RIDGE

Environmental report 2025

Realising measurable sustainability in the built environment

Contents

Overview

At Ridge, managing our environmental impact is a vital part of how we run our business responsibly and sustainably. As we continue to grow, we're focused on reducing carbon emissions, using resources efficiently and continually improving the way we work. This 2025 environmental report sets out our performance and the steps we took during the year.

Our environmental commitments shape how we operate and how we support clients across the built environment. We have clear strategies, targets and governance frameworks in place to achieve our goals and deliver more sustainable outcomes. These commitments guide the advice we give, the solutions we develop and the way we deliver projects.

Our CRP-based carbon footprint was 3,405 tCO_2e in 2025. Between 2022 and 2025, we achieved a 58% reduction in scope 1 and 2 carbon revenue intensity, putting us on track to reach Net Zero for scope 1 and 2 emissions intensity, well ahead of our 2035 target. In addition, 79% of our electricity now comes from renewable sources, with further transitions planned as leases and contracts are renewed. We are also progressing towards our Net Zero scope 3 (business travel) carbon revenue intensity target by 2040. Following a Science Aligned Targets feasibility assessment, we concluded that a 1.5°C pathway is both credible and achievable for our scope 1 and 2 emissions. Our current stance here on SBTi is based on version 1 of the SBTi Corporate Net-Zero Standard. Version 2 of the SBTi Corporate Net-Zero Standard was released in June 2026, and we will review our position on this new guidance in in our future sustainability strategy.

Beyond climate, we're continuing to strengthen our circular economy practices through sustainable procurement, supplier governance and improved waste segregation. This helped reduce emissions from landfilled waste between 2023 and 2025. Travel and transport remain a key focus, with greater use of electric vehicles, car-share schemes and cycling initiatives, helping employees make lower-carbon travel choices.

Our approach to governance and transparency is supported by external benchmarking and assurance, including: an improved EcoVadis Bronze rating; a Carbon Disclosure Project (CDP) climate score of B; participation in the United Nations Global Compact (UNGC); and, a range of ISO certifications.

This report highlights the progress we are making as we work to reduce our environmental impact, manage risk, respond to stakeholder expectations and support resilient, sustainable growth.

*You can find information about our wider responsible business activities in our **2025 ESG impact statement** and **2025 social value impact report.***

> As a responsible business, we continue to consider our impact on the environment through our own activities and the projects we deliver. We understand the impact our decisions have as a business. We're focused on delivering the targets set out in this report, and we're improving our data quality to inform those decisions.

Steve Cooper
Equity Partner, Ridge

Key highlights

Growing responsibly: despite significant business expansion since 2022, Ridge has reduced operational carbon intensity by 58%, increased renewable electricity procurement to 79%, and remains on track to achieve its Net Zero carbon intensity targets while maintaining industry-leading ESG governance.

Metric	2025 Result
Revenue Growth Since 2022	+77%
Employees	1,479 FTEs
Scope 1 & 2 Carbon Intensity Reduction	-58%
Renewable Electricity	79%
Business Travel Carbon Intensity Reduction	-22%
EcoVadis Ranking	Top 35% Globally

3,405 $tCO_{2}e$

2025 carbon reduction plan (CRP) footprint

54,709 miles

travelled through new car-share initiatives

244%

increase in electric vehicle mileage for business travel since 2022

EcoVadis Bronze

top 35% of organisations globally

50

cycle to work schemes, up from 34 in 2024

79%

Renewable electricity across UK operations

Landfill waste reduced

Landfill share fell from 71% to 62% between 2023-2025

58%

reduction in Scope 1 and 2 carbon intensity since 2022

157

Employees using our Electric Car Scheme (+37% year-on-year)

22%

reduction in business travel carbon intensity since 2022

B

CDP climate sector score B - above sector average

Our business

Introduction

Ridge is a UK-based built environment consultancy, combining technical expertise, regulatory knowledge and commercial insight to support clients throughout the full lifecycle of assets and infrastructure. We are committed to delivering services with quality, integrity and collaboration. Our operations span a range of sectors, partnering with public and private organisations to create solutions that are efficient, resilient and sustainable.

Our growth

Our business is undergoing significant growth. Between 2022 and 2025, our Full Time Equivalent (FTE) staff numbers have grown by 66% from 888 to 1,479. This FTE increase has led to a requirement for larger office locations. In 2025, we moved to larger offices for Reading, Liverpool and Bristol. Due to this expansion our office floor area has increased by 37% from 6,939m² to 9,537m². As of 2025, we currently operate in 16 office locations throughout the United Kingdom. For 2026, we have acquired a new Whitehaven office, while our Cardiff and Leeds offices are moving to larger spaces (with other office moves still to be confirmed). Our revenue has also increased by 77% between 2022 and 2025. This growth is important context when considering the various elements of our environmental impact.

ESG approach

Environmental, Social and Governance (ESG) is an increasingly important focus for us – we are currently developing a new ESG framework as it is integral to keep sustainability at the forefront of decision-making. Environmental and societal challenges continue to evolve, and we recognise our responsibility to manage our impacts and support meaningful positive change. We are committed to integrating ESG considerations into the way we operate, grow and deliver value for clients and communities. For example, we have set up a Climate Excellence Fund, which identifies, analyses and funds decarbonisation projects across our business with our clients, small businesses and charities.

This 2025 environmental report sets out our progress to date when considering the environmental theme of ESG. Our separate 2025 ESG impact statement and 2025 social value impact report set out the basis for our ESG approach, priorities and progress to date. These documents provide a foundation for embedding ESG principles deeper into our organisation and reflect our commitment to transparency and continual improvement.

We will continually review and improve our environmental and sustainability strategy.

Even though our absolute emissions are increasing, driven by business growth, our emissions when normalised by £m turnover is decreasing between our baseline years of 2022 and 2025.

77%
growth in revenue

66%
growth in people
(888–1,479 full time employees)

48%
growth in emissions
(2,188 tCO_2e to 3,405 tCO_2e)

58%
reduction in scope 1 and 2 carbon intensity

22%
reduction in scope 3 business travel carbon intensity

Environmental impact

Climate and carbon management

We recognise that climate change is a significant risk and opportunity. We calculate our climate impact annually through Greenhouse Gas (GHG) assessments. These assessments are used to measure and manage our carbon footprint, in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.

CRP-aligned emissions

We have assessed our entire applicable carbon footprint and for 2025, our total footprint was 6,945 tCO_2e. We maintain a comprehensive CRP aligned with the UK Government Procurement Policy Note 06/21 (PPN 06/21). For our CRP emissions, under scope 3, category 1 (purchased goods and services), category 2 (capital goods) and category 3 (fuel-and energy related activities) are excluded from the plan as per UK government guidance.

Our CRP-aligned carbon footprint for 2025 was 3,405 tCO_2e, broken down as follows:

Scope 1: 151 tCO_2e (4%)

Scope 2: 161 tCO_2e (5%)

Scope 3 (category 4) – upstream transportation and distribution: 2 tCO_2e (<1%)

Scope 3 (category 5) – waste generated in operations: 9 tCO_2e (<1%)

Scope 3 (category 6) – business travel: 1,435 tCO_2e (42%)

Scope 3 (category 7) – employee commuting: 1,648 tCO_2e (48%)

Please note that categories 1–3 for scope 3 are not accounted for in the CRP, while categories 8–15 for scope 3 are not applicable for our business.

Figure 1: *CRP-aligned emissions breakdown from 2022 to 2025*

Between 2022 and 2025, our CRP-aligned emissions have increased by 48% from 2,188 tCO_2e to 3,405 tCO_2e. This is shown visually in ***Figure 1.***

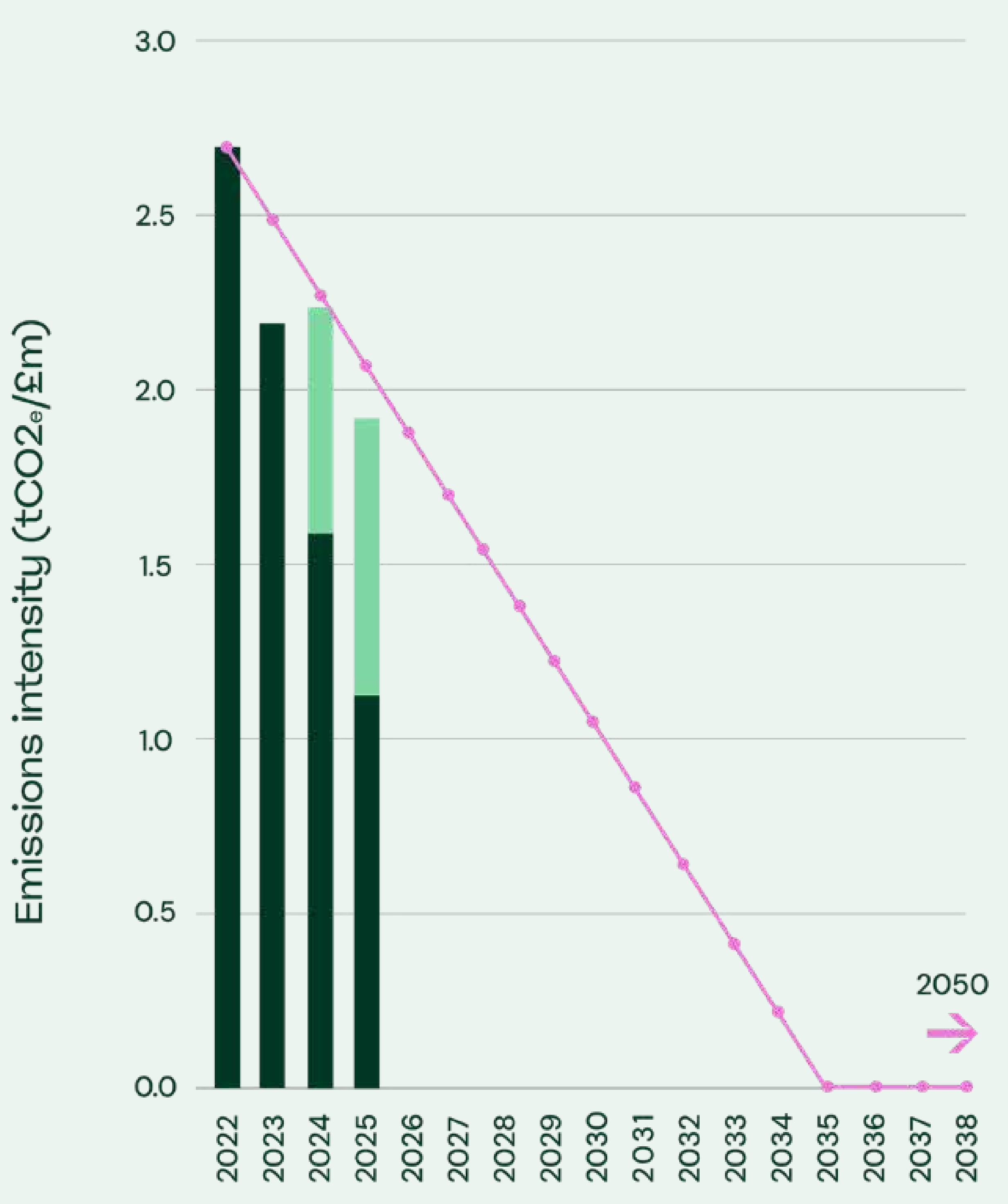


Figure 2: Our annual scope 1 and 2 emissions by revenue

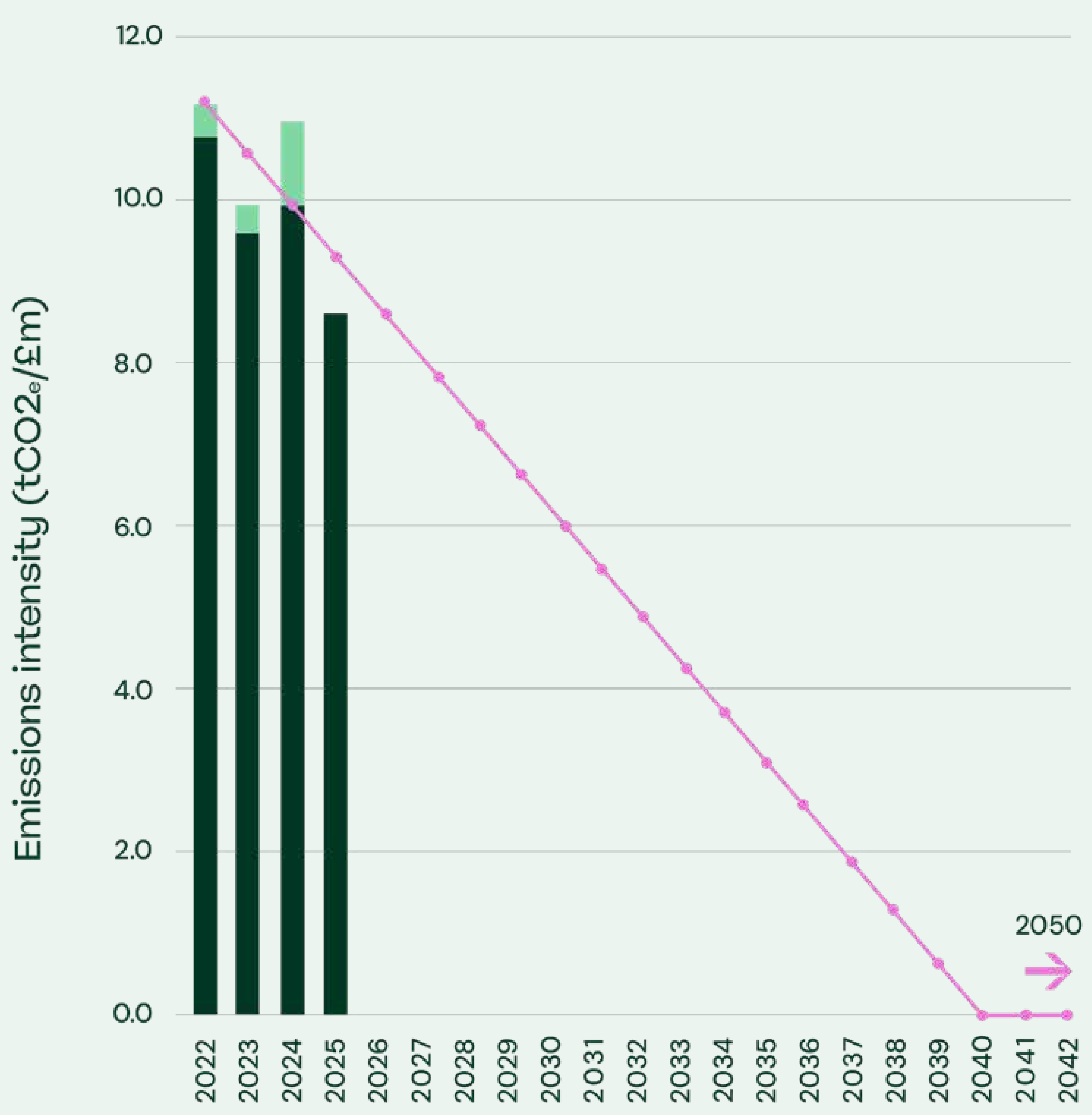


Figure 3: *Our annual scope 3 (category 6) - business travel emissions by revenue*

Target setting

Our absolute emissions and CRP-aligned emissions have increased between 2022 and 2025 in line with our business growth. To enable meaningful comparison between the years, we have set targets based on an intensity metric: emissions per £million of revenue (tCO_2e/£m). Our clear, time-bound, science-aligned emissions reduction targets are outlined below:

- Net Zero scope 1 and 2 carbon revenue intensity by 2035.
- >90% procurement of renewable electricity across UK offices by 2030.
- Net Zero scope 3 (business travel) carbon revenue intensity by 2040.
- We are committed to working collaboratively with all stakeholders to reduce scope 3 carbon emissions in line with the UK Government's timeframes.

Our progress to date shows strong delivery against our reduction targets. This is shown visually in ***Figure 2 and Figure 3*** and outlined below:

- 58% reduction in scope 1 and 2 carbon intensity (market-based) between 2022 and 2025. Our significant progress here means that we are likely to reach our Net Zero scope 1 and 2 carbon revenue intensity target before 2035.
- 79% of electricity consumption supplied by renewable sources in 2025, increasing as remaining offices transition. Our significant progress here means that we are likely to reach our >90% procurement of renewable energy target.
- 22% reduction in scope 3 business travel carbon intensity between 2022 and 2025. Our progress here means that we are likely to meet our Net Zero business travel carbon revenue intensity target by 2040.

58%

reduction in scope 1 and 2 carbon intenstity between 2022 and 2025

Statement on SBTi

We have set science-aligned emissions reduction targets. Please note that formal validation by the SBTi is not a prerequisite for claiming science alignment. We can credibly align our scope 1 and scope 2 emissions with a 1.5°C trajectory. Using the 2022 baseline year, SBTi indicates we would require an absolute emissions reduction of 58.8% across scope 1 and 2 by 2034 – and a 90% reduction by 2050. These targets are considered feasible due to current and future initiatives, such as office relocations, transitioning all offices to 100% renewable energy and the phased gas removal at certain offices. As a result, our scope 1 and 2 carbon revenue intensity targets are classed as science-aligned.

While we do not currently commit to science-aligned scope 3 targets, we are committed to reducing scope 3 emissions through supplier engagement, sustainable travel initiatives and improvements in data quality. We will review our position on scope 3 science-aligned targets as the forthcoming revision to the SBTi Corporate Net Zero Standard is released.

Emissions reductions

Energy use within our offices represents a key operational impact area. Energy performance is monitored through ESOS and SECR compliance frameworks, ensuring transparent reporting and identification of efficiency opportunities.

This significant carbon reduction has been driven through practical, scalable initiatives across our operations:

Energy and buildings: energy-efficient office relocations, removal of fossil fuels where feasible, Light Emitting Diode (LED) upgrades and transition to 100% renewable electricity tariffs.

Travel and transport: expansion of electric company car schemes, enhanced Cycle to Work offerings and car-share incentives to reduce travel emissions. We are also reviewing our business travel practices to improve data capture and support further scope 3 reductions.

Circularity and resource management: supplier engagement focused on enhanced recycling and waste monitoring, carbon performance and circular economy principles.

Through structured measurement, credible targets and tangible actions, we are reducing our footprint while supporting resilient growth. Alignment with PPN 06/21 demonstrates our leadership on climate action within the built environment sector.

Energy and buildings

Energy use within our offices represents a key operational impact area. Energy performance is monitored through UK Energy Savings Opportunity Scheme (ESOS) and Streamlined Energy and Carbon Reporting (SECR) compliance frameworks. This ensures transparent reporting and identification of efficiency opportunities. Improvements include LED lighting upgrades, energy-efficient office relocations and optimisation of heating systems. There is also an ongoing transition to renewable electricity tariffs across all sites. These measures support reduced operational emissions while improving energy efficiency as our estate grows.

ESOS

In line with our obligations under the ESOS, we completed a phase three assessment for the compliance period ending 5 December 2023. The assessment, undertaken by an approved lead assessor, confirmed full compliance with ESOS requirements and relevant standards – including PAS 51215, BS EN 16247 – providing a robust baseline for energy and emissions performance.

The assessment covered 100% of organisational energy use across buildings and transport, supported by site audits, utility data and mileage records. For 2022, total energy consumption was approximately 2.61 GWh, split between 1.22 GWh from buildings and 1.40 GWh from transport.

The assessment identified practical, cost-effective opportunities to reduce energy use and emissions, including further LED upgrades, improved staff awareness and optimisation of heating systems. While not mandatory, these measures offer clear cost and carbon benefits.

Beyond compliance, ESOS provides a strong foundation for environmental and Net Zero planning, supporting emissions measurement, governance and transparent reporting. Findings are overseen by senior management and inform operational improvements, SECR disclosures and future decarbonisation planning.

SECR

As part of our regulatory obligations, we report under SECR, disclosing energy use, emissions, intensity metrics and efficiency measures in line with government guidance. We calculate emissions in line with the GHG Protocol and UK Government guidance, including the integration of grey fleet data.

In 2025, our total energy consumption was 4.25 GWh, with gross emissions of 1,142 tCO_2e. Our emissions intensity improved to 0.77 tCO_2e per FTE, reflecting efficiency gains despite business growth. This metric provides a consistent basis for tracking performance. We identified energy efficiency improvements, focusing on:

- Buildings: LED lighting, efficient HVAC systems, energy-conscious office design and transition to renewable electricity
- Transport: hybrid working, increased electric vehicle uptake and promotion of lower-carbon travel options
- Monitoring: enhanced energy data tracking to support performance optimisation

Through these measures, we are strengthening our environmental performance while building a robust pathway towards Net Zero.

Water usage

Water consumption is monitored across our operations, with a focus on efficiency and responsible use. In 2025, total water consumption was 7,601m^3, with minimal associated emissions (~1 tCO_2e). Our total water consumption was assumed to equal water treatment, again with minimal associated emissions (~1 tCO_2e). Improvements in data quality and monitoring are planned to enhance performance tracking. While not a major emissions source, water stewardship remains part of our wider environmental responsibility.

Travel and transport

For our organisation, travel and transport is a significant emissions source, with further implications on air quality, congestion and employee wellbeing.

Our staff are actively encouraged to consider time, cost and sustainability of transport mode when booking any travel.

For 2025, the following activities are deemed our significant travel and transport categories:

Business travel
(scope 3, category 6)
1,435 tCO_2e (42% of the CRP footprint)

Employee commuting
(scope 3, category 7)
1,648 tCO_2e (48% of the CRP footprint).

Business travel

Our business travel continues to be a significant emissions source from 2022 to 2025, contributing to 1,435 tCO_2e in 2025. This is shown visually in ***Figure 4***.

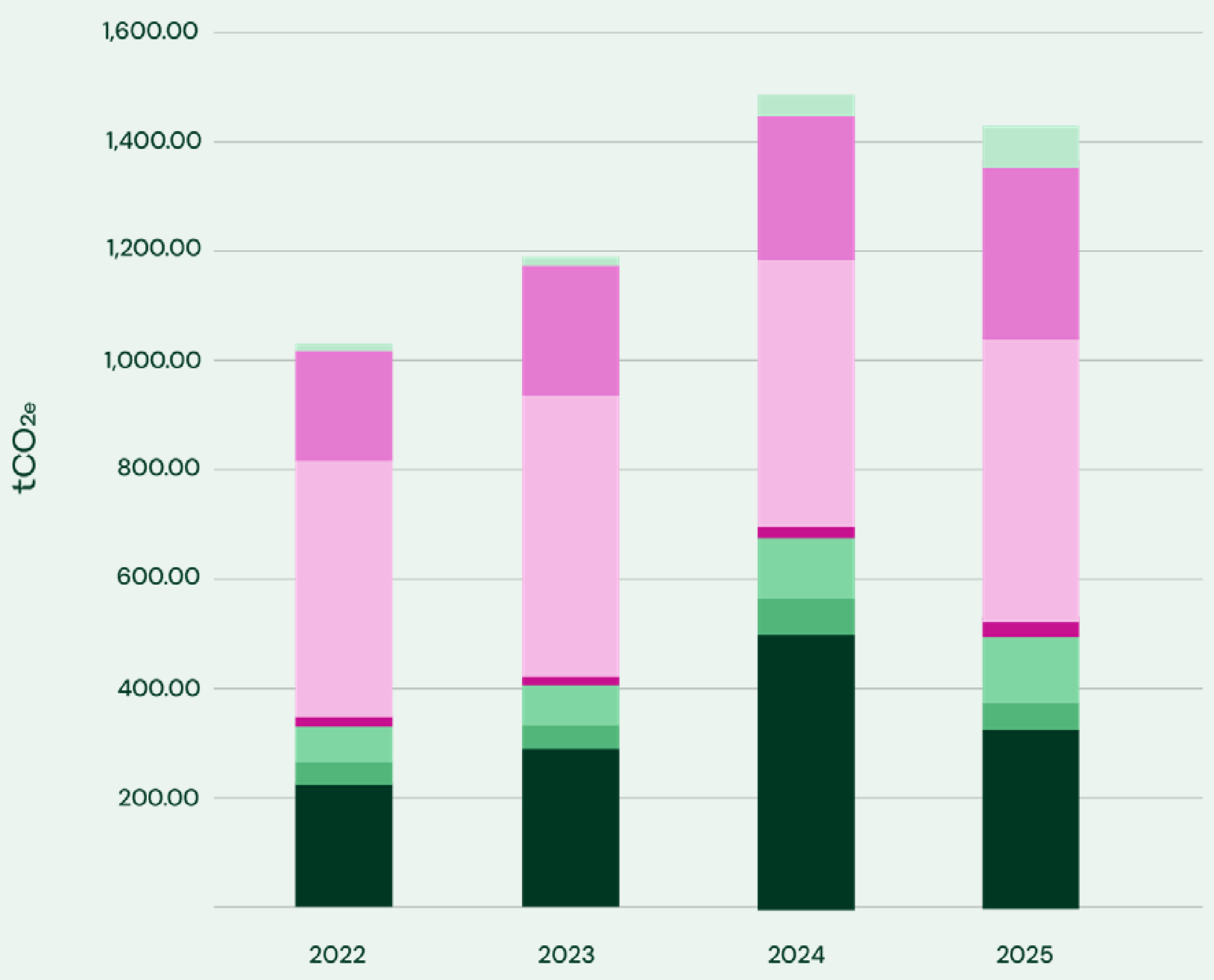


Figure 4: Business travel emissions breakdown per transport mode from 2022 to 2025

Emissions are dominated by car travel, as outlined below:

Car travel: 915 tCO_2e
64% of business travel emissions

Petrol car: 306 tCO_2e
21% of business travel emissions

Diesel car: 524 tCO_2e
36% of business travel emissions

Electric car: 85 tCO_2e
6% of business travel emissions

Flight travel: 316 tCO_2e
22% of business travel emissions

Rail travel: 113 tCO_2e
8% of business travel emissions

Hotel stays: 54 tCO_2e
4% of business travel emissions

Taxi travel: 33 tCO_2e
2% of business travel emissions

Bus travel: 3 tCO_2e
<1% of business travel emissions

Motorbike travel: <1 tCO_2e
<1% of business travel emissions

For car travel, there is a clear shift in the types of vehicles being used. Between 2022 and 2025, the distance travelled in electric cars has increased by 244% from 205,647km to 708,236km. The distance travelled by petrol cars and diesel cars has only increased by 47% and 9% respectively over the same period. This is shown visually in ***Figure 5.***

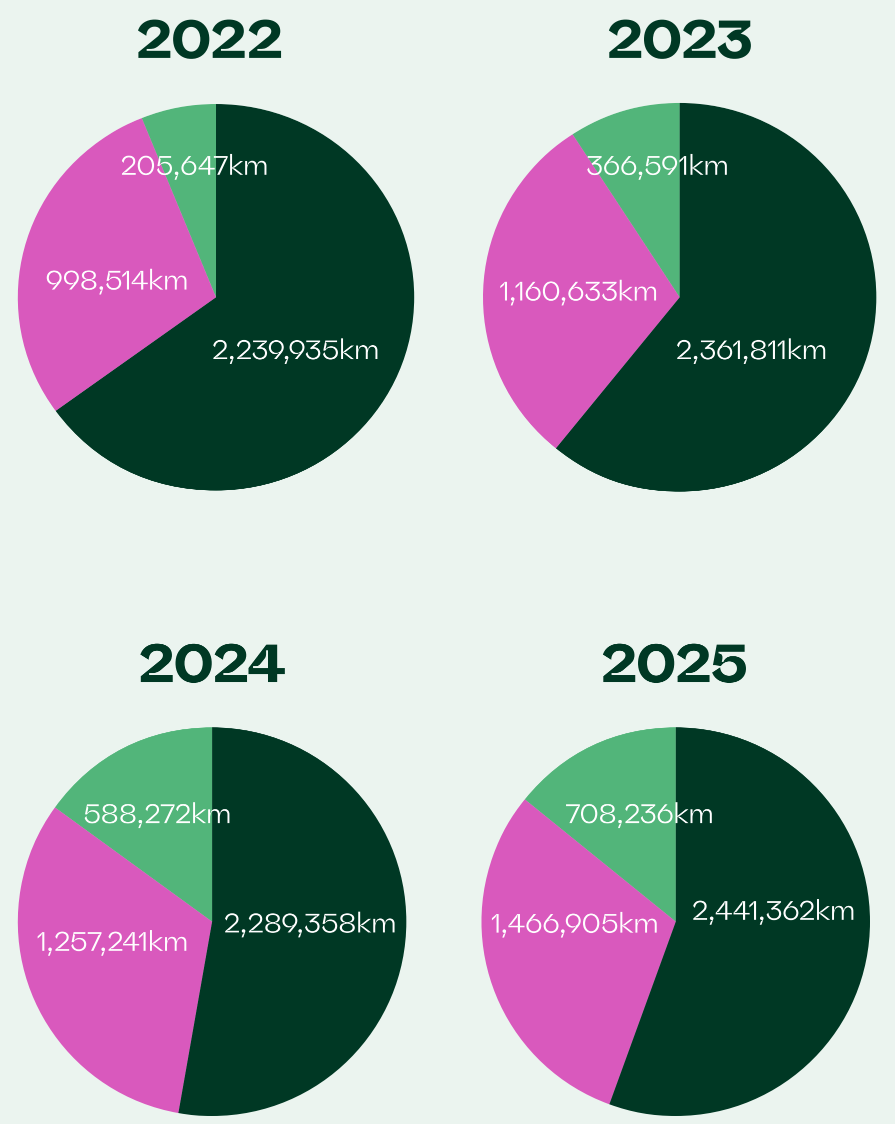


Figure 5: Business travel car distance breakdown from 2022 to 2025

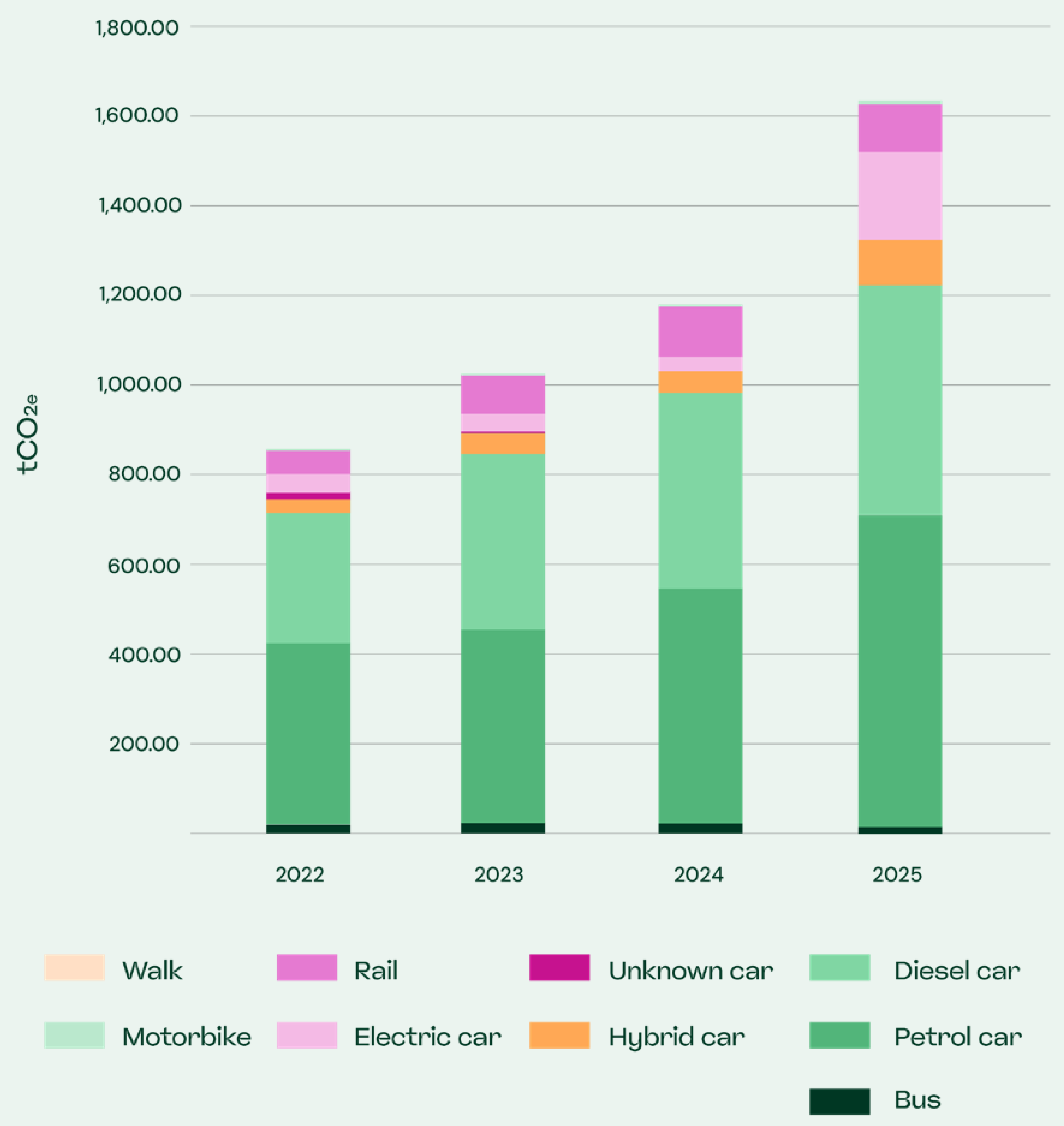


***Figure 6:** Employee commuting emissions breakdown per transport mode from 2022 to 2025*

Employee commuting

Following a similar trend with business travel, car travel is the most popular transport mode for employees commuting between 2022 and 2025. This is shown visually in ***Figure 6*** and outlined below:

Car travel: 7,881,901km (1,502 tCO_2e)

- Petrol car: 3,303,684km (703 tCO_2e)
- Diesel car: 2,241,009km (491 tCO_2e)
- Hybrid car: 663,301km (107 tCO_2e)
- Electric car: 1,673,907km (201 tCO_2e)

Rail travel: 2,459,761km (107 tCO_2e)

Bus travel: 141,284km (18 tCO_2e)

Motorbike travel: 35,916km (5 tCO_2e)

For car travel, there is a clear shift in the types of vehicles being used. Between 2022 and 2025, the distance travelled in electric cars has increased by 268% from 454,797km to 1,673,907km. None of the other travel modes have increased by such a significant margin.

Key initiatives

We have numerous initiatives to assist our employees with more sustainable travel methods:

Electric car schemes: in 2025, a total of 157 electric car schemes were used by our employees. This is an increase from 113 uptakes in 2024.

Cycle to Work: in 2025, a total of 50 Cycle to Work schemes were used by our employees. This is an increase from 34 uptakes in 2024.

Car share: a new initiative for 2025, a total of 54,709 miles were driven in a car share vehicle.

Promotion of hybrid working and reduced travel demand.

Overall, this shows our commitment to using more sustainable forms of transport, as these EVs will have a lower emissions factor ($kgCO_2e/km$) compared to typical internal combustion engine vehicles. This is outlined below and sourced from the 2025 emissions factors from Department for Energy Security and Net Zero (DESNZ).

> Our uptake in the Electric Car Scheme has increased by 37% between 2024 and 2025. As a result, the distance travelled with electric cars for business travel has increased by 20% from 588,272km in 2024 to 708,236km in 2025.

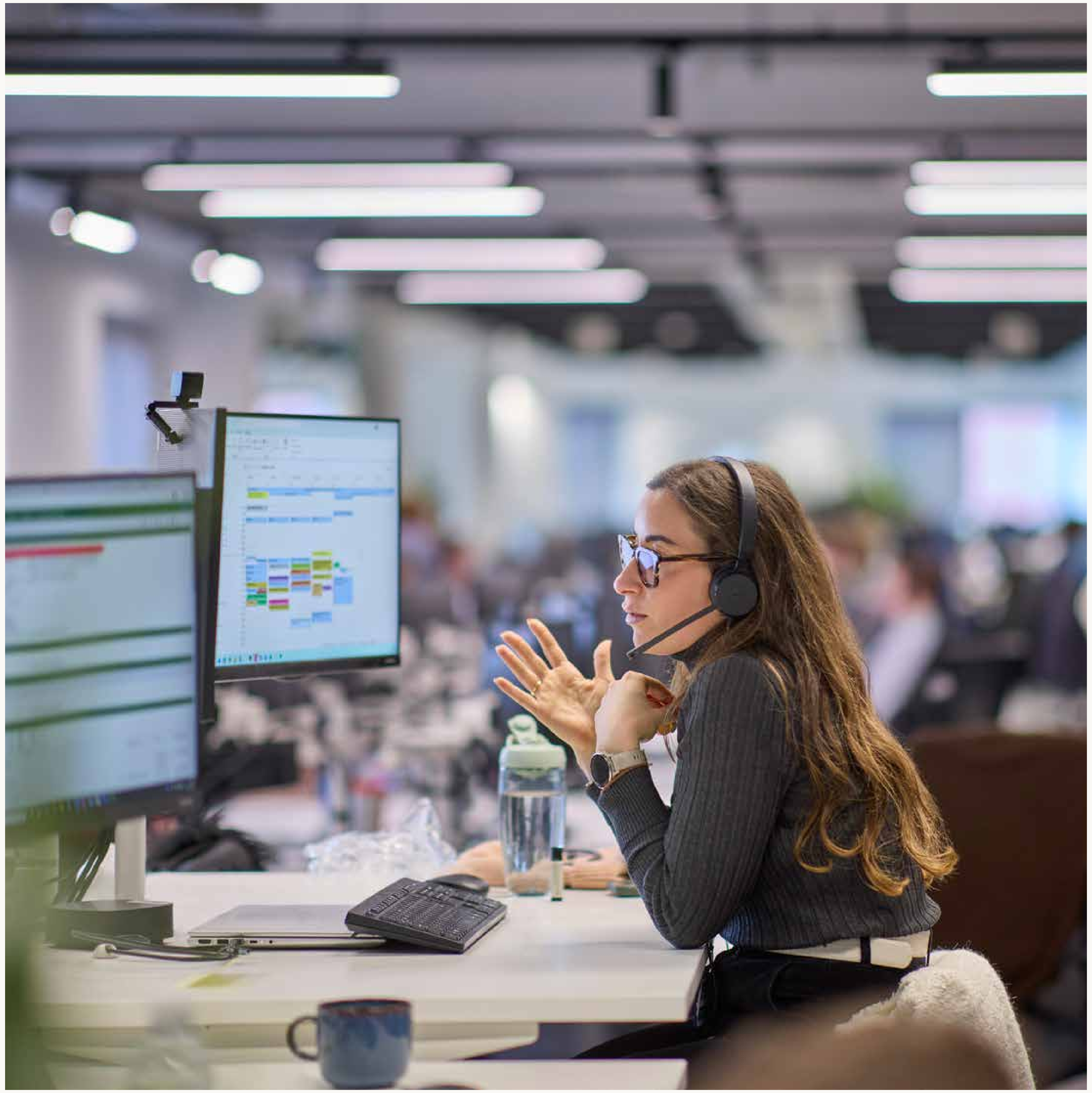
Lewis Young
ESG Manager, Ridge

Circularity and resource management

Sustainable procurement

We are continuously embedding circular economy principles into procurement and operations. We recognise that many of our environmental impacts derive from our supply chain. Our Sustainable Procurement Policy, supported by the Supplier Code of Conduct and Corporate Responsibility Statement, embeds environmental, social and ethical considerations alongside cost and quality across all procurement activities.

These frameworks support risk management, compliance and responsible delivery. Suppliers are expected to reduce lifecycle carbon, improve resource efficiency, minimise waste and support circular economy principles, while prioritising sustainable materials, protecting biodiversity and contributing to scope 3 reporting. These requirements are applied throughout tendering, appointment and delivery.



Strong governance underpins our approach. Suppliers must demonstrate legal and ethical compliance, with performance managed through proportionate, risk-based processes. We take a collaborative approach to improvement, recognising varying levels of supplier maturity, with corrective action applied where necessary. With this approach, we reduce our scope 3 impacts.

Waste management

We are committed to minimising waste and improving resource efficiency in line with the waste hierarchy and our circular economy ambitions. We promote effective waste segregation across all offices to increase recycling and reduce landfill. Employees are supported through recycling facilities, environmental training and digital-first practices to reduce paper use, alongside responsible management of specialist waste streams.

Our shift away from landfill continues, with landfill waste emissions reducing from 71% in 2023 to 62% in 2025. Overall waste per employee has also decreased, reflecting improved efficiency. Waste reduction is further supported through sustainable procurement, including reducing packaging, avoiding single-use plastics and prioritising recyclable or compostable materials.

We will continue to improve waste data, employee engagement and contractor collaboration to increase recycling rates and embed circular practices across the business. These measures support reduced environmental impact across our value chain.

Environmental governance and assurance

Our environmental performance is supported by strong governance and external validation. The frameworks below ensure accountability, transparency and continuous improvement.

United Nations Global Compact Project

We are a participant in the United Nations Global Compact (UNGC), supporting its ten principles on human rights, labour, environment and anti-corruption. This reflects our commitment to responsible business practices and sustainable development.

We are embedding these principles across our policies, governance and decision-making, promoting ethical conduct, fair working practices and environmental responsibility throughout our operations.

The UNGC framework helps shape our ESG strategy, underpins our codes of conduct and aligns our activities with the UN Sustainable Development Goals. It also supports transparency and accountability through structured reporting.

As part of our commitment, we will submit an annual Communication on Progress, with our first submission due in July 2026. This will outline our continued support for the UNGC and our progress in implementing its principles across the business.

Carbon Disclosure Project

We participate in Carbon Disclosure Project (CDP) to support transparent disclosure of climate-related impacts, risks and opportunities.

In 2025, we achieved a CDP Climate score of B, exceeding our sector average and reflecting a structured approach to managing climate risks through established governance, policies and emissions-reduction actions.

We demonstrated strong performance in areas including targets, environmental policies, scope 1 and 2 emissions management and industry engagement. These results highlight our ambition, robust data management and alignment with best practice.

The assessment also identified areas for further development, including scope 3 emissions, supplier engagement, external verification and integration of climate considerations into strategy and investment decisions.

CDP remains a key benchmarking tool within our ESG strategy, supporting improved risk management, transparency and continuous progress towards leadership-level performance.

EcoVadis

We participate in EcoVadis, a globally recognised sustainability assessment platform aligned with international standards, including the UN Global Compact, ISO 26000 and the UN SDGs. It evaluates performance across environment, labour and human rights, ethics and sustainable procurement.

Our EcoVadis score improved from 61% (71st percentile) in 2024 to 66% in 2025, achieving a Bronze Sustainability Ranking and placing us in the top 35% globally. This progress reflects strengthened ESG governance, expanded climate reporting (including scope 1, 2 and 3 emissions), sustained ISO certifications and improved alignment between strategy and delivery.

Performance improved across most themes, with notable gains in environment, labour and sustainable procurement. Our results demonstrate mature management systems, supported by certified ISO standards, comprehensive ESG policies, robust emissions reporting and strong organisational coverage.

EcoVadis remains a key benchmarking tool within our ESG strategy. Insights from the 2025 assessment are informing actions to strengthen priority areas, enhance supplier engagement and further embed ESG into business planning and governance.

We view our ranking as a strong foundation and are committed to continuous improvement in future assessment cycles.

66%

EcoVadis score, achieving a Bronze Sustainability Ranking and placing us in the top 35% globally.

ISO management

Independent assurance is a core part of our ESG framework. We maintain a suite of externally audited ISO certifications, ensuring our operations align with global best practice. All certifications are independently audited and regularly reviewed.

We are certified to ISO 9001, ISO 14001, ISO 45001 and ISO/IEC 27001, supporting health and safety quality, environmental management, and information security across our operations.

Audit findings and improvement actions are overseen by senior management and embedded into business planning. Together, these certifications provide robust assurance and support continuous improvement across our ESG performance.

Conclusion and next steps

Our environmental priorities focus on accelerating progress while managing growth responsibly:

- Improve data quality and emissions tracking, particularly for scope 3.
- Expand renewable energy adoption across all offices.
- Strengthen supplier engagement on carbon and sustainability.
- Enhance travel data and reduce reliance on high-carbon transport.
- Develop climate resilience and risk assessments across our portfolio.

We are committed to reducing our environmental footprint through measurable targets, operational improvements and responsible growth. While absolute emissions reflect business expansion, our reduction in carbon intensity and structured ESG framework demonstrate meaningful progress towards a low-carbon and sustainable future. We're aiming to complete a double materiality assessment that will feed into our sustainability and responsible business strategy, which we continually update and improve.

Contact us

Lewis Young
ESG Manager
lewisyoung@ridge.co.uk

Steve Cooper
Equity Partner
scooper@ridge.co.uk

David Walsh
Head of Quality
and Compliance
dwalsh@ridge.co.uk

ridge.co.uk