



Creative
environments
for sustainable design



Carbon Reduction Plan



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We are aware of new accreditations that will replace Carbon Neutral and we are already working to understand and implement the new standards.

“ **Our Mission:** To offer a collaborative, multi-disciplinary, innovative, and tailored design service, using the latest technology to provide creative buildings and environments in a **sustainable** way.

“ **Our Vision:** Creating a better world through design, **sustainability**, and innovation.

Statement



**Matt Tebbatt RIBA
Managing Director**



Sustainable innovation has always been key to what ONE delivers. It is fully integrated into our design and business processes, recognised through our numerous accreditations e.g. ISO14001, Passivhaus & Low Carbon Consultancy, and is central to our vision and mission.

We believe no building, space or place can be considered well designed if it does not positively contribute to environmental, social and economic sustainability. We have delivered many BREEAM Excellent buildings and are proud to have been recognised for our approach to sustainable design in several industry awards.

As well as enabling our clients to achieve their sustainability goals through our innovative designs, our commitment to sustainability is further reinforced by our commitment to achieve Net Zero in our business operations.



Company/Organisation Name: ONE Creative Environments Ltd

Company Registration Number: 2738102

Published Date: July 2024.

Commitment to achieving Net Zero

ONE Creative Environments is committed to achieving Net Zero emissions **by 2035**. We take our carbon reduction commitments very seriously and believe for the long term, and to make the maximum positive impact, that a comprehensive approach, covering both social and environmental performance standards, is the best possible route. We are, therefore, currently measuring our carbon reduction and wider goals, and have submitted our B Impact Assessment having also started our journey towards B Corp Certification.

Methodology

Purchased electricity can be measured in two ways:

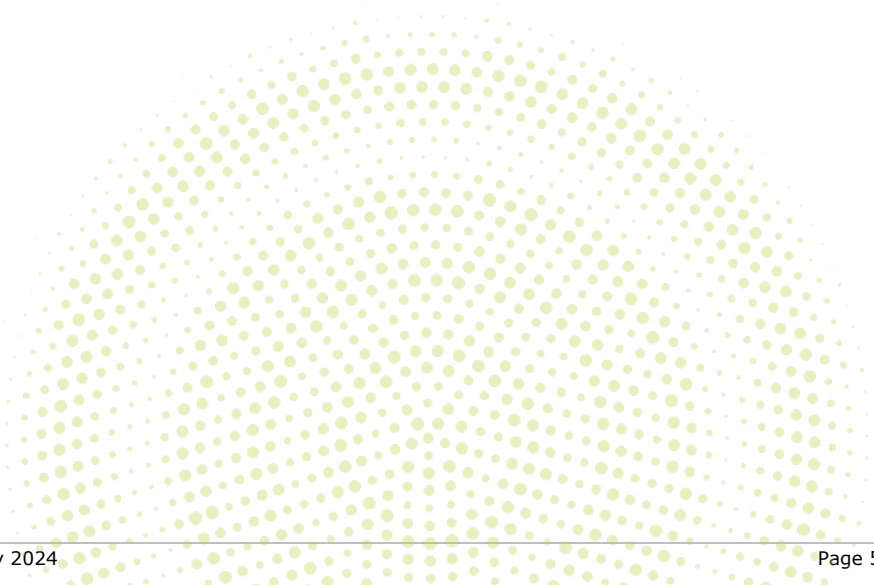
- A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data).
- A market-based method reflects emissions from the electricity that companies have purposefully chosen (or their lack of choice). A market-based method, therefore, takes into account the purchase of electricity via a verified renewable energy tariff.

While we are reporting both, as advised by Positive Planet we have chosen to base our Net Zero target on a market-based methodology as this reflects our choice when it comes to tariff.

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. Our baseline year is 2020.

Baseline Year: 2020	
Additional Details relating to the Baseline Emissions calculations:	
Our baseline year is 2020 which was highly affected by the COVID-19 Pandemic. Emissions were abnormally lowered due to lockdowns, travel restrictions and the National need to work from home to prevent the spread of the virus.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0 tCO ₂ e
Scope 2	Market-based - 0 tCO₂e (Location-based - 22.9 tCO ₂ e)
Scope 3	182.7 tCO ₂ e <ul style="list-style-type: none"> ➢ Goods and Services ➢ Capital Goods ➢ Fuel & Energy Related Services ➢ Business Travel ➢ Transportation & Distribution (Downstream) ➢ Transportation & Distribution (Upstream) ➢ Employee Commuting & Home Working ➢ Operational Waste & Water.
Total Emissions	Total (market-based) - 182.7 tCO₂e (Total (location-based) - 205.6 tCO ₂ e)



Current Emissions Reporting

Reporting Year: 2021	
It would be expected for overall emissions to increase from 2020-2021 as COVID-19 restrictions were reduced and started to be lifted. Despite the unusual nature of the reporting timescales, the figures show a consistency in carbon per employee in both 2020 and 2021 (5.1 tCO ₂ e).	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0 tCO ₂ e
Scope 2	Market-based - 0 tCO₂e (Location-based - 23.0 tCO ₂ e)
Scope 3	227.1 tCO ₂ e <ul style="list-style-type: none"> ➤ Goods and Services ➤ Capital Goods ➤ Fuel & Energy Related Services ➤ Business Travel ➤ Transportation & Distribution (Downstream) ➤ Transportation & Distribution (Upstream) ➤ Employee Commuting & Home Working ➤ Operational Waste & Water.
Total Emissions	Total (market-based) - 227.1 tCO₂e (Total (location-based) - 250.1 tCO ₂ e)

Reporting Year: 2022	
The first year post COVID-19 where restrictions were removed.	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0 tCO ₂ e
Scope 2	Market-based - 0 tCO₂e (Location-based - 32.9 tCO ₂ e)
Scope 3	264.1 tCO ₂ e <ul style="list-style-type: none"> ➤ Goods and Services ➤ Capital Goods ➤ Fuel & Energy Related Services ➤ Business Travel ➤ Transportation & Distribution (Downstream) ➤ Transportation & Distribution (Upstream) ➤ Employee Commuting & Home Working ➤ Operational Waste & Water.
Total Emissions	Total (market-based) - 264.1 tCO₂e* (Total (location-based) - 297 tCO ₂ e).

*We recalculated our year 2022 figures in line with methodology changes between the two years (2022 and 2023); only the Fuel- and Energy-Related Activities category was affected. We also remeasured our Commuting & Homeworking emissions using data collected in Year 2023 to give a more accurate baseline from which to work, the previous measurement was based on Department for Transport averages and was a significant underestimate. This provides a more accurate basis for our journey to Net Zero.

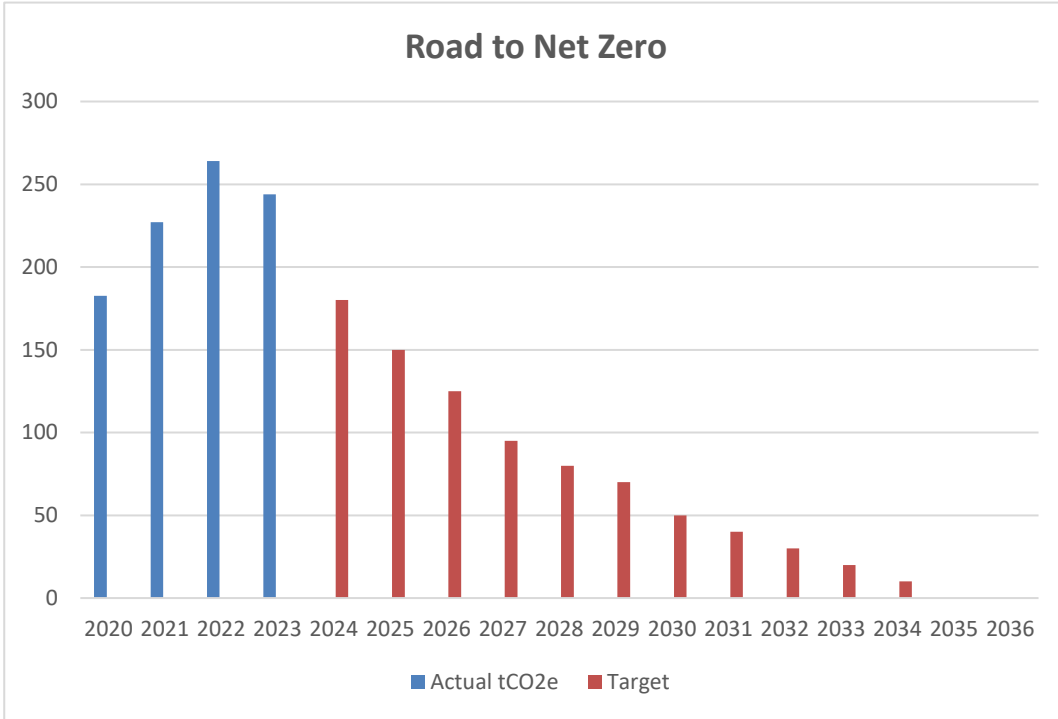
Reporting Year: 2023	
<p>The Board agreed funding of significant energy efficient improvement works at ONE's HQ during the latter part of 2023. These included the removal of legacy MEP systems and their replacement with super-low energy, fully addressable 'smart' LED lighting systems, air-source heat pump driven heating systems, fully seasonally commissioned with full BMS control and monitoring via our own ONE TwinVis software and a number of EV charging points to support our staff's growing move towards electric and hybrid cars. This, coupled with the previously supported PV installation on our HQ roof, should provide a significant reduction in carbon in future years, as well as enable the team to make sustainable travel choices with additional EV chargers. The positive impact of these works will only be seen in subsequent years. It should also be noted that the company's workforce also grew by around a third during 2023.</p> <p>Between 2022 and 2023: emissions have decreased by 8% between the two years.</p>	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0 tCO ₂ e
Scope 2	Market-based - 0 tCO₂e Location-based - 24.0 tCO ₂ e
Scope 3	244 tCO ₂ e <ul style="list-style-type: none"> ➤ Goods and Services ➤ Capital Goods ➤ Fuel & Energy Related Services ➤ Business Travel ➤ Transportation & Distribution (Downstream) ➤ Transportation & Distribution (Upstream) ➤ Employee Commuting & Home Working ➤ Operational Waste & Water.
Total Emissions	Total (market-based) – 244 tCO₂e (Total (location-based) – 268 tCO ₂ e).

Important items to note for these figures

- Our baseline year is 2020 which was highly affected by the COVID-19 Pandemic. Emissions were abnormally lowered due to lockdowns, travel restrictions and the National need to work from home to prevent the spread of the virus.
- It would be expected for overall emissions to increase from 2020-2021 as COVID-19 restrictions were reduced and started to be lifted.
- Despite the unusual nature of the reporting timescales, and the fact that the company continues to grow, the figures show a consistency in carbon footprint per employee between 2020 and 2021, a slight increase for 2022 (the first year without COVID-19 restrictions) and then lowered in 2023:
 - Footprint per employee: 2020 = 5.1 tCO₂e
 - Footprint per employee: 2021 = 5.1 tCO₂e
 - Footprint per employee: 2022 = 5.3 tCO₂e (ONE was shortlisted for Planet Mark's Best Company 2022 award)
 - Footprint per employee: 2023 = 4.4 tCO₂e (the company also grew by around a third)
- **Between 2022 and 2023:** emissions have **decreased by 8%** between the two years.

- **2023:** Significant work has taken place at our HQ during the latter part of 2023, the benefit of which will only be seen in subsequent years. The company’s workforce also grew significantly during 2023 by around a third.
- We continue to work to reduce our carbon footprint with a range of measures. To align our future measuring we have submitted the B Impact Assessment and started our journey towards B Corp Certification.

Emission Reduction Targets



In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

As outlined on page 4, while we are reporting both location and market-based measurement of electricity, as suggested by Positive Planet, we have chosen to base our Net Zero target on a market-based methodology as

this reflects our choice when it comes to tariff.

We project that carbon emissions will **decrease to Zero tCO2e by 2035**. This is a reduction of 100%. Progress against these targets can be seen in the graph.

To progress towards Net Zero, this plan sets some carbon reduction targets. During this time, additional targets will be set for the remaining period to ensure Net Zero will be achieved by our target date.

Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2020 baseline. The carbon emission reduction achieved by these schemes already **equates to a reduction from 5.1 tCO2e to 4.4 tCO2e per employee, an 13.72% reduction per employee** against the 2020 baseline (using market-based emissions).

Between 2022 and 2023: emissions have **decreased by 8%** between the two years.

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of opportunities, challenges and pinch points and regularly be making efficient and direct improvements to our resources and processes to reduce these emissions.	2020 (and ongoing)	1,2,3

Activity	Completion Date	Scope
Continue to hold the ISO 9001 certification. As part of this management system, the organisation recognises that the sustainable development goals are aligned.	Ongoing and held for 10+ years.	1,2,3
ONE holds and maintains the ISO14001 Environmental Management certification.	Ongoing and held for 10+ years.	1,2,3
We are committed to offering support to the workforce with options for active travel schemes, such as cycle to work and car sharing opportunities.	Ongoing and in place for many years.	1,2,3
We adopted Sustainability into our core vision: "Creating a better world through design, sustainability and innovation" with it also forming one of the four pillars of ONE's new 5-year plan which was launched in 2022, really becoming part of ONE's culture.	Plan – ongoing (launched in 2022).	1,2,3
<p>We have developed and implemented a Sustainable Travel Policy to guide on and support the environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy support active travel and low emission travel options where appropriate.</p> <p>Utilise the emissions travel hierarchy – Digital communication Walking & wellbeing Cycling Public and shared transport Public and shared EV's and car sharing ICE vehicles and car sharing Air Travel.</p>	2020 and ongoing.	1,2,3
Changes to policy resulting in a reduction in company travel eg every opportunity is taken to lower everyone's emissions - we offer clients two virtual meetings in place of one face-to-face meeting.	2021 and ongoing.	1,2,3
<p>ONE has clear structures in place to discuss, define and achieve our goals with a Sustainability Team, Sustainable Design team, Well-being Group and ESG/Social Value Committee – all of which report to the Board.</p> <p>The Sustainability Team (Green Team) has been made up of members of different departments to support the roll out of initiatives and management of data, which includes sharing and collaborating throughout the organisation.</p>	2020 and ongoing.	1,2,3
Staff have been involved in initiatives and projects that actively promote recycling e.g. We were recently selected to produce a piece of artwork for the RIBA Show Windows Project as part of the Coventry UK City of Culture 2021 celebrations. We partnered with a local artist to produce the stunning artwork that was displayed at city centre F&B outlet The Botanist. The installation was made almost entirely from items that were recycled by our staff and could have been otherwise destined for landfill. We are of course also huge advocates for reusing building and environments. It's within our DNA to explore every opportunity to repurpose a structure rather than demolish it.	2021 and ongoing.	3

Activity	Completion Date	Scope
We raise awareness with all staff to procure recycled/ethical goods/shop local and to consider sustainability in all that they do.	2020 and ongoing.	3
ONE supports remote and flexible working to reduce reliance on office space and travel/vehicle mileage. We captured this information weekly in our timesheets.	2020 and ongoing.	3
Increasingly energy efficient IT solutions are being implemented on a rolling basis across our offices, together with a planned 90% reduction on the reliance on printing/paper.	2021 and ongoing.	1,2,3
We provide recycling stations around all premises, clearly labelled to direct the type of waste being recycled. Paper use has been significantly reduced in the last 5 years, with facilities for plastics, metals and foodstuffs also provided. Non-recyclable waste (the old black bin sacks traditionally destined to landfill) is now virtually absent from the business.	2021 and ongoing.	3
A soft plastics collection point was introduced which is taken to a recognised recycling point.	2022 and ongoing.	3
Changes have been made to refreshments e.g., milk is sourced locally in reusable glass bottles rather than plastics. Our coffee machine is now of the bean-to-cup variety, effectively removing processed coffee from the business and allowing staff to use the bean residue for composting/plant feed etc.	2021 and ongoing.	3
As an initiative to encourage staff to grow their own food, our health and wellbeing team have implemented annual growing competitions for our staff. Started in 2021, carrots were chosen to inspire staff to get into growing their own food. This was followed in 2022 it with sunflowers – great for pollinators like bees and in 2023 - chillis and pumpkins.	2021 and ongoing.	-
We are constantly working to align our supply-chain with suppliers and partners that share our own values and ethos. We are choosing suppliers committed to sustainability and where possible we are sourcing materials and services locally to reduce transportation emissions and support local economies. e.g. we have recently placed the printing of our marketing material with a company that uses a 100% waterless process on FSC stock, in a factory powered by 100% renewable energies, that produces zero waste to landfill and is beyond Carbon Neutral in its impact on the environment.	2021 and ongoing.	3
We are always promoting awareness and best practice to our staff, clients and our social media audiences. Our approach has been recognised by several National campaigns and awards. In 2022 we were shortlisted for Planet Mark's Best Company Award.	Ongoing.	-
The shareholders and Directors are proactively committed to significantly reduce operational energy usage at ONE's HQ. They recently funded a new LED	Completed 2023.	1,2,3

Activity	Completion Date	Scope
<p>lighting system with intelligent controls and the installation of a new, highly efficient Air Source Heat Pump driven heating / ventilation system (ASHP) to replace our aging AC/ventilation systems. This is anticipated to bring a 10-15% energy usage reduction in future years.</p> <p>In addition to this, EV charging points have been installed (8 in total) to help staff to support staff that have made sustainable decisions in their choice of personal vehicle.</p>		

We have long since held the belief that aside from the processes and investments we make within our business, the biggest positive change we can make to national and global carbon reduction is through the environments we are commissioned to design and develop.

We are committed to helping our clients to achieve their sustainability goals by:

- **Educating Clients:** From the very start of our commission, we strive to advise clients on sustainable design options and practices. Highlighting the environmental and social benefits of sustainable choices.
- **Community Engagement:** Participate in or sponsor local environmental initiatives. Engage with the community to promote sustainability and raise awareness and develop a project brief.
- **Embrace Sustainable Design Principles:** Integrate sustainable design principles into all our projects. Considering the entire lifecycle of products and materials to minimise environmental impact in construction and use.
- **Green Certifications:** Pursue and achieve certifications such as LEED (Leadership in Energy and Environmental Design) for our offices space and designs.
- **Utilises the NBS Sustainable Specification:** By considering the economic, environmental, ethical and social impacts of the built asset over its lifecycle in specification choices.
- ONE is aligned to RIBA’s eight sustainable outcomes for buildings in line with the UN Global Compact and the 17 UN Sustainable Development Goals.
- Each of our design disciplines (architecture, landscape architecture, building services and civil and structural engineering) are aligned with the industry’s Climate and Biodiversity Emergency declarations.
- Our team achieves regularly achieves the highest of BREEAM standards and has inhouse certified Passive House designers and Low Carbon Consultants.
- As multi-disciplinary Low Carbon Consultants, we are perfectly placed to comment and advise on improving biodiversity, carbon reduction, sustainable building services, renewable energy solutions and sustainable drainage systems (SuDS) as well as innovative low embodied carbon designs for structural and civil engineering solutions.
- As an indication of our commitment to using innovative solutions to understand and reduce carbon production, ONE has developed our own Digital Twin platform, ONE TwinVis. ONE TwinVis brings together the Internet of Things (IoT), wireless environmental sensors and Building Information Modelling (BIM) to measure and visualise real time information in a building model e.g. by measuring and producing ‘live’ building heatmaps rather than the user interpreting lots of snapshot charts and data. Our advanced algorithms and energy dashboards read raw energy data and convert it into meaningful information. For example, for electricity sensors: consumption in kWh, £/p and tCO2e so that meaningful interventions can be made. ONE TwinVis won The Best Carbon Monitoring Tool at the Building Innovation Awards 2022 and will be crucial for clients’ Net Zero journeys.

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

REDUCTION PLANS – Scope 1 & Scope 2			
Activity	Target Date	% Reduction Target	Category
Continue to purchase 100% renewable energy	2024+	0% (Already purchasing 100% renewable).	Stationary Combustion

Based upon the above completed and planned initiatives, it is projected that Scope 1 & 2 carbon emissions will remain at **0.00 tCO₂e**.

REDUCTION PLANS – Scope 3			
Activity	Target Date	% Reduction Target	Category
Continually informing and training our Green Team, senior leadership team, and the wider employee base in new thoughts, ideas, initiatives and technologies. Identify Carbon Literacy Training as applicable to roll out to our team and share with externals where appropriate.	2024/5	5%	All scopes and categories.
Encourage and support time and space for environmentally positive / sustainability conversations (internal comms, newsletters, Teams, Knowledge Shares, etc) across our studios. Imbed sustainable practices into all of our every-day operations. Share environmental goals and objectives with suppliers, employees, board members and customers.	2024/5	5%	All scopes and categories.
Continue to review our business suppliers and partners for the credibility of the environmental policies. Work with providers to gather their emissions data, and/or switch to lower-carbon providers. Continue to work with our supply chain in developing sustainable solutions to everyday challenges.	2025	20%	Upstream Distribution, Downstream Distribution
Achieve full B Corp Certification.	2024	0%	All scopes and categories.
The Sustainability Team, Well-being Group, Sustainable Design Team and ESG/Social Value Committee will continue to look for further opportunities to reduce carbon emissions for the company, clients and in communities.	Ongoing	5%	All scopes and categories.
Educate employees on the benefits of choosing 100% renewable energy, EVs and other sustainable practices at home.	2024/5	10%	Commuting & Homeworking

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by **ONE Creative environments Ltd's Board**.

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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

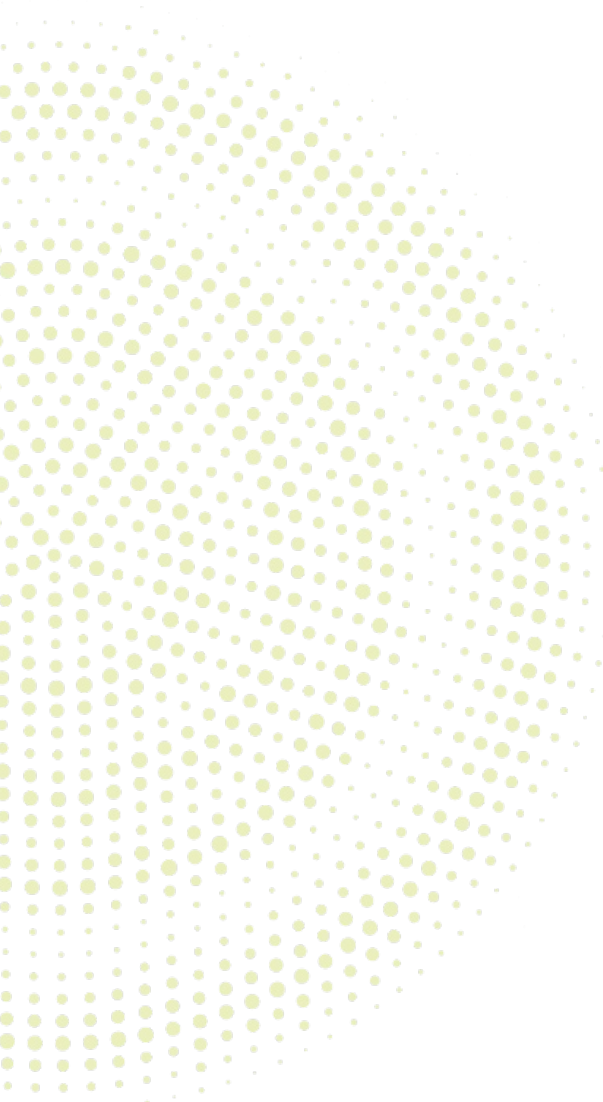
Signed by Board Director and Managing Director, Matt Tebbatt RIBA, on behalf of **ONE Creative environments (ONE)**.

Name:	Matt Tebbatt RIBA
Signature	Matt Tebbatt
Position:	Managing Director
Revision Date:	July 2024

Company registration number: 2738102.



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