Alexander James
Contracts Ltd

CARBON REDUCTION PLAN

www.alexanderjamesltd.co.uk

Carbon Reduction Plan

Alexander James Ltd are mindful of all legislation and strict compliance to all regulations relating to our business and also take into consideration areas such as conflicts of interest, protection of confidential information, relationships with customers, suppliers and employees and issues relating to accounting and auditing matters.

Alexander James Ltd to support the UK Government to achieve its aim to get the UK economy to Net Zero Carbon Emissions by 2050.

Alexander James Ltd is committed to going beyond what is commonly required of all businesses in this regard and endeavours to raise the standards and assimilate these values as part of our Corporate Social Responsibility.

We aim to do this by:

i) **Setting a baseline date for collection of emissions data**
ii) **Collecting information to establish current levels of Carbon and GWP emissions**
iii) **Determine a realistic timeline for staged achievement to Net Zero**
iv) **Establish whether Net Zero can be accomplished without the need for offsetting**
v) **Decisions over the impact of the supply chain**
vi) **Training required for staff**
vii) **Determining the need for changes in working practices**
viii) **Establishing whether collection of data and reporting needs to be outsourced**
ix) **Complying with reporting requirements of the Companies Act, or future legislation, for SMEs**

Communication and Engagement Strategy

To get to Net Zero, knowledge and understanding is required across our business, which will achieve by training and involvement of our staff and supply chain, by:

- Internal and external presentations and webinars
- Series of intranet articles and blogs outlining our approach to carbon management
- Implementation of a Sustainability Attitudes survey to all employees to understand and promote employee engagement
- Sustainability Photo competition for staff and our supply chain on our Social Media outlets

Carbon Reduction Statistical Reporting

Emissions will be reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Protocol Corporate Standard and will use the current set of UK Government approved emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions will be reported in accordance with SECR requirements, and the required subset of Scope 3 emissions in accordance with GHG Protocol Reporting Standard.

This Carbon Reduction Plan has been completed to mirror the expectation of PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Accounting and Reporting Standard will meet the ENCORD Construction CO2e Measurement Protocol.

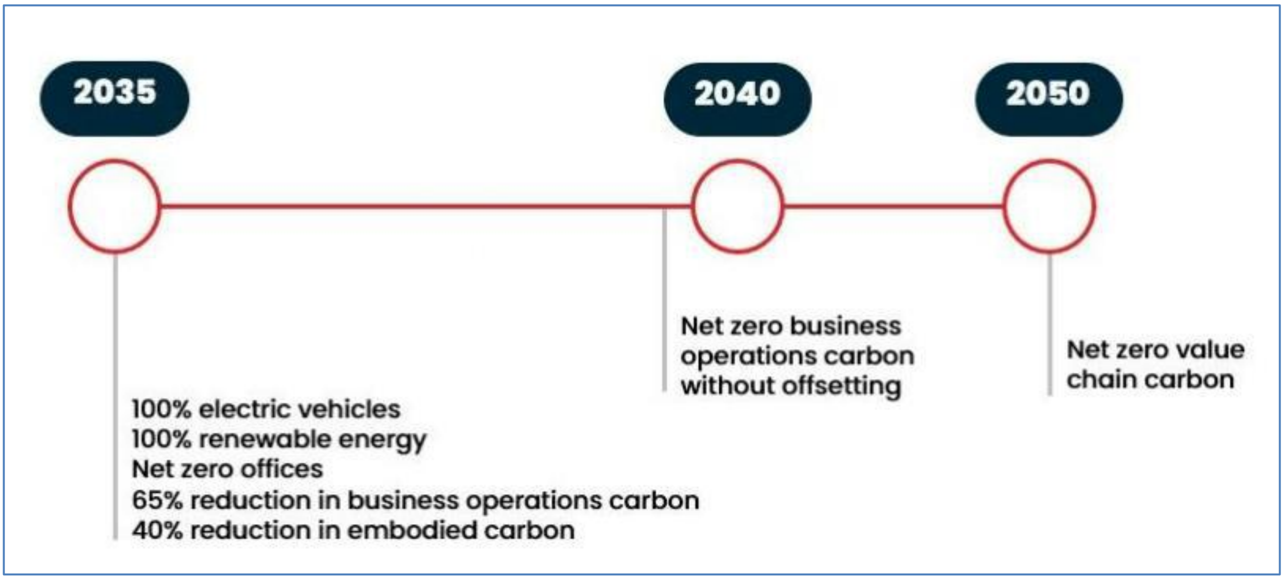
Proposals for Implementation

We are committed to a programme of activities to achieve continuous improvement in Carbon Reduction.

- Prepare a schedule for office upgrades, covering Electric Vehicle charging, LED lighting, and non-fossil fuels for space heating (i.e., electricity or Hydrogen)
- Roll out behaviour change and upskilling sessions to employees
- Update and standardise the project adjudication pack and preliminaries book to include low carbon options (e.g., plant, site accommodation) - where eco options will be the default
- Investigate and roll out more accurate embodied carbon reporting
- Appoint and train subject matter experts within the relevant departments (e.g., design and commercial)
- Develop a training schedule for our supply chain, using a mix of specialist training, in-house training and Supply Chain Sustainability School.
- Creating a 'how to guide', to inform our teams through our implementation of a construction carbon strategy
- Reviewing subcontract orders, pre-order and pre-start documents to improve carbon and sustainability requirements and improve performance monitoring for the supply chain
- Employ a carbon manager for the business
- Use an established Construction Carbon Calculator tool
- Establish a Construction Carbon Group to steer the implementation of our client-facing strategy
- For offices and sites, review telematics and logistics planning to optimise journey distances

Carbon Reduction Targets

Whilst we have not set a target, principally because we have not set a Baseline, we believe that an example of a realistic timeline to Net Zero Carbon is shown below:



Offsetting

Whilst we acknowledge the need for Carbon Zero in the UK, and we feel that we can accomplish it within our own core operations, (i.e., Scope 1 and Scope 2 emissions), we are dependent on legislation to raise the bar for designers and specifiers of buildings to achieve Zero Emissions in designs of buildings, without offsetting.
This means that the building regulations, principally Part L, need to be changed well in advance of 2050.

We will aim to achieving Net Zero across Scopes 1 and 2, earlier than 2050 without the need for offsetting.

If any offsetting is required to be used within Scope 1 and 2, any offsetting activities will be transparently managed and will only include UK based certified schemes

Suppliers

We regard suppliers as our partners and work with them to help us achieve our policy aspirations in the delivery of our contracts, products and services.

Alexander James Ltd is committed to working with our suppliers of products and services, to ensure that the welfare of workers and labour conditions within our supply chain meet or exceed recognised standards. Management regularly meets with suppliers to ensure mutual understanding and to give and receive feedback on services and goods received.

Environment

Alexander James Ltd is totally committed in its focus on the environmental and sustainability aspects of its operations.

The major environmental impacts of our Company going forward are associated with the consumption of fuel to transport products and also waste management. A number of initiatives in each of these areas are continuing with positive environmental benefit.

We are currently focusing on the efficient use of fuel by better route planning and transport management and segregation programmes have been introduced at more sites. Discussions have been held with suppliers to eliminate unnecessary transit packing and, wherever possible, reusable packaging is purchased.

All of these actions have led to an improvement in the amount of waste we produce and in the amount of energy we are able to conserve, and Alexander James Ltd continues to monitor and review our impact on both our immediate and the wider environment.

Scope

This Carbon Reduction Plan applies throughout the whole of Total Construction, to all directors and employees, and governs our approach to all our activities.

It overlaps with our Corporate Social Responsibility Policy and our ISO14001 Environmental Management System, in terms of our environmental objectives.

At project level, there will be targets agreed with each of our clients, to ensure that our joint objectives for Social delivery and measurable KPIs are agreed, which are proportionate to the project's scope, and its locality.

Responsibility

The Managing Director has main responsibility for the implementation and application of this policy.
Monitoring of each of the underlying policy commitments is the responsibility of senior managers.

The Managing Director, supported by all Senior Management Team members, is responsible for co-ordinating the operation of the policy and reporting on it to the Board and to the Company, including all other employees.

Signed: **Aaron Mullarkey**
Director

Reviewed: **15th January 2026**

GLOSSARY

We set out below what we mean by the use of the following terminology within this document.

NET ZERO CARBON EMISSIONS
A measurement of emissions, based on CO_2e, that is calculated for a Country, or business. Being Net Zero means that an organisation is not adding to CO_2e in the atmosphere.

CO2e
A measurement of how each atmospheric emission gas has an effect, based on its GWP.

GWP
Global Warming Potential, is the relative impairment on the atmosphere of each gas, using a metric based on CO_2e, which covers the six greenhouse gases covered by the Kyoto Protocol. These are Carbon dioxide (CO_2), Methane (CH_4), Nitrous Oxide (N_2O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), and Sulphur Hexafluoride (SF_6). All listed have a greater detriment than CO_2, whereas those which are not listed have a lower degree of effect.

ENVIRONMENT
The whole planet Earth, and impacts upon it, which reflect on emissions to air, water and ground.

SUSTAINABILITY
Consideration of longevity of natural resources on the Earth, and whether their current use exceeds the rate that can be replenished, and therefore whether they will continue to be available for future generations.

OFFSETTING
A method of reducing the apparent, or reported, emissions based on being able to claim a benefit on the environment, of a counterbalancing measure, which is said to remove CO_2 from the atmosphere. Typically, this would be planting of trees or vegetation.

When offsetting is used to produce Net Zero, whether the offset is owned by the organisation, or Country, and the location of the offset location may lead to an opinion as to whether it is fully controllable by that Country or organisation.

COP26
The latest Conference of the Parties (COP) held in Glasgow in 2021, attended by countries that signed the United Nations Framework Convention on Climate Change (UNFCCC), a treaty agreed in 1994.

Established by the UN, COP1 took place in 1995 – COP26, was the 26th - that's why it's called **COP26.**

During COP conventions, Countries, including the UK, have made declarations to reduce environmental emissions, and some have made a commitment to reach Net Carbon Zero by 2050. These commitments are not legally binding until they become law in each country.

In the UK, the Government passed a bill, committing the UK as a country, to reach Net Carbon Zero by 2050, which is to emit less CO_2e than it did relative to the baseline of 1999.

There is no legally bonding obligation on UK companies or individuals to achieve this themselves, although there are expectations that UK Stock Market listed companies will be expected to make plans to achieve it on their own behalf.

EMISSIONS TRADING SCHEMES
A method of off-setting, initially used in Europe whilst the UK was within the EC Trading Area, which allowed companies to offset carbon emissions, normally for payments against schemes which provided negative CO_2 (ie benefit to the environment) to companies who had large CO_2 emissions, such as manufacturing and high heat processes.

REFERENCES
https://ghgprotocol.org/corporate-standard

https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

https://ghgprotocol.org/standards/scope-3-standard

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