CARBON REDUCTION PLAN
PPN 06/21

RIDGE

Supplier Name: Ridge and Partners LLP
Publication Date: 28th May 2026

COMMITMENT TO ACHIEVING NET ZERO

Ridge is committed to achieving Net Zero emissions by 2050.

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. Details of our organisation's baseline emissions can be found below.

Baseline Year: 2022	
Additional Details relating to the Baseline Emissions calculations.	
Ridge has undertaken a full audit of all carbon emissions across the business, to cover scope 1 and 2 and a selected number of scope 3 emissions which are relevant to Ridge's business operations[1]. With this data, a pathway to Net Zero Carbon across the business will maximise opportunities to reduce both direct and indirect carbon emissions. In line with the Government guidance[2,3] Ridge's scope 3 emissions data covers (4) Upstream transportations and distribution, (5) Waste generated in operations, (6) Business Travel, (7) Employee Commuting and (9) Downstream transportations and distribution.	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	**118.1**
Scope 2	**131.9**
Scope 3 (Covering (4) Upstream transportations and distribution, (5) Waste generated in operations, (6) Business Travel, (7) Employee Commuting and (9) Downstream transportations and distribution.)	**1,938.1** *
Total Emissions	**2,188.1** *
* Please note: the previous PPN06/21 iteration listed scope 3 as 1,938.5 tCO_2e. This has now updated to 1,938.1 tCO_2e. This is due to a rounding error.	

[1]https://ghgprotocol.org/corporate-standard
[2]https://www.gov.uk/government/publications/procurement-policy-note-0621-taking-account-of-carbon-reduction-plans-in-the-procurement-of-major-government-contracts
[3]https://ghgprotocol.org/standards/scope-3-standard

CURRENT EMISSIONS REPORTING

Reporting Year: 2025	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	**151.1**
Scope 2	**160.6**
Scope 3 (Covering (4) Upstream transportations and distribution, (5) Waste generated in operations, (6) Business Travel, (7) Employee Commuting and (9) Downstream transportations and distribution.)	**3,093.1**
Total Emissions	**3,404.8**

EMISSIONS REDUCTION TARGETS

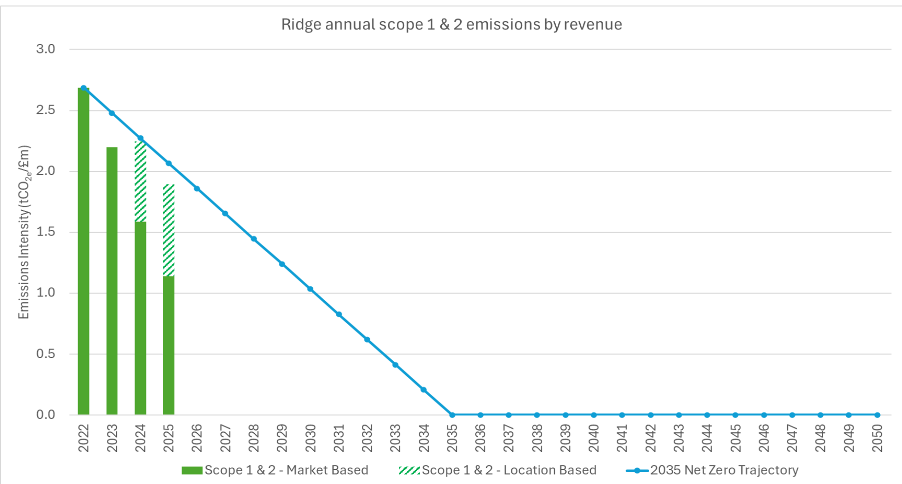
In order to continue Ridge's progress to achieving Net Zero, the following carbon reduction targets have been adopted:

- Ridge is targeting net zero scope 1 & 2 carbon emissions intensity by 2035. This equates to over 200kgCO2e/£m revenue reduction year on year.
- Ridge is targeting >90% renewable electricity contribution all our UK offices by 2030.
- Ridge is targeting net zero category 6 (Business Travel) scope 3 carbon emissions intensity by 2040. This equates to over 620kgCO2e/£m revenue reduction year on year.
- Ridge is committed to working collaboratively with our employees, suppliers and stakeholders to incentivise the reduction in carbon emissions across the remainder of our Scope 3 carbon emissions in line with the UK Government's timeframes.

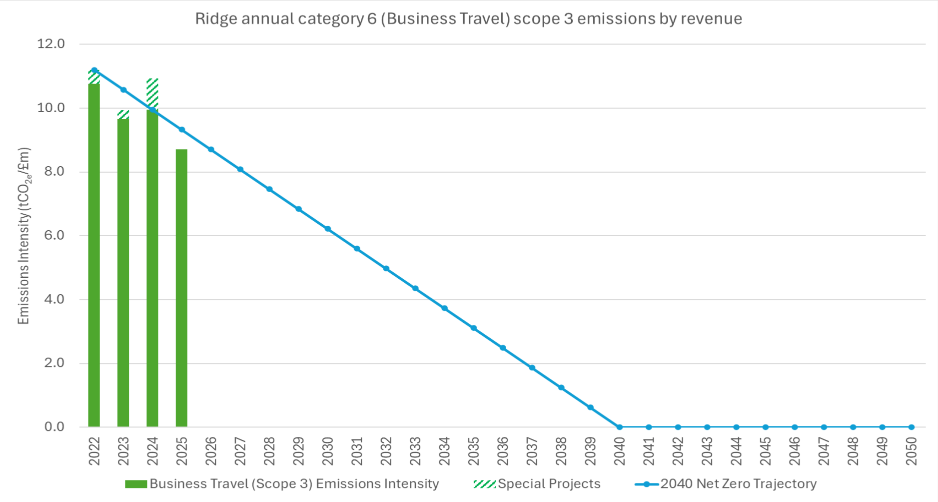
Ridge is satisfied with the progress we are making in achieving our net zero goals. As such, we have an aspirational goal to achieve the net zero scope 1 & 2 carbon emissions intensity by 2030 and the net zero category 6 (business travel) scope 3 carbon emissions intensity by 2035. These are aspirational targets only.

PROGRESS TOWARDS TARGETS

Progress against the first target can be seen in the graph below:



Ridge has achieved a 58% reduction in Scope 1 & 2 emissions intensity between 2022 and 2025 using Market-Based calculations. If the Location-Based methodology is adopted, a 30% reduction has been achieved, i.e. ignoring accurate utility supplier fuel tariff details across Ridge's leased offices.
Ridge's landlords have confirmed that 10 of 12 offices are powered by 100% renewable electricity, contributing 79% to our overall electricity consumption. A further 2 offices have switched to 100% renewable electricity during 2025.



Ridge's Scope 3 business travel emissions intensity (Category 6) decreased by 22% between 2022 and 2025. There were no special projects undertaken abroad for a UK-based Ridge client for 2025, as shown by the chart above.

CARBON REDUCTION PROJECTS

As part of our ongoing business strategy, Ridge is continually reviewing our operations to improve our carbon usage. Ridge is working with external auditors to validate our carbon emissions across scopes 1, 2 and 3. We are using this data to identify risks and opportunities associated with reducing our environmental impact and moving towards our Net Zero commitments.

The Ridge ESG Framework process provides a bespoke approach, putting carbon reduction at the forefront of our ambitions across a range of sustainability measures, including Climate, Circularity, Travel & Transport and more. The key benefit is to deliver a holistic sustainability-led solution, rather than delivering sustainability requirements on a single aspect basis such as 'carbon tunnel vision'. This process ensures that Ridge's ambitions are delivered, and outcomes are robust and reported.

We have undertaken a full audit of all our carbon emissions across the business, to cover scope 1 and 2 and a selected number of scope 3 emissions which are relevant to our business operations. With this data, our internal team and external auditors continue to evolve our pathway to carbon neutrality, together with effective communication & engagement across the business to ensure that we are identifying all opportunities. We are focused on the following key areas of carbon usage:

Buildings

We have recently signed leases for new offices which offer much improved energy efficiency, and the removal of fossil fuels and sourcing of renewable electricity forms a key part of the decision-making process. All offices where we control energy sourcing are moving to renewable tariffs. We continue our rolling programme of office upgrades and looking to refresh lighting to LEDs where within our control. During 2025, Ridge has also migrated offices to procuring 100% renewable energy contracts. For part of the 2025 reporting period, both our Oxford and London offices transitioned from standard tariffs to renewable tariffs. Ridge also highlights the significance of mains gas at our Oxford office and seek to put plans in place to electrify the heating component across all our offices.

Travel

Ridge has invested in a second company car scheme that offers solely EVs at preferential rates to our staff. Our EV schemes have been successful, with an uptake rate of 157 across all employees during 2025. Ridge has also implemented an enhanced Cycle to Work scheme which now provides a greater range of products (including electric bikes) and value to further encourage low-carbon and healthy transport choices for our staff. Again, this Cycle to Work scheme has been successful across 2025, with an uptake rate of 50 across all employees. Ridge has also implemented a car share incentive scheme to encourage staff to carpool together, whereby a total of 54,709 miles were driven in a car share vehicle. During 2026, we are planning to review our business travel platforms to capture more reliable data (e.g., distance travelled) over less reliable data (e.g., spend).

We are currently considering additional measures, outlined below, to further reduce our carbon emissions in accordance with our Net Zero commitment:

Improved Energy Monitoring

- Energy data collected across Ridge's office is largely complete and recorded monthly, however further deep-dives into seasonal/weekly/daily granularity might uncover trends and/or anomalies to address. This needs to be streamlined and managed across all offices.
- Advancements have been made in sub-metering across our offices to obtain better more reliable data specific to Ridge's specific consumption.

Procurement

- As part of our Procurement Strategy, we will analyse our supply chains to identify carbon reduction opportunities and develop an action plan to address carbon reduction. By assessing the top 70% of our suppliers by annual spend (typical Science Based Targets approach), we will engage and encourage them to reduce their carbon footprints through procurement and contract management activity.

Behavioural and Cultural Changes

- Through the provision of additional data and information campaigns to be targeted to address specific behavioural changes required to reduce energy consumption and carbon emissions. By also providing data at geographic level, an element of competition to be included. The reinstatement of our Environmental Champions will assist in guiding this moving forward.
- We will investigate options to support staff in using public transport, such as, and not limited to, providing funding for public transport passes (e.g., Railcards).
- To strengthen team and client relationships, a combination of virtual and in-person collaboration will always be required. Ridge will continue to monitor and review our smart/flexible working practices to ensure our leased space is effectively utilised, our offices are optimally located and our projects are successfully delivered, whilst maintaining a high-level of flexibility for our staff.

Waste

- We will review with our landlords the opportunity to provide additional recycling and/or food waste facilities both within and beyond our office demise, together with closer monitoring of the volume/weight generated to identify reduction opportunities.
- Together with our procurement review above, we will explore 'take-back' and circular economy principles and opportunities with our suppliers to reduce waste generated.

DECLARATION AND SIGN OFF

This Carbon Reduction Plan has been completed in accordance with PPN 06/21, associated guidance and reporting standards 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 (DEFRA) 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 3.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body) as represented by Graham Blackburn.

Signed on behalf of the Supplier:

Lewis Young – ESG Manager
28th May 2026

Steve Cooper – Equity Partner
28th May 2026