

Carbon Reduction Plan

Supplier name: BDO LLP

Publication date: 10 December 2024 for reporting period ending 5 July 2024 (FY24)¹.

Commitment to achieving Net Zero

BDO LLP is committed to achieving Net Zero emissions by 2050 or earlier.

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.

Baseline Year: 2019/2020 (FY20)	
Additional Details relating to the Baseline Emissions calculations.	
<p>BDO LLP follows an operational control approach to defining our organisational boundary. Scope 1 & 2 emissions are calculated using a process-based emission approach.</p> <p>This approach uses actual consumption data (kWh of energy used) which is multiplied by the relevant carbon conversion factor. For Scope 2 electricity, both market-based and location-based emission factors are calculated as per the GHG Protocol Scope 2 guidance.</p> <ul style="list-style-type: none">• Location-based electricity is calculated based on the average emissions intensity of grids in which energy consumption occurs. The relevant carbon conversion factors are sourced from DEFRA for UK sites and IEA for international sites• Market-based electricity is calculated using specific electricity emission factors sourced directly from suppliers reflecting the emissions associated with the energy mix purchased. <p>Selected Scope 3 emissions are calculated in line with the WRI's Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard as well as the WRI's GHG Protocol Technical Guidance for Calculating Scope 3 emissions. Scope 3 emissions categories calculated are electricity transmissions and distribution, water, employee cars, rail, public transport, courier, flights, paper, waste & recycling.</p>	
Baseline year emissions: 2019/2020 (FY20)	
EMISSIONS	TOTAL (tCO₂e)

¹ Updated and re-signed on 06/02/2025 to 1) confirm signatory's role 2) to include additional carbon reduction details and 3) to confirm zero return for Scope 3 category 9.

Scope 1	170
Natural gas	167
Company and leased cars	3
Refrigerants	-
Scope 2	1,913
Market based	1,913
Location based	1,042
Scope 3	13,097
4. Upstream transportation and distribution	127
5. Waste generated in operations	289
6. Business travel	8,192
7. Employee commuting and home working	4,489
9. Downstream transportation and distribution ²	0
Total Emissions	
Market based	15,180
Location based	14,309

Current Emissions Reporting

Reporting Year: 2023/2024 (FY24)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	94
Natural gas	92
Company and leased cars	1
Refrigerants	1
Scope 2	92
Market based	92
Location based	861

² No emissions reported as BDO does not sell or transport products

Scope 3	17,712
4. Upstream transportation and distribution	8
5. Waste generated in operations	69
6. Business travel	8,472
7. Employee commuting and home working	9,163
9. Downstream transportation and distribution ³	0
Total Emissions	
Market based	17,898
Location based	18,667

Emissions reduction targets

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. These have been verified by the Science-based Targets Initiative (SBTi) as being in line with the climate science of limiting warming to 1.5°C degrees.

Near term:

- Reduce absolute scope 1 and 2 emissions (market-based) by 50% by FY30.
- Ensure 80% of suppliers by emissions (covering purchased goods and services, capital goods, and business travel) have set science-based targets by FY27.

Long term:

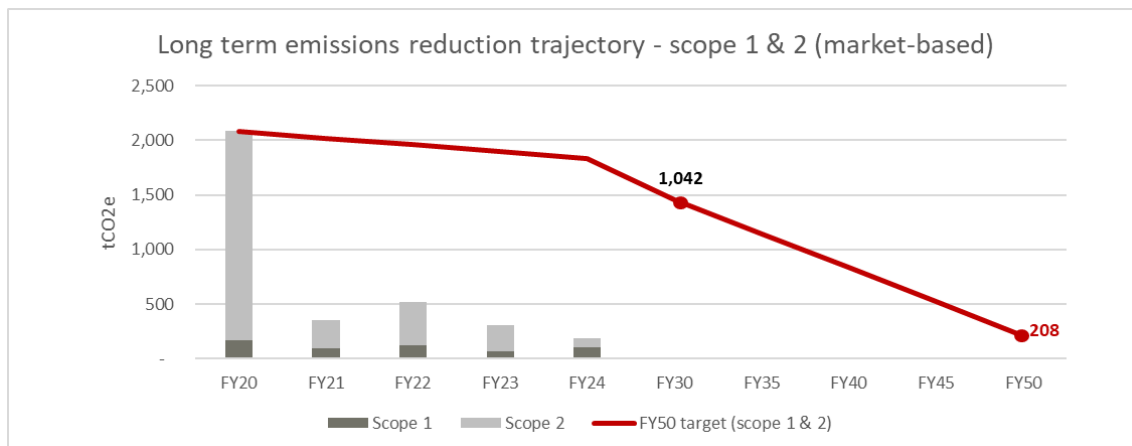
- Reduce absolute scope 1 and 2 emissions (market-based) by 90% by FY50.
- Reduce scope 3 emissions per full time employee (FTE) by 97% by FY50.

Based on our targets, we project that our absolute scope 1 and 2 (market-based) carbon emissions will decrease over the next five years to 1,042 tCO₂e by FY30. This is a reduction of 50%. Based on our current trajectory and emissions reduction measures we are seeing a more rapid decrease, and we are ahead of our targets, with FY24 showing a 91.1% reduction since baseline.

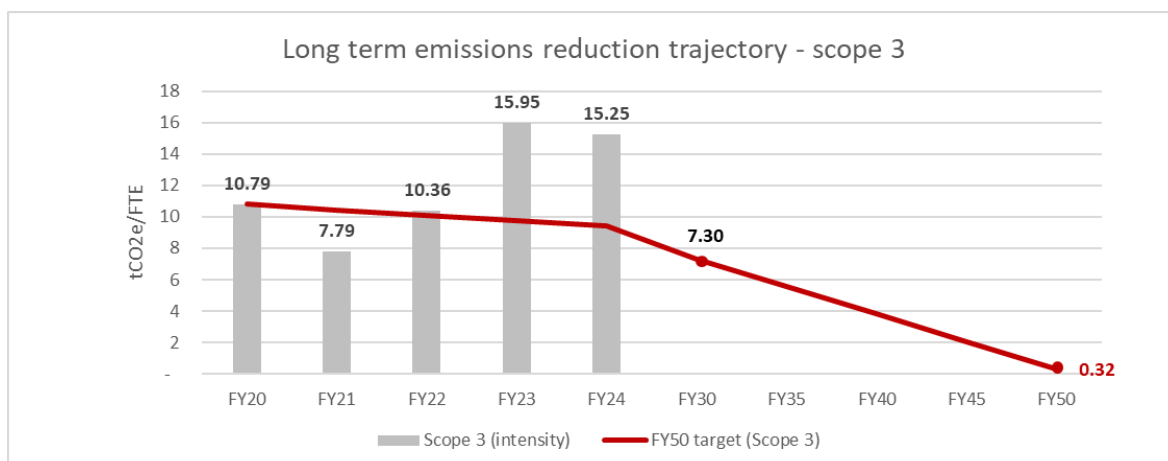
We project that our scope 3 carbon emission intensity (tCO₂e/FTE) will decrease over the next 25 years by 97% by FY50. Our current trajectory is above our target line, and we are focusing on supplier engagement to ensure a greater proportion of our spend is with organisations who share our commitment to Net Zero.

³ No emissions reported as BDO does not sell or transport products

Progress against these targets can be seen in the graph below:



This shows our projected journey to reduce our scope 1 and 2 emissions by 50% by FY30 and 90% by FY50 (on a market-based calculation). The data shows that our carbon reduction measures are keeping us well below this target line.



This shows our projected journey to reduce the intensity of our scope 3 emissions by 97% per FTE by FY30 and FY50. We include here our relevant scope 3 categories (1-8) as this relates to our validated science-based target.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the FY20 baseline.

The carbon emission reduction achieved by these measures for scopes 1 and 2 (market-based) equate to 1,897 tCO₂e, a 91.1% reduction against baseline.

Our scope 3 carbon emissions intensity (tCO₂e/FTE) increased by 41.22% since our FY20 baseline year. This is in the context of a 53.7% revenue growth. Our latest figures show the growth in scope 3 emissions to be flattening, with a 4% decrease in scope 3 intensity since

FY23. We expect that our recently introduced policies around carbon smart travel and supplier management will take effect over the coming years.

The measures will be in effect when performing the contract.

Completed Carbon reduction initiatives:

- Set and validated Net-Zero targets with the Science-based Targets Initiatives (SBTi)
- Established a Decarbonisation Programme with three working groups focusing on How We Work, How We Travel and How We Buy.
- Launched a Carbon Smart travel policy in February 2023 focusing on three themes: travel less, travel with care and understand your impact. This policy mandates travelling by rail rather than air on routes within the UK and on 'Eurostar routes' in Northern Europe; requests travellers to book a lower cabin class when travelling by air, introduces higher level of approval for international conferences, sets an internal carbon price for air travel and provides partners with a 'Carbon Statement'.
- Retained the ISO14001:2015 accreditation for all our offices and added the ISO50001:2018 accreditation.
- Modelled credible pathways towards meeting our targets, using a Net Zero Initiatives Forecast Modeller, built in-house by our Carbon Advisory team.
- Externally verified our Scope 1 and Scope 2 data for FY24, in our ongoing efforts to improve our data accuracy and confidence in our progress.
- Sourcing Renewable Energy Guarantees of Origin (REGOs) for energy purchased across our UK offices, aiming for 100% renewable energy by FY30.
- Factoring climate and decarbonisation into strategic decisions, such as on commercial property and leases. For all relocations and renovations, we have set the minimum standard of NABERS or BREEAM-rated 'very good' or higher.
- Removing natural gas from our offices – recent removals include Cambridge, Southampton and Guildford. We will eliminate gas when we move to our new head office location in 2027.
- Reviewed our supplier due diligence and started engaging with strategic suppliers on their Net Zero journey through our Sustainable Procurement programme.

In the future we plan to implement further measures such as:

- Launch our firm-wide Sustainability Academy for learning and raising awareness.
- Continued communications and employee engagement activities, for example, empowering our Environmental Champion network, and running Net-Zero Labs workshops.
- Working with our property management team, procurement team, building managers and landlords to prioritise circularity and reduction in waste through reuse and recycling.
- Working with a external consultancy specialising energy management to carry out planning aligned to ESOS Phase 3. This will provide a specific action plan to optimise energy management initiatives across our property estate and inform the specification of our new offices.
- Enhancing our supplier engagement and tracking programme, through initiatives designed to engage Net Zero participation with a focus on supporting our suppliers in their Net Zero journey, including the setting of science-based targets and beginning the journey to decarbonise their business.

- Working with global BDO member firms who supply BDO LLP with services and providing support and mentoring as they set their own Net Zero targets in order to meet our globally approved Net Zero policy.
- Relocation of our London Office (55 Baker Street) in 2027 to 'The M Building' at 334 Oxford Street. Sustainability is central to the project with the rebuild and retrofit aiming for BREEAM outstanding, NABERS 5-star rating and WELL Platinum accreditation.

Declaration and Sign Off

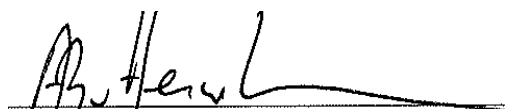
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard⁴ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁵.

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) Standard⁶.

This Carbon Reduction Plan has been reviewed and approved by our Chief Operating Officer on behalf of BDO LLP and its members.

Signed on behalf of the Supplier:



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 Andy Butterworth
 Chief Operating Officer (COO) and designated member

Date: Originally signed on 10 December 2024, and re-signed to acknowledge some minor amendments made on 6 February 2025.

⁴ <https://ghgprotocol.org/corporate-standard>

⁵ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁶ <https://ghgprotocol.org/standards/scope-3-standard>