

STEER DAVIES & GLEAVE LIMITED

STRATEGIC REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

Business Travel

The majority of our organisation's GHG emissions in FY20 (79%) came from Scope 3 business travel. In FY21, total business travel emissions (tCO₂e) decreased by approximately 199% compared to the previous reporting year which is a direct result of the effects of COVID-19 and subsequent cessation of non-essential travel from March 2020 onwards.

In response to this challenging business environment, Steer fully embedded a culture of remote and flexible working across all offices supported by improved online meeting and collaboration technologies, enabling Steer to maintain the expected standards of service to our clients with limited need for travel.

As we emerge from this pandemic, we intend to continue to develop our travel policies, introducing a travel hierarchy and carbon levy as well as ongoing training to include better awareness of ways to reduce the environmental impacts of travel, improved journey planning and increased utilisation of flexible working practices and remote working technologies.

For local travel, we will continue to actively promote sustainable travel choices through office cycle parking provision, access to paid cycle hire schemes and have increased employee funding under the 'cycle to work scheme' to cover costs of electric bikes, to enable more employees to cycle to work.

Energy use

In FY21, our total Scope 1 and Scope 3 emissions fell by approximately 33% compared to FY20. This was mainly as a result of the effects of COVID-19 and subsequent closure of all UK sites from March 2020 onwards.

Plans for FY22 include the relocation of our largest office (responsible for 92% of UK energy related CO₂ emissions) to a new, BREEAM 'excellent' targeted, building.

Carbon footprint (greenhouse gas emissions)

See CEO Forward (page 2) for further information regarding emissions for the current and prior financial years.