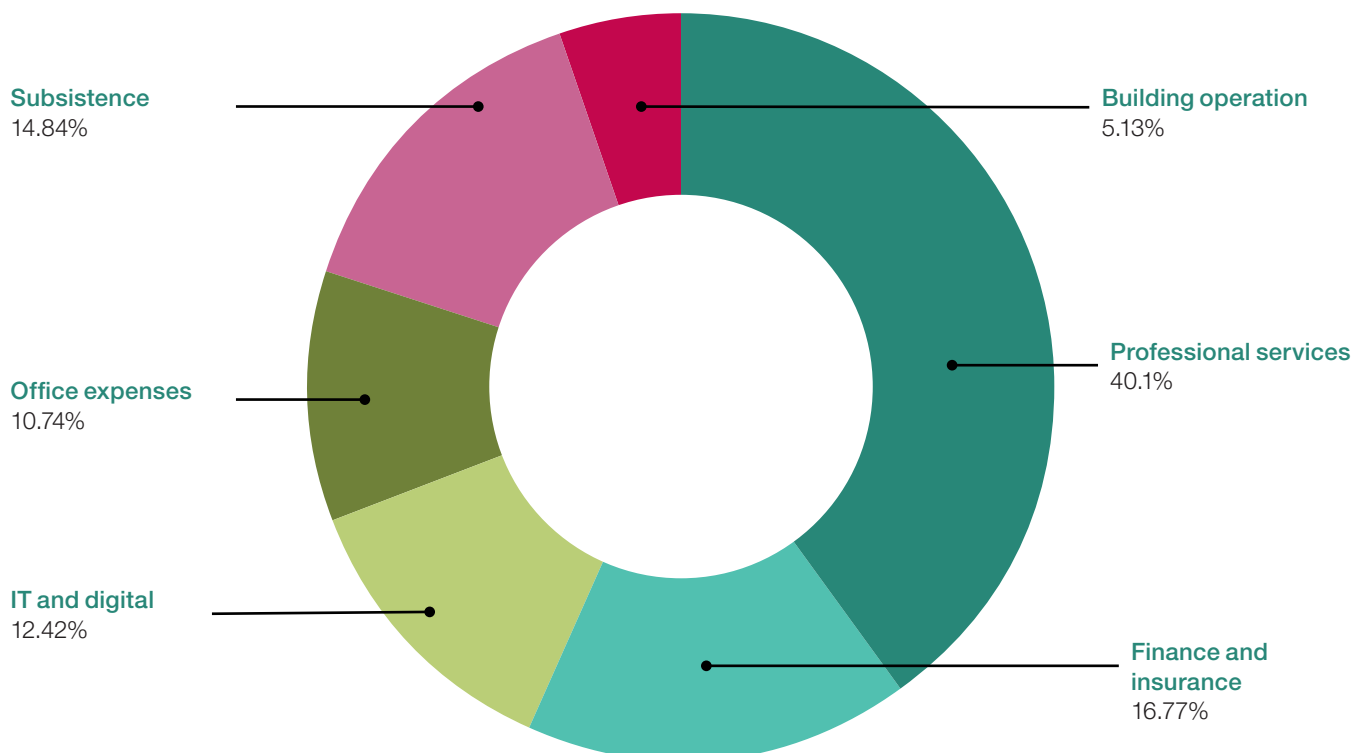
* Tibbalds does not have any Scope 1 or 2 emissions because we do not own or control any vehicles or the energy systems of the office. The energy emissions are counted within Scope 3.8A Upstream leased assets.

Tibbalds footprint of 63 tCO₂e equates to 2.8 tCO₂e per FTE employee

Breakdown of Scope 3 emissions by category



Breakdown of S3.1 Purchased Goods and Services



7. Emissions reduction targets

In order to continue our progress to achieving Net Zero in the timescales set out above, we will adopt the following carbon reduction targets.

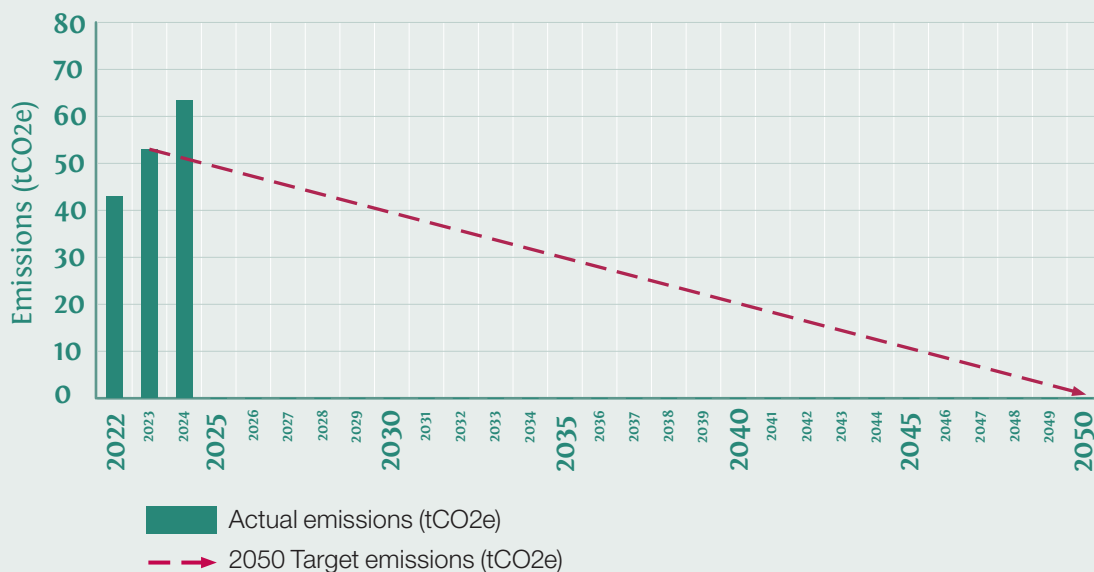
- **2023-2025:** Focus on establishing a robust and consistent methodology, engaging with top suppliers, and exploring setting measurable reduction targets. This will include considering whether we can set a more ambitious Net Zero target in accordance with the SBTi Corporate Net Zero Standard.
- **2025-2030:** Focus on emissions reductions through our top suppliers and improving use of actual emissions data rather than spend-based conversion factors. Tibbalds should be trying to align with the 1.5°C pathway to Net Zero.
- **2030 onwards:** By this point Tibbalds should be aligned with the 1.5°C pathway, and seeking to reduce emissions by at least 90% to a residual level, before offsetting the remaining 10%. This needs to happen by 2050 at the latest.

In our first Carbon Reduction Plan for 2022-2023, we targeted being Net Zero by 2030. This was very ambitious because 100% of our operational emissions are within Scope 3, and so we have influence but not control over the emissions sources.

We are currently reviewing the SBTi Corporate Net Zero Standard in order to better understand pathways to net zero, as well as whether Tibbalds can commit to reducing emissions by 90%, before offsetting any residual emissions.

Nonetheless, we do expect our emissions to reduce over time as conversion factors reduce to reflect wider societal de-carbonisation, and actual emissions data becomes more readily available from our suppliers. We can still have a more immediate and direct influence on our up-stream supply chain. To reduce our Scope 3 emissions we will need to work on our procurement process to identify goods and service providers with lower footprints, and selecting those who have a Carbon Reduction Plan with reduction targets set against the SBTi.

Emission Reduction Targets (tCO2e) to achieve Net Zero by 2050



Note: Tibbalds had anticipated that carbon emissions would increase in the early stages of our journey to Net Zero. This initial increase reflects improved understanding, methodology and comprehensiveness of the scope of emissions calculated, rather than being related to a substantial change in the carbon intensity of our business operations.

8. Carbon reduction projects

In order to progress to achieving Net Zero, we have adopted the following carbon reduction targets. Some of these projects will be able to achieve quantifiable reductions in relation to measured carbon footprint and others will likely help with reductions, though it is difficult to quantify.

Scope 1: Stationary Combustion, Mobile Combustion, and Fugitive Emissions

We will maintain our policy on not having any company vehicles.

Scope 2: Purchased energy

Tibbalds does not control the energy supply, however we will engage with the landlord on the energy tariff and seek to move to a renewable one.



Scope 3: Direct and indirect emissions

NOTE: estimated scale of impact takes into account whether we are already broadly actioning item, e.g. using public transport for office trips, so scale of impact would be low due to fact we already do so, and therefore room for improvement is low

Business area	Item	Summary from CRP	Estimated scale of impact	Estimated efficiency to pursue (low time cost =high efficiency)
General	Top-suppliers	We will review the top-suppliers and engage with them to request their Carbon Reduction Plan and assess their reduction targets, as well as whether they can provide actual emissions data to replace the spend-based conversion factors. This will then inform decisions about switching suppliers to reduce emissions.	High	Medium
Finance and insurance	Insurance	Review Tibbalds' insurance policies and consider lower carbon providers if possible. This will be constrained by the fact that some parts of Tibbalds' insurance are niche and there are not a range of providers to choose from. It is also constrained by the fact that we have had to quantify this at the moment based on £ spent and not using actual emissions data.	High	Medium
Professional services	External consultants for training, HR, IT, Legal, Accountancy, PR, Advertising, Marketing	Keep a register of approved suppliers and actively engage in dialogue to promote carbon reduction.	High	Medium
IT and digital infrastructure	Computers, mobile phones, telephones and electronic equipment	Continue to minimise the use of equipment in relation to staff numbers, ensuring to reuse as long as possible and recycle at end of life.	Medium	Low
	Web hosting and cloud storage	Continue to minimise the number of user accounts, and review content on our website. In the longer term we will explore how to reduce email and file storage such as through interim and end-of-project reviews, minimising duplication and keeping essential files only. We will also review our use of Microsoft and Google services to see if this can be reduced/minimised.	High	High
	Software	Minimise software licences in relation to staff and project needs. Changing software providers is difficult as often there are few choices but we will review software providers in relation to their commitment to carbon reduction.	Medium	Medium
Office expenses	Stationery	Source recycled stationery when possible, encourage reuse and recycle at end of life. Also to buy less.	Low	Low
	Kitchen and cleaning supplies	Source lower carbon products, minimise plastic through bulk purchasing and recycling at end of life.	Medium	Medium
	Physical file storage	Review what is kept in storage and minimising to what is essential.	Low	High

Business area	Item	Summary from CRP	Estimated scale of impact	Estimated efficiency to pursue (low time cost =high efficiency)
	Office furniture	Continue to promote ethical choices when purchasing, extend life as long as possible and policy for disposing at discount or free to encourage re- use, or recycle at end of life.	Low	Low
	Postage and couriers	Continue to reduce postage and use of couriers to what is essential, ensure to use electric vehicle or bicycle couriers, and explore use of electronic signature software to reduce posting official documents.	Low	Low
	Subsistence	Review policies on procuring food and drinks locally, minimising packaging, and encouraging vegetarian/ vegan choices.	High	Low
Waste & recycling		Improve upon understanding of actual weight of waste and recycling rather than weekly estimates from Southwark council.	Medium	Medium
		Undertake further education in office to reduce unnecessary packaging, particularly for office-wide events with food and drink.	Medium	Low
Water use & treatment		Obtain data on actual water usage rather than use of an estimate for a typical office. This requires engaging with our landlord/office share.	Medium	Medium
Business travel	Project travel	Reduce travel by encouraging video conferencing and minimising number of team members at meetings, continue to promote use of public transport and active travel to meetings, keep the office Brompton bicycle serviced and promote its use and continue to support Cyclescheme to encourage staff to cycle.	Low	Low
	Staff trips / training	Avoid staff trips to places not accessible by public transport or active travel.	Low	Low
Business accommodation		Review and minimise any overnight stays, taking into account sustainable transport choices and overall carbon cost of each trip, and to promote the use of lower carbon providers of accommodation.	Medium	Low
Employee Commuting		Continue carrying out employee survey of commuting habits and continue to encourage travelling to the office by public transport, walking and cycling.	Medium	Medium
Employee Home working		Actively manage and monitor the number of home working and office base days, though any reduction in home working needs to be balanced against increased employee commuting. We will also explore the use of incentives to take up low carbon tariffs and education around efficient use of energy in the home.	High	Medium
Purchased electricity		Engage with our landlord/office share about switching to a renewable energy only tariff.	High	Medium

Considerations beyond Scope 1, 2 and 3 emissions

Business area	Item	Summary from CRP	Estimated scale of impact	Estimated efficiency to pursue (low time cost =high efficiency)
Banking		Tibbalds currently banks with HSBC and a review should be undertaken of the carbon impact of different banks to inform a decision about switching our provider.	High	Medium
Pensions		Pensions are owned by employees but Tibbalds can encourage employees on the use of an ethical/low carbon pension portfolio.	High	Low
Corporate Social Responsibility		Explore the opportunity to direct any Tibbalds CSR funding towards carbon reduction projects.	Medium	Medium



Quality Assurance

Project title	Carbon Reduction Plan 2024-2025
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Checked by Project Runner	NMK
Approved by Project Director	HS
Project number	0400
Location of file on server	TPUD Admin General/0400 Sustainability Group/Key Action to Carbon Net Zero/InDesign

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Revision	Date	Status
1	19-02-2026	Draft
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3	20-03-2026	Final

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