Maber Architects **2024 Sustainability Targets**

including Net Zero Routemap

Sustainability and our Net Zero ambitions sit at the heart of our core business strategy.

contents

our vision

> “ our vision is to be a sustainable architectural practice that delights clients who value excellence in innovation, service and design.

our accreditations

UK GBC – Together for a better built environment

UK Architects Declare Climate and Biodiversity Emergency

SUSTAINABLE DEVELOPMENT GOALS

NETpositive FUTURES

RIBA 2030 Climate Challenge

introduction

Maber is committed to working towards being a more regenerative practice. This is both in business operations, and on our project work, where the majority of our environmental impacts arise.

The next decade will be critical for safeguarding life on our planet and, as a practice that influences the design of the built environment, our role is critical to help mitigate the effects of climate change.

Since the Framework Convention on Climate Change was announced at the Rio Earth Summit in 1992, Maber have proactively collated their body of knowledge and expertise in order to influence the design and delivery of sustainable solutions in the built environment. This has extended to our own impact and how our people and practice minimise their own carbon footprint.

To help deliver our sustainability route map we have chosen key areas to focus on which align with our skills and areas of influence. We have adopted the initiatives set out in the RIBA 2030 Climate Challenge and the UN Sustainable Development Goals (SDGs) to help guide our journey. We are an active member of UKGBC and a signatory of the UK Architects Declare Climate and Biodiversity Emergency.

This report provides baseline emissions figures for the period 01 January to 31 December 2022 and commits our sustainability targets for the future by putting forward a route map for the next 8 years, to ensure that the practice becomes a net zero business by 2030. It relates to activities for our headquarters in Nottingham, leased offices in Leicester and Derby* together with our co-working offices in London and Birmingham. Over the reporting period Maber Architects has operated solely in the United Kingdom.

Tim Boxford
Executive Director
Maber Architects

*Our Derby office ceased operating in the year endig 2023, however there will still be references to figures from our Derby office that have contributed to 2023 emissions.

about us

Maber Architects was founded in Nottingham and over the past four decades the team has grown and opened further offices in Leicester, London and Birmingham.

The practice is now listed in the Architects Journal Top 100 in terms of size. The growth has been organic and driven by building long term relationships with a wide range of clients across both the public and private sectors.

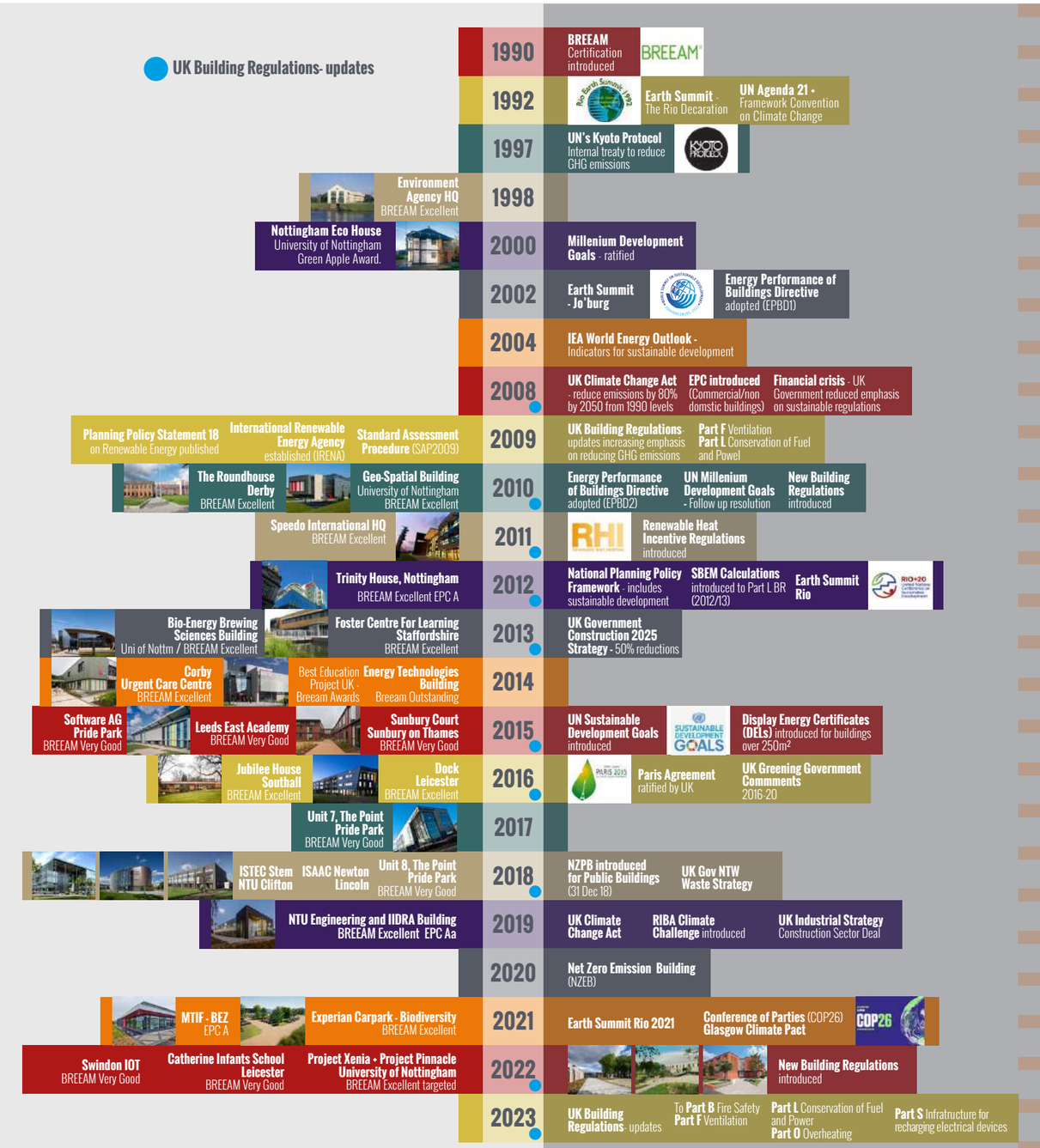
The practice has a broad portfolio of completed new build and refurbishment projects, but education, residential, health and commercial work are the mainstay of the practice workload on an annual basis.

We enjoy many long-standing relationships with various blue chip corporate organisations, developer and investor clients and have a reputation for delivering pragmatic solutions which deliver strong return on investment.

key points

- Established 1983
- Employee Owned Business
- Offices - Nottingham, Leicester, London, Birmingham
- Turnover 2023/24 - £4,792,677
- Services - architecture, landscape design, interior design, masterplanning, urban design, BIM, inclusive design
- Number of employees 2023/24 - 70 (April 2024)

Maber timeline of industry changes and influences on key projects - 1990-2024



mission and values

The practice has a clear sense of purpose and our V2MOM sets out our Vision, Values, Measures, Obstacles and Methods.

Sustainability and our Net Zero ambitions sit at the heart of our core business strategy.

Everything that we do is underpinned by our Sustainability Policy and is guided by the UK Architects Declare Climate and Biodiversity Emergency Declaration Points. These set out our environmental and social drivers and areas of influence.

The declaration points include:

1. **Raise Awareness** - Raise awareness of the climate and biodiversity emergencies and the urgent need for action amongst our clients and supply chains.
2. **Change Fast** - Advocate for faster change in our industry towards regenerative design practices and a higher governmental funding priority to support this.
3. **New Goals** - Establish climate and biodiversity mitigation principles as the key measure of our industry's success: demonstrated through awards, prizes and listings.
4. **Share Knowledge** - Share knowledge and research to that end on an open source basis.
5. **Evaluate Projects** - Evaluate all new projects against the aspiration to contribute positively to mitigating climate breakdown and encourage our clients to adopt this approach.
6. **Upgrade Existing** - Upgrade existing buildings for extended use as a more carbon efficient alternative to demolition and new build whenever there is a viable choice.
7. **Whole Life** - Include life cycle costing, whole life carbon modelling and post occupancy evaluation as part of our basic scope of work, to reduce both embodied and operational resource use.
8. **Regenerative Design** - Adopt more regenerative design principles in our studios, with the aim of designing architecture and urbanism that goes beyond the standard of net zero carbon in use.
9. **Collaborate and Reduce** - Collaborate with engineers, contractors and clients to further reduce construction waste.
10. **Low Carbon** - Accelerate the shift to low embodied carbon materials in all our work.
11. **Minimise Waste** - Minimise wasteful use of resources in architecture and urban planning, both in quantum and in detail.
12. **Climate Justice** - Support those who are working for climate justice and strive to ensure equity and an improved quality of life for all.

our approach

Maber has been at the forefront of sustainable design for over forty years. The practice has a portfolio of completed and current projects with zero carbon metrics including the DFE's framework which targets NZCiO for all new school buildings.

We have a number of powerful software tools at our disposal including FCBSCarbon and ECCOLAB life cycle analysis tools which allow us to readily model different construction, footprint and orientation solutions to test the carbon impact. These methods are used to help assess the carbon savings as part of life cycle assessment for both refurbishment, retrofit and new-build projects.

Maber acknowledges that construction has a significant impact on the natural world and its resources. We also recognise that we are in a position to influence these impacts, which result from both our daily activities and design projects, and we take our associated responsibilities seriously.

To this end, we have set out a carbon reduction route map which details how we will achieve our net zero carbon goal. Our targets use the initiatives set out in the RIBA 2030 Climate Challenge and the UN SDGs to help guide our journey.

This route map details not only how our business will reduce carbon emissions, but also how we will help our clients reduce theirs, through best design practice. The route map sets out targets for our main spheres of influence: our projects, our practice, our people and our profession, recognising the important role we can have in helping drive environmental performance improvements across the supply chain. We have set out a series of KPIs which will be used to help measure yearly progress with a targeted 5% improvement year on year, with 100% of projects achieving NZCiO by 2050.

Maber has robust environmental management policies in place, including ISO 14001, which ensures multi-material recycling at all our offices, with a proactive sustainability working group developing new initiatives. As part of our design process Maber seeks to use standard material sizes with a modular approach to design to help minimise on-site waste.

Maber recognises that a collaborative approach is key to minimising the environmental impact of construction projects. We bring with us a wealth of expertise which can assist in reducing the energy demand and environmental impacts of a project, with passive design strategies considering layout, fabric and form being amongst the easiest ways to reduce energy demand. It is vital that sustainable targets are established at project outset. To this end we facilitate sustainability workshops with our clients and project team to set out the aims in terms of NZCiO, water management, air tightness levels and potential for environmental benchmarking (BREEAM, LEED etc.) It is also important at this initial stage to establish any bio-diversity net gain or urban greening factor requirements, such as opportunities for habitat creation/ enhancement.

We can offer clients the following services and expertise:

- Sustainability briefing
- Parametric environmental modelling
- Embodied carbon analysis and reduction
- Operational energy and Passivhaus
- Modern methods of construction and design for manufacture and assembly
- Retrofit evaluation and optioneering
- Digital sustainability for design optimisation
- Environmental accreditation advice (BREEAM, LEED, etc.)
- Sustainable urban drainage design
- Design for biodiversity
- Regenerative land use analysis

key projects

BREEAM Outstanding

Energy Technologies Building

Nottingham

BREEAM Very Good

Swindon & Wiltshire Building

Swindon

BREEAM Excellent

Experian Biodiversity Masterplan

BREEAM Excellent

Bio-Energy Brewing Sciences Building

Nottingham

BREEAM Excellent

Dock

Leicester

BREEAM Excellent

NTU Engineering and IIDRA Building

Nottingham

BREEAM Excellent

Geo-Spatial Building

Nottingham

BREEAM Very Good

Catherine Infants School

Leicester

BREEAM Excellent

Jubilee House

Southwell

key drivers

The built environment sector is a major contributor to global warming and contributes approximately 30% of the UK's total carbon footprint.

The UK government made an undertaking in 2019 to be the first major economy in the world to commit legislation to stop its negative contributions to global warming by 2050. The country has set increasingly challenging targets to reduce greenhouse gas emissions, and to prevent warming increases beyond 1.5 degrees, we must achieve a reduction in emissions by 7.6% year on year through to 2030.

In order to achieve this Maber has aligned its route map with the RIBA 2030 Climate Challenge initiatives which seek to address both environmental, social and economic sustainability. These eight priority areas are illustrated in the RIBA Sustainable Outcomes Metrics opposite.

RIBA Sustainable Outcomes Metrics

1 **Net Zero Operational Energy/Carbon**
kWh/m²/y, kgCO_2e/m²/y CIBSE TM54, Passivhaus, Living Building Challenge

2 **Net Zero Embodied Carbon**
kgCO_2e/m² RICS Whole Life Carbon, BREEAM, Living Building Challenge

3 **Sustainable Water Cycle**
litres/person/day Living Building Challenge, BREEAM Water

4 **Sustainable Connectivity and Local Transport**
kgCO_2e/km/p/y BREEAM Transport

5 **Sustainable Land-use and Ecology**
various metrics, Living Building Challenge, BREEAM Bio-diversity

6 **Good Health and Wellbeing**
BREEAM, Well Building Standard - light, air, water, noise, overheating

7 **Sustainable Communities and Social Value**
various metrics, Living Building Standard, BREEAM, Well Building Standard, RIBA Social Value Toolkit

8 **Sustainable Life Cycle Cost**
ICMS Whole Life Cost

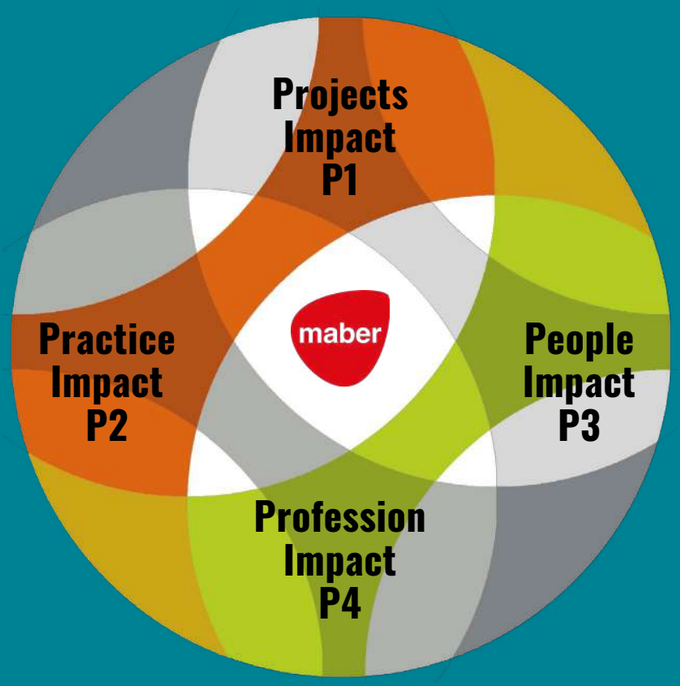
Our proposed key policy drivers are to:

- Develop and encourage innovative solutions to improve environmental and social performance of every project that we work on with a particular focus on the eight priority areas listed opposite.
- Minimise the impact of our own business operations and to assess and report on improvements annually against a 2022 baseline.
- Ensure that all our staff put sustainability first and upskill them through a continuous training and learning programme so that they have the knowledge and expertise to deliver sustainable design solutions.
- Provide leadership within our sphere of influence across the built environment sector through active research and development, speaking opportunities at conferences and seminars, lecturing at universities and participation in key industry organisations.
- Maintain our ISO 14001 Environmental Management System and an ISO 45001 Occupational Health & Safety System and seek continuous year on year improvements.
- Assist our staff to apply sustainability principles at home and in their communities.

our sustainability KPIs and targets

To be meaningful, targets must be monitored regularly and be measurable. Our targets are split into four main spheres of influence.

- **Our Project Impacts (P1)** - For targets relating to the buildings and places that we design
- **Practice Impacts (P2)** - For targets relating to the impacts of our business
- **People Impacts (P3)** - For targets relating to the Maber team and their community engagement
- **Profession Impacts (P4)** - Targets relating to our influence on the profession and the industry

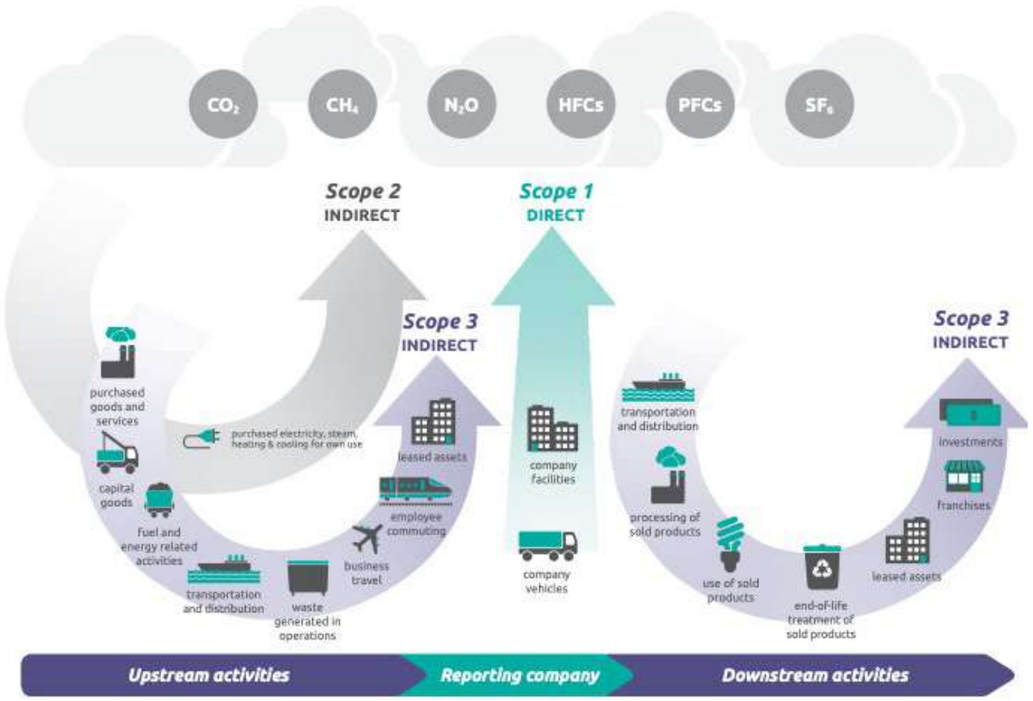


	RIBA Sustainable Outcomes	Project Impacts P1	Practice Impacts P2	People Impacts P3	Profession Impacts P4
1.0	**Net Zero Operational Carbon (by 2050)**	• Zero carbon energy initiatives	• Scope 1/2/3 Emissions • Clean energy		
2.0	**Net Embodied Carbon Sustainable Materials (By 2050)**	• Carbon Analysis - retrofit/ refurb • Life Cycle Assessment • Adaptability • Low embodied carbon • Modular systems • Tracking data	• Waste • Offsetting • Plastic free		
3.0	**Sustainable Water Cycle**	• Low flow fittings • Sustainable Urban Drainage	• Consumption		
4.0	**Sustainable Connectivity and Transport**	• Sustainable transportation modes	• Staff facilities • Digital connectivity • Sustainable transport • Travel mileage/ emissions		
5.0	**Sustainable Land Use and Ecology**	• Biodiversity net gain impact • Brownfield re-use	• Training initiatives		
6.0	**Good Health and Wellbeing**	• POE • Biophillic Design	• Wellness surveys	• Staff support • Mentoring	
7.0	**Sustainable Communities and Social Value**	• Ethical bid/no bid • Responsibly sourced materials		• Staff carbon footprints • Fair pay • Pro bono project work	• Diversity and inclusion • Research and lobbying
8.0	**Sustainable Life Cycle Cost**	• Life cycle analysis • Soft Landings			

our practice carbon footprint overview

We have measured our Scope 1, Scope 2 and Scope 3 emissions in line with the GreenHouseGas protocol guidelines. To do this we used a combination of UK Government 2022 conversation factors and the SSE Energy Solutions carbon calculator.

This report covers the time period from 01 January 2023 to 31 December 2023. The activities reported on cover all five* Maber offices in Nottingham, Leicester, Derby, Birmingham and London. The Birmingham and London offices occupied by Maber are leased co-working spaces and therefore emissions reported are pro-rata estimates and highlighted, as appropriate.



Business products or services

Business products user disposal

*Our Derby office ceased operating in the year endig 2023, however there will still be references to figures from our Derby office that have contributed to 2023 emissions.

absolute carbon emissions

Our total carbon emissions across 5 offices* is 369,606kgCO_2e

We have measured our Scope 1, 2 and 3 emissions as defined by the GHG protocol. The vast majority of our impact comes from our Scope 3 emissions.

Scope 1 Gas Emissions

Gas emissions (location):	**10,386 kgCO_2e**
Intensity emissions (location):	**153 kgCO_2e/person**
Absolute usage:	**56,753 kWh**
Intensity emissions:	**835 kWh/person**

Gas usage is from our Nottingham and Birmingham offices. With regard to the Birmingham office a percentage was taken from the total as the office is a leased shared space. Our other three offices* have no gas present on the site.

Scope 2 Electricity Emissions

Absolute emissions (location factor):	**26,320 kgCO_2e**
Intensity emissions (location):	**387 kgCO_2e/person**
Market factor :	**0 kgCO_2e**
Absolute usage:	**112,895 kWh**
Intensity usage:	**1,660 kWh/person**

Electricity usage consists of small power, lighting and air conditioning across our five offices. Our electricity creates zero carbon emissions as we have renewable tariffs across our five offices*. This came into effect in June 2019.

Scope 3

Total:	**332,900 kgCO_2e**

This is broken down further on the following pages.

*Our Derby office ceased operating in the year endig 2023, however there will still be references to figures from our Derby office that have contributed to 2023 emissions.

scope 3 emissions relevant to maber

Explanation of the Scope 3 emissions that are relevant to Maber and included in our report:

3.1 Purchased goods and services - calculated using the SSE calculator

- Extraction, production and transportation of goods and services purchased or acquired by the reporting company in the reporting year.
- For Maber this includes: legal professional services, marketing costs and other office related services.

3.2 Capital goods

- These include fixed assets including equipment, buildings, facilities and vehicles etc.

3.3 Fuel and energy related activities

- This category includes emissions related to the production of fuels and energy purchased and consumed by the reporting company in the reporting year that are not included in Scope 1 or Scope 2.

3.5 Waste generated in operations

- Disposal and treatment of waste generated.
- This includes the amount of landfill and recycling waste that is generated across our offices. This includes paper, food waste, plastic and general office waste.

3.6 Business travel

- Transportation of employees for business-related activities in vehicles not owned by the company.
- The majority of the emissions are formed by train travel, which is usually due to members of staff going between our 5 offices* or site visits.

3.7 Employee commuting

- Transportation of employees between their homes and their workplaces.
- Staff filled out a commuting questionnaire stating which type of transport they take to work and the mileage.

3.8 Upstream leased assets

- This includes rent and rates from our leased co-working spaces in Birmingham and London.

3.10 Processing of sold products - calculated using the SSE calculator

- This category includes emissions from the processing of our end products by third parties. This covers project related bought-in services such as surveyors, engineers and other consultants employed directly by the practice on behalf of our clients.

Scope		$kgCO_2e$
	Upstream Activities	
3.1	Purchased goods and services	135,505
3.2	Capital goods	72,858
3.3	Fuel and energy related activities	00.00
3.4	Upstream transportation and distribution	N/A
3.5	Waste generated in operations	241
3.6	Business travel	00.00
3.7	Employee commuting	28,294
3.8	Upstream leased assets	14,306

Scope		$kgCO_2e$
	Downstream Activities	
3.9	Downstream transportation and	N/A
3.10	Processing of sold	81,696
3.11	Use of sold products	N/A
3.12	End of life treatment of sold products	N/A
3.13	Downstream leased assets	N/A
3.14	Franchises	N/A
3.15	Investments	N/A
	Overall total	332,900

*Our Derby office ceased operating in the year endig 2023, however there will still be references to figures from our Derby office that have contributed to 2023 emissions.

in more detail

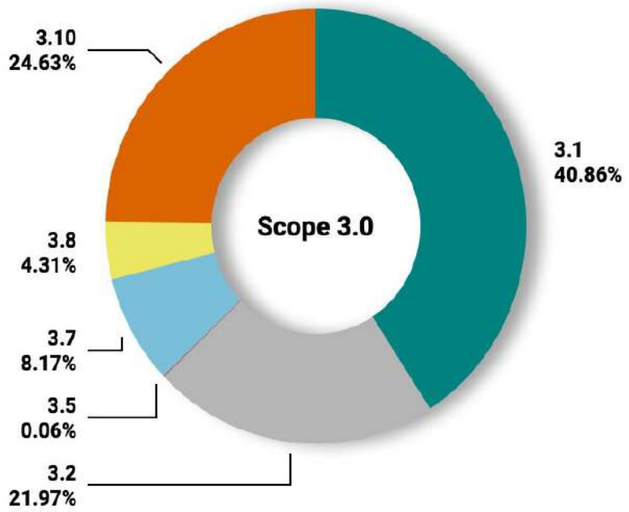
scope 3.0

Scope 3 emissions defined by GHG protocol, this inventory captures the GHG emissions of the business wherever they occur across the value chain.

Upstream activities
- **3.1 Purchased goods and services**
- **3.2 Capital goods**
- **3.3 Fuel and energy related activities**
- 3.4 Upstream transportation and distribution
- **3.5 Waste generated in operations**
- **3.6 Business travel**
- **3.7 Employee commuting**
- **3.8 Upstream leased assets**

Downstream activities
- 3.9 Downstream transportation and distribution
- **3.10 Processing of sold products**
- 3.11 Use of sold products
- 3.12 End of life treatment of sold products
- 3.13 Downstream leased assets
- 3.14 Franchises
- 3.15 Investments

Scope	$kgCO_2e$
3.1	135,505
3.2	72,858
3.3	0.00
3.5	241
3.6	0.00
3.7	28,294
3.8	14,306
3.10	81,696
Total	332,900

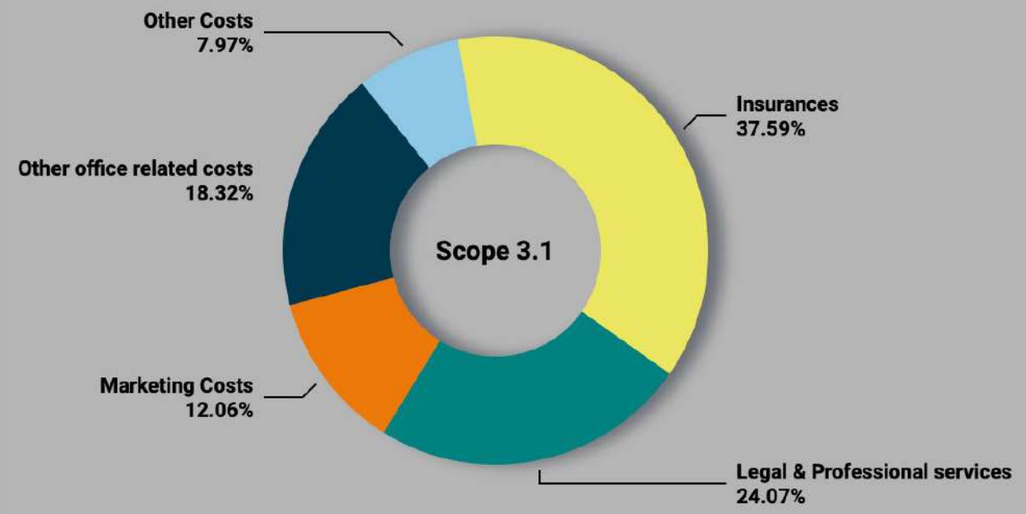


purchased goods & services scope 3.1

Purchased goods and services - 135,505 $kgCO_2e$

This category includes: insurances, legal professional services, marketing costs and other office related services. These all come under the category goods and services purchased by the company in the reporting year 2023. The figures for these items were generated by inputting the expenditure on these services into the SSE calculator.

Purchased goods and services	$kgCO_2e$
Insurances	50,935
Legal & Professional services	32,611
Marketing costs	16,341
Other office related costs	24,824
Other costs	10,793
Sub-total	135,505

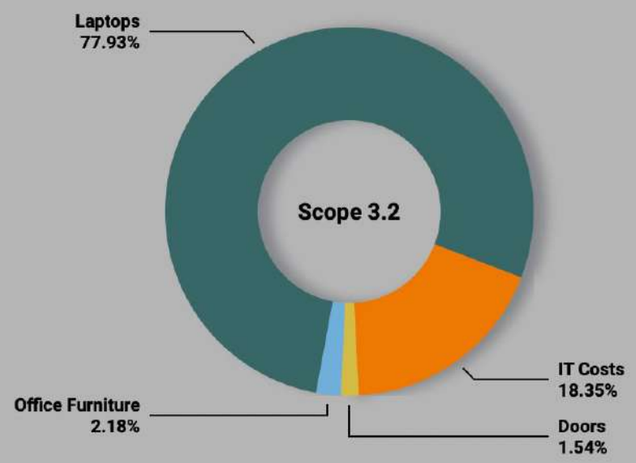


capital goods & fuel/energy related activities scope 3.2 & 3.3

Capital Goods - 72,858 $kgCO_2e$

This category includes emission sources from IT costs, laptops and office furniture. A substantial proportion of emissions is from IT, this made up from the purchase of software, software licenses and cloud storage. The figures were generated by inputting the expenditure on these services into the SSE calculator.

Capital Goods	$kgCO_2e$
Laptops	56,777
IT costs	13,369
Doors	1,123
Office furniture	1,589
Bikes	0
Sub-total	72,858



Scope 3.3 Fuel and energy related activities.

- Extraction, production, and transportation of capital goods purchased or acquired.
- This category is captured within all other scopes.

waste generated in operations scope 3.5

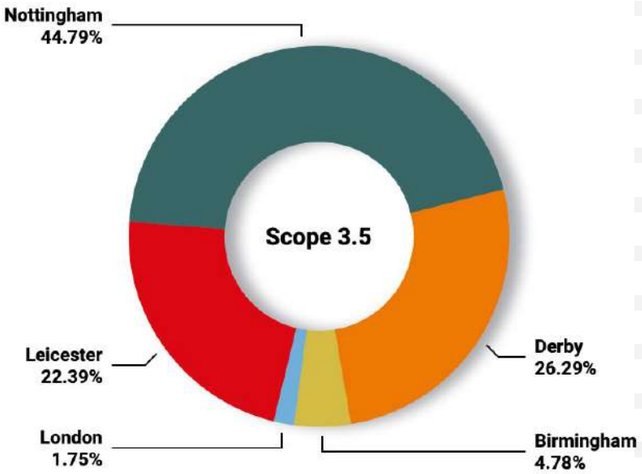
Waste generated in operations - 240.55 $kgCO_2e$

This category is based on the amount of landfill and recycling waste that is generated across our offices. The Nottingham head office has the largest number of staff and inevitably generates the highest level of waste.

Location	Recycling Weight (Tonnes)	Landfill Weight (Tonnes)	Combined $kgCO_2e$
Nottingham	2.53	2.53	107.74
Derby*	1.26	1.70	63.25
Birmingham	0.13	0.40	11.49
London	0.10	0.10	4.20
Leicester	1.26	1.26	53.87
Total	5.28	5.99	240.55

The proportion of waste per person is quoted below for each office.

Location	$kgCO_2e$ per person
Nottingham	1.74
Derby*	7.03
Birmingham	1.92
London	1.05
Leicester	4.90



*Our Derby office ceased operating in the year endig 2023, however there will still be references to figures from our Derby office that have contributed to 2023 emissions.

employee business travel & commuting

scopes 3.6 & 3.7

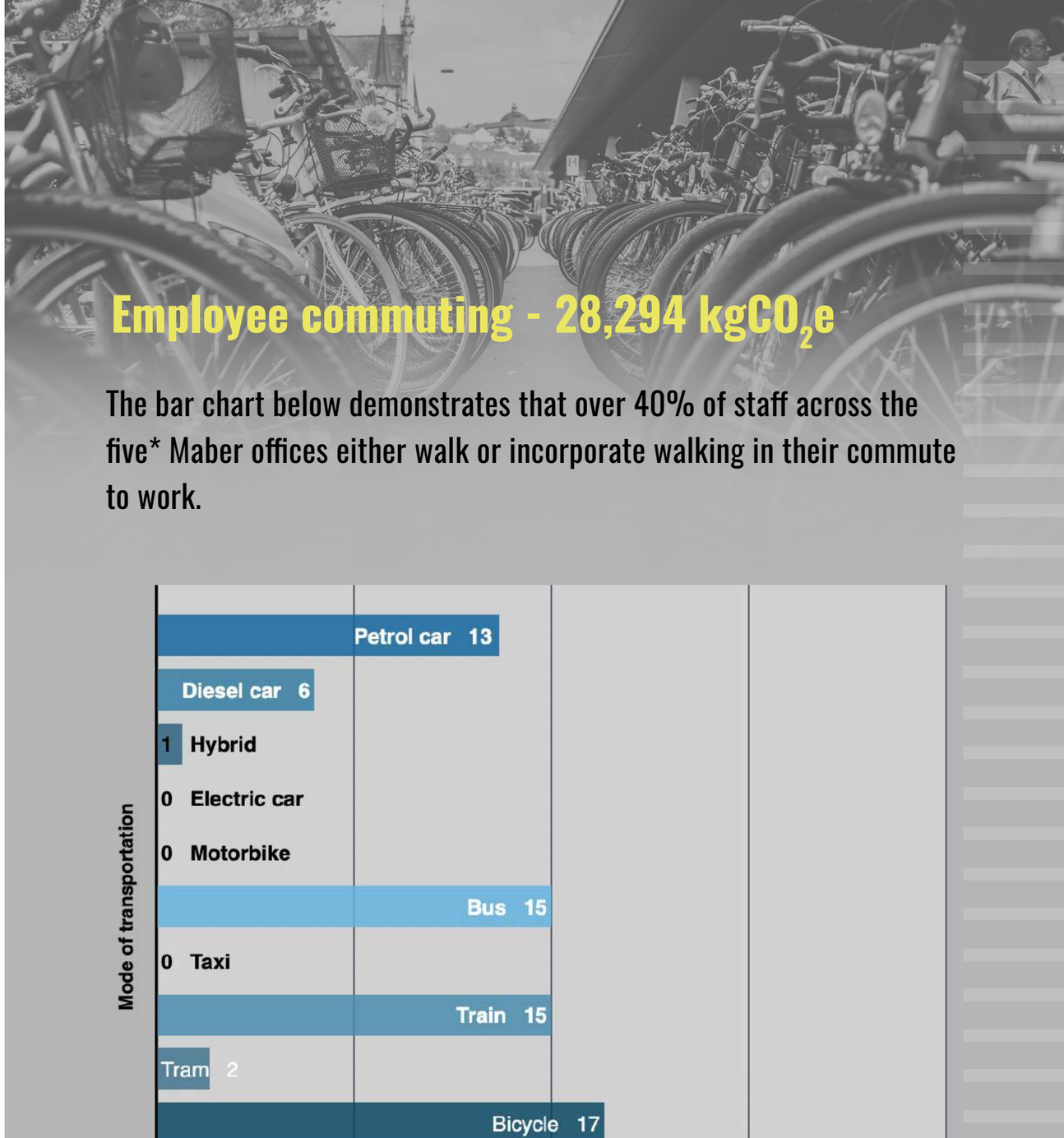
This category includes the amount of emissions produced from employees commuting to work. A commuting questionnaire was sent to members of staff so they could report their mileage and mode of transport to and from work. An overwhelming amount of emissions is from people driving. This is based on the agreed practice flexible working arrangements with staff working at home up a maximum of 50% of their contracted hours over a two week period.

Transport	$kgCO_2e$
Petrol car	14,203
Diesel car	6,387
Hybrid car	70
Bus	1,966
Train	5,624
Tram	44
Total	28,294

Scope 3.6 Business travel

- Employees travel for business-related activities in vehicles not owned by the company.

(Acurate figures were not available for the reporting period)



Employee commuting - 28,294 $kgCO_2e$

The bar chart below demonstrates that over 40% of staff across the five* Maber offices either walk or incorporate walking in their commute to work.

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upstream leased assets
scope 3.8

Upstream Leased Assets - 14,306 $kgCO_2e$

This is made up from the energy, rent and rates from our co-working spaces in London and Birmingham.

Maber lease space in Birmingham, and lease individual desks in London as part of a co-working.

Set up: The practice has no influence over the use of energy which, for the purposes of this exercise, is estimated on a pro-rata basis as a proportion of the space or desks occupied.

processing of sold products
scopes 3.10

Processing of Sold Products 145,269 $kgCO_2e$

This category includes emissions from the processing of our end products by third parties. This covers project related, bought-in services such as surveyors, engineers and other consultants employed directly by the practice on behalf of our clients.

This equates to almost 24% of our total emissions and will be a particular area of focus in terms of our reduction targets.

We will seek to work with all our suppliers and sub-consultants to ensure that they are aligned as closely as possible with Maber's sustainability and carbon reduction targets.

water usage
RIBA sustainable water cycle

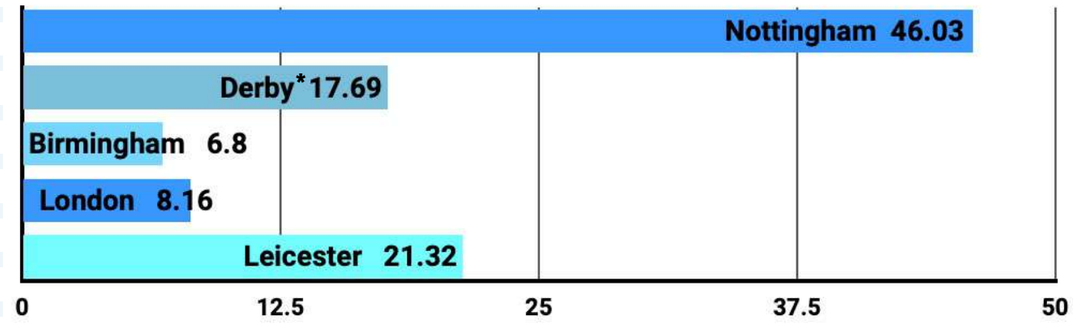
Water usage across all offices - 441m³

Water usage across offices includes food and drink preparation, dishwasher usage and WCs.

The practice has showers in each office as part of the cycle to work scheme. An estimation was made for the Birmingham and Leicester co-working spaces pro-rata from the average of other larger offices on the basis that exact data was not available at the time that figures were collated.

Location	No of Staff	m³ per annum
Nottingham	36	203
Derby*	9	78
Birmingham	6	30
London	4	36
Leicester	11	94
Total	66	441

NB Maber London co-working spaces water usage figures are pro-rata from the 169 total user numbers at March 2024.
Maber Birmingham co-working spaces water usage figures are pro-rata from the 120 total user numbers at February 2024.



Percentage of water usage across offices

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employment figures

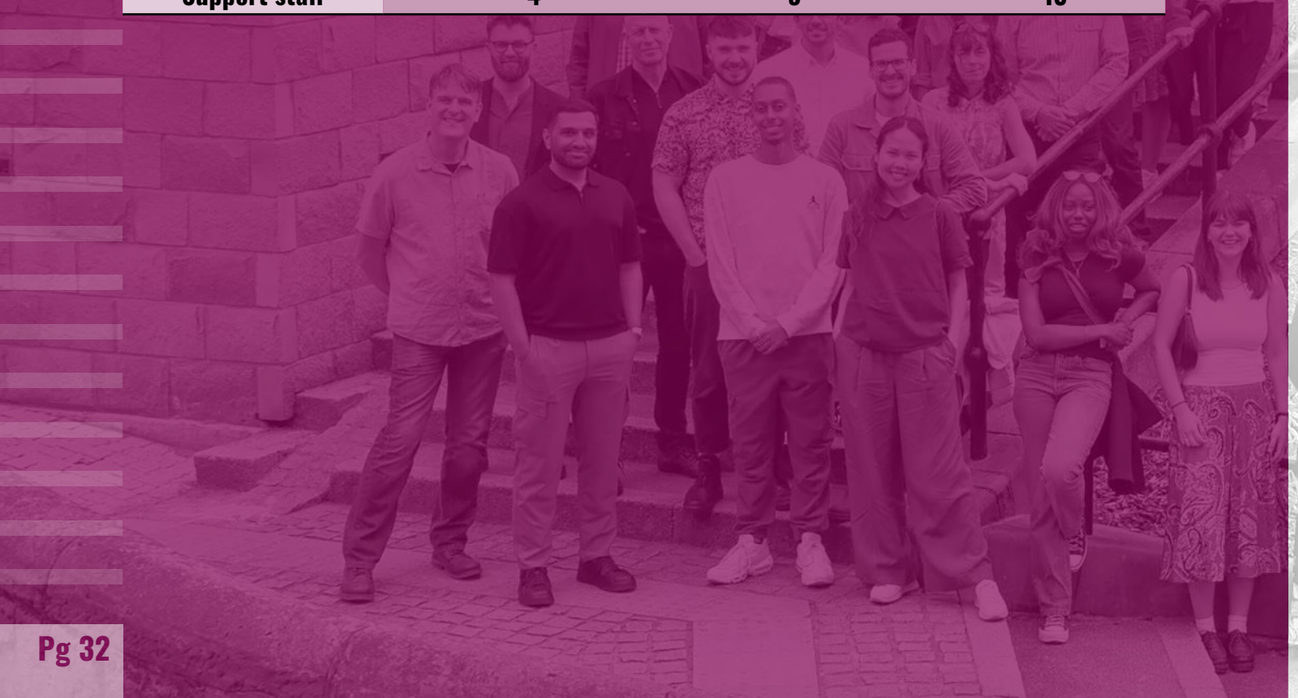
Gender Split 2023

The following table illustrates the breakdown of employees based on age, employment status and gender. This is broken down further into management, architectural and support staff.

During 2023 our employee turnover was 9%, compared to a UK average of 15%. There are no significant seasonal variations in the numbers reported, however.

It should be noted that graduates on their “year out” from University are not counted within the staff turnover figures.

2023	Male	Female	Total
Full time	43	19	62
Part time	0	6	6
Fixed term (Year out students)	1	1	2
Qualified architectural/ landscape & interior design staff	37	17	54
Support staff	4	9	13



2023	Management team (15 total)	Architectural staff (54 total)	Support staff (13 Total)
% Female	33	31	69
% Male	67	69	31
% under 30 years	0	9	23
% 30 - 50 years	40	65	31
% 50 years +	60	26	46

Management team includes Practice Leadership Group (Directors, Financial Director and Studio Directors only).

Training and Development 2023

Extensive CPD is carried out through the year, through formal seminars, lectures and courses as well as informal office meetings and presentations.

Every week we hold a 20 minute whole practice meeting called Thursday Thinks where one of our teams present a project or subject of interest.

To identify training requirements and to understand people’s career development needs, 100% of staff receive six monthly career development reviews supplemented by 90 day check-ins with Studio Directors. The breakdown of training received over the reporting period is as follows:

2023 (total hours)	Male	Female
Architectural staff	2,785	1,690
Support staff	244	240
Average no. of hours	74.5	44

2024 carbon reduction plan

Carbon Reduction Plan

Supplier name: Maber Architects
Publication date: December 2024

Maber Architects Ltd is committed to achieving Net Zero emissions by 2030 in line with the RIBA Climate Challenge.

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: 2022	
Additional details relating to the Baseline Emissions calculations.	
Baseline year emissions:	
Absolute carbon emissions	**443,317 $kgCO_2e$ (Location factor)** **423,566 $kgCO_2e$ (Market Factor exc. Electricity emissions as they come from renewable sources)**
Scope 1 (Gas)	
Absolute emissions (Location factor)	**9,060 $kgCO_2e$**
Intensity emissions (Location)	**120.8 $kgCO_2e$/person**
Absolute usage (kWh)	**49,511.54 kWh**
Absolute usage (Kwh/person)	**660 kWh/person**

Scope 2 (Electricity emissions)	
Absolute emissions (Location factor)	**19,751 $kgCO_2e$**
Intensity emissions (Location)	**263 $kgCO_2e$/person**
Absolute emissions (Market)	**0 $kgCO_2e$**
Intensity emissions (Market)	**0 $kgCO_2e$/person**
Absolute usage (kWh)	**84,718 kWh**
Absolute usage (Kwh/person)	**1,129 kWh/person**

Scope 3 (included sources)	**414,506.59 $kgCO_2e$** The activities reported on are a culmination of all five maber offices locations including Nottingham, Derby, Leicester, Birmingham and London. Scope 3 emissions defined by the GHG protocol included in the baseline. **3.1** Purchased goods and services **3.2** Capital goods **3.3** Fuel and energy related activities **3.5** Waste generated in operations **3.6** Business travel **3.7** Employee commuting **3.8** Upstream leased assets **3.10** Processing of sold products
Total Emissions	**443,317 $kgCO_2e$** **423,566 $kgCO_2e$** **(Market Factor exc. Electricity emissions as they come from renewable sources)**

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	Sphere of influence - impacts	KPI	2022 Baseline	2023	2025 Target	2030 Target	2050 Target
1. Net Zero Operational Carbon							
Energy - (Scope 1) based on science-based methodology	**(P2) Practice** (emissions created both directly or indirectly)	**$kgCO_2e$ kWh**	**Location - 9,060 $kgCO_2e$ 49,511.54 kWh**	**10,386 $kgCO_2e$ 56,753 kWh**	**10%**	**TBC**	**TBC**
Office energy - Direct electricity (Scope 2) GHG emissions	**(P2) Practice** (energy bought from external sources)	**$kgCO_2e$** kWh	**Location - 19,751 $kgCO_2e$ Market - 0 $kgCO_2e$ 84,718 kWh**	**26,320 $kgCO_2e$ 112,895 kWh**	**10%**	**TBC**	**TBC**
Office energy - Total energy (Scope 3) GHG emissions	**(P2) Practice** Includes staff travel to and from work	**$kgCO_2e$**	**414,506.59 $kgCO_2e$**	**332,900 $kgCO_2e$**	**10%**	**TBC**	**TBC**
2. Net Zero Embodied Carbon Sustainable Materials							
Reduce non-hazardous waste (including operational waste, IT hardware and office fit out) for our offices	**(P2) Practice**	Total practice waste per annum	**14.54 tonne (UK)**	**11.29 tonne (UK)**	**10%**	**TBC**	**TBC**
Increase the amount of recycled / reused waste	**(P2) Practice**	Recycled/ reused waste in metric tonnes	**6.64 tonne (UK)**	**5.29 tonne (UK)**	**10%**	**TBC**	**TBC**
Offset remaining carbon emissions through a recognized scheme	**(P2) Practice**	**TBC** Further research to be done to look at options and costs etc.	**TBC**	**TBC**	**TBC**	**TBC**	**TBC**
Work towards becoming a 'single use plastic' free office by 2025	**(P2) Practice**	Reducing office waste and use of plastic			**Aim for zero usage**		

	Sphere of influence - impacts	KPI	2022 Baseline	2023	2025 Target	2030 Target	2050 Target
3. Sustainable Water Cycle							
Reduce water consumption in our offices	**(P2) Practice**	**m^3** of water per annum	**289.06 m^3** (289,060 litres)	**441 m^3**	**10%**	**TBC**	**TBC**
4. Sustainable Connectivity and Transport							
Provide facilities and showers for cyclists and runners in our offices	**(P2) Practice**	**%** of offices	**100%**	**100%**	**100%**	**100%**	**100%**
Prioritise high quality Digital Connectivity to avoid need for unnecessary travel	**(P2) Practice**	Average Internet speed at the maber - exc.home offices.	**290 mb/s (office related)**	**290 MB/ps (office related) 100+ MB/ps (download - home) 11-30 MB/ ps (upload - home)**	**TBC**	**TBC**	**TBC**
Promote car sharing facilities and sustainable modes of transport as a priority. Introduce electric vehicle salary sacrifice scheme. (commuting)	**(P2) Practice**	**$kgCO_2e$**	**12,830**	**7,634 $kgCO_2e$**	**10%**	**TBC**	**TBC**
Reduce Business Travel mileage and emissions	**(P2) Practice**	**$kgCO_2e$**	-	**No data available**	**TBC**	**TBC**	**TBC**

2024
carbon reduction plan

	Sphere of influence - impacts	KPI	2022 Baseline	2023	2025 Target	2030 Target	2050 Target
5. Sustainable Land-use and Ecology							
Provide training initiatives on biodiversity, land and nature	**(P2) Practice**	**No. of hours per annum**	**0**	**1**	**5**	**8**	**10**
6. Good Health and Well Being							
Conduct annual wellness surveys of all staff	**(P2) Practice**	**% uptake**	**0**	**0**	**75%**	**100%**	**100%**
Continue to support our staff through: • Funding office socials • Cycle to work scheme • Health cash plan • Architectural study tours • Creativity budget • Care first support	**(P3) People**	**% of turnover**	**0.5%**	**0.46%**	**0.7%**	**0.8%**	**1.0%**

	Sphere of influence - impacts	KPI	2022 Baseline	2023	2025 Target	2030 Target	2050 Target
7. Sustainable Communities and Social Value							
Help staff to monitor personal carbon footprint and provide recommendations on reduction	**(P3) People**	Use recognised tool and carry out regular review of targets. % age of staff	**0**	**52%**	**50%**	**75%**	**100%**
Paid staff time spent on pro bono project work and Science, Technology, Engineering and Maths educational outreach	**(P3) People**	Staff time based on 150 hours per month for full-time staff	**0.25% (approx 250 hours)**	**853.5 hours**	**TBC**	**TBC**	**TBC**
Increase the proportion of female staff and ethnic minorities in senior roles	**(P4) Profession**	% of staff inc. PLG and	**10%**	**10%**	**Year on year improv.**	**Year on year improv.**	**Year on year improv.**
To support cross industry research and lobbying in the field of sustainability with an emphasis on climate change through to 2030 and beyond	**(P4) Profession** Become a member of the UK Green Building Council	Time recorded on time sheets for technical staff. (based on 150 of chargeable hours per month)	**0.25% (approx 250 hours)**	**253.5**	**1.5%**	**TBC**	**TBC**

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