



Carbon Reduction Plan

2026

Commitment to achieving Net Zero

Collective Works is committed to achieving Net Zero emissions by 2050.

In 2021, Collective Works joined the UN's Race to Zero — a global campaign rallying leadership behind a healthy, resilient, zero carbon recovery. We committed to being carbon neutral by 2022 and to achieving net zero by 2030.

In 2026, we have reduced our carbon emissions, and committed to offsetting the remainder. Since 2020, we have engaged in a lot of education around carbon emissions. Having further understood our emissions, we have revised our target to reduce our emissions by 25% by 2030 and achieving net zero in our Scope 1,2 and 3 emissions by 2050.

We are signatories of, and work on the steering group of Architects Declare and Architects Climate Action Network. We are members of the Regenerative Architecture Index.

We are leaders in the discussion around Ethical Practice. Alasdair Ben Dixon co-wrote the RIBA Ethical Practice Guide with Carys Rowlands, and regularly gives talks and CPD sessions on ESG in Architecture. We value the importance of ethical practice in our relationships, our work and society more broadly.



Baseline values 2020

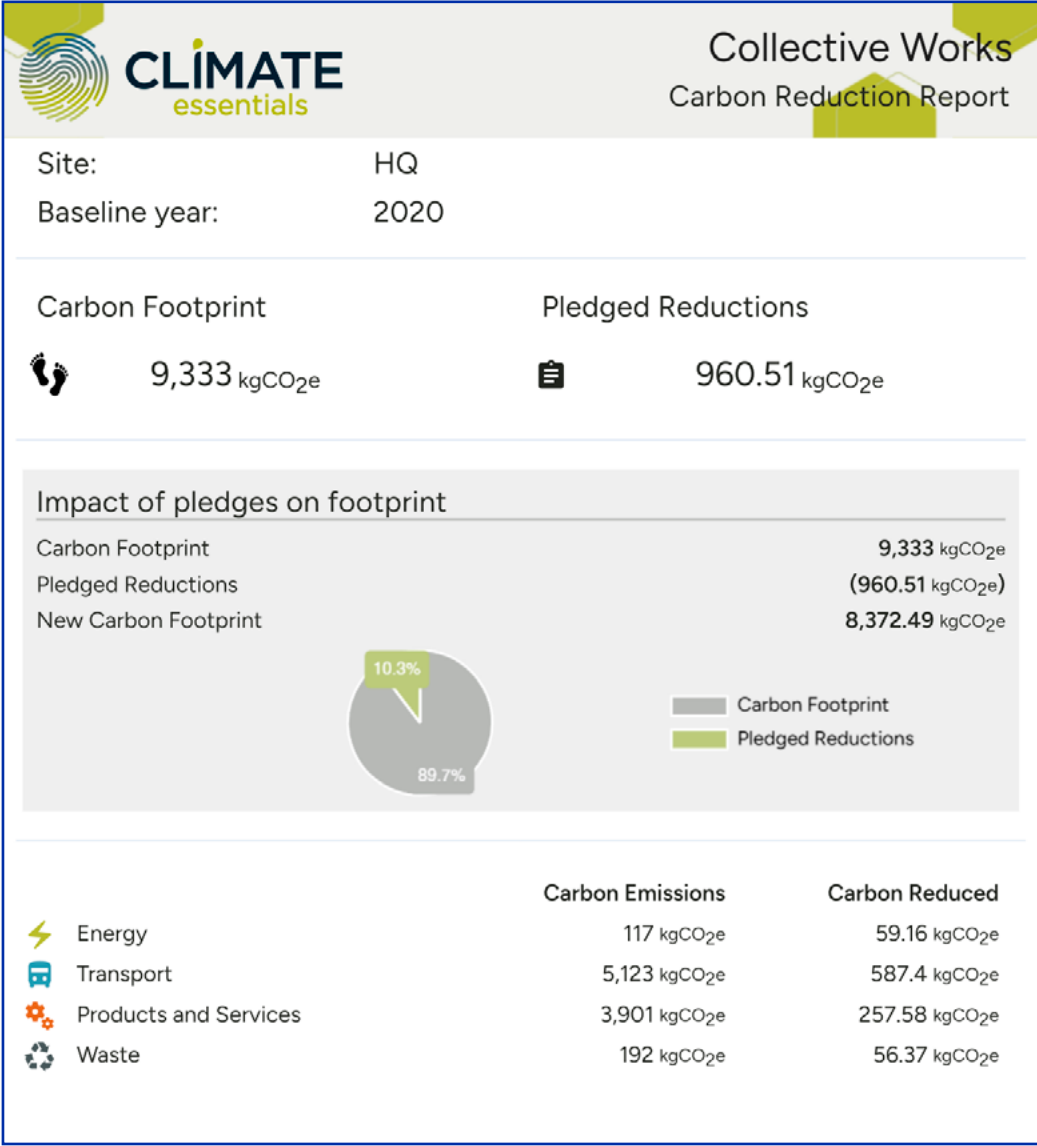
In 2021 we started working with Climate Essentials to help us map Collective Works’ emissions.

We looked at scope 1, 2 and 3, and our 2020 baseline figure came out at 9.333tCO₂e.

This translates as carbon emissions by employee of 1.333kgCO₂.

Thanks to our green energy supplier, minimal overseas travel and remote work policies this means one of the lowest carbon footprints you can expect for a business our size.

Emissions	TOTAL (tCO ₂ e)
Scope 1	0
Scope 2	117
Scope 3	9.216
Total	9.333



Current Emissions Reporting

In 2025 we calculated our annual emissions with Climate Essentials for the second time.

The overall practice carbon footprint came to 11.364 tCO2e. On the face of it – we are now bigger emitters than we were in 2020.

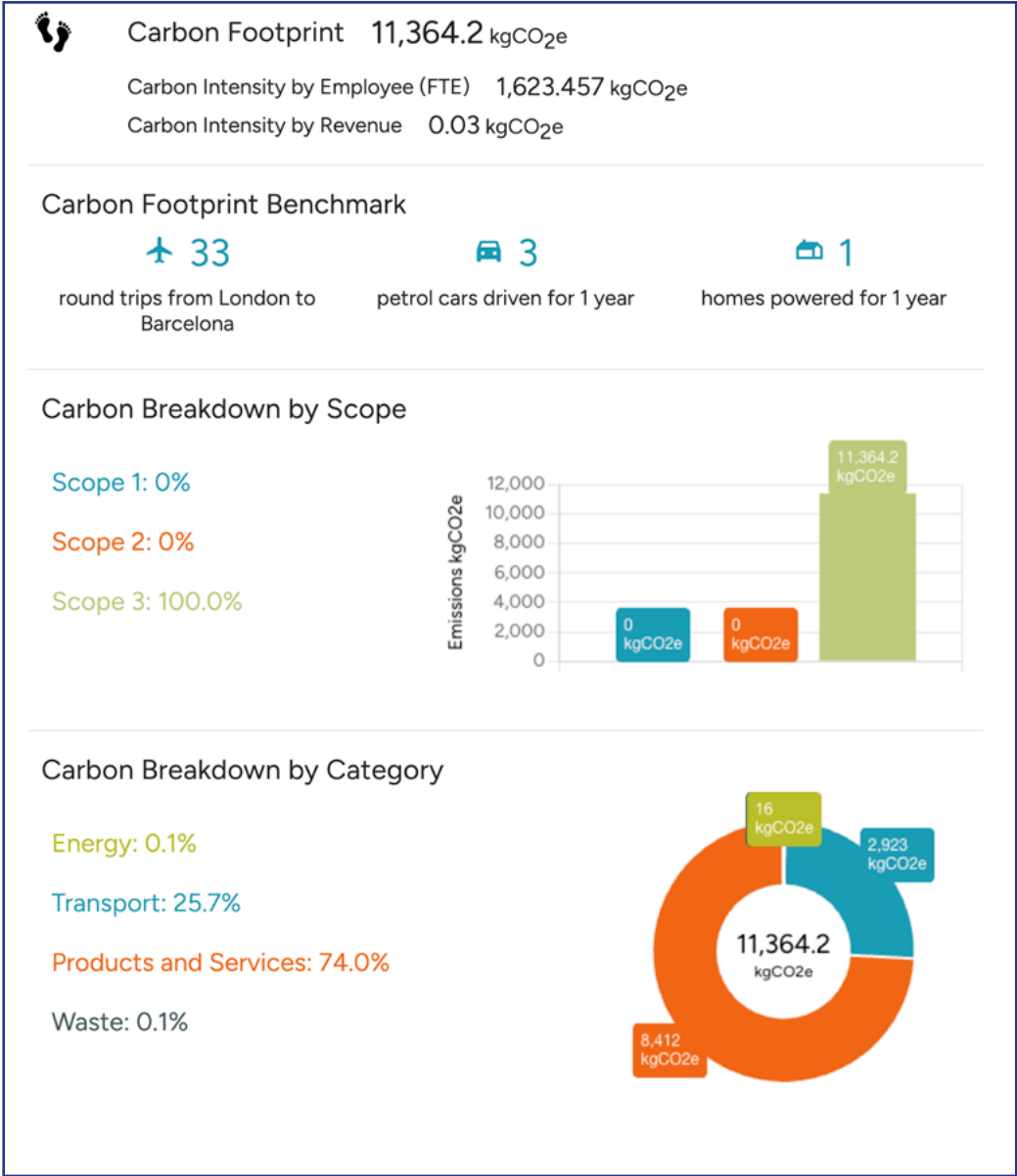
However, to put this in context: we have grown the business in the past 5 years – to a company of 9 in 2025 (from 7 in 2020), and increased our turnover.

Our carbon intensity by revenue has in fact been cut in half – from 0.064 kgCO2e to 0.03 kgCO2e.

Our carbon intensity by employee has also reduced: from 1.333kgCO2e to 1.262kgCO2e.

In real terms, the way we are delivering our services is now less carbon intensive, meaning we’re delivering more work for less carbon per pound of revenue and per employee. We are pleased to report that the efficiency of how we operate is improving.

Reporting Year	2025
Emissions	TOTAL (tCO2e)
Scope 1	0
Scope 2	0
Scope 3	11.364
Total	11.364



Carbon Footprint Benchmark

 33

round trips from London to Barcelona

 3

petrol cars driven for 1 year

 1

homes powered for 1 year

Carbon Breakdown by Scope

Scope 1: 0%

Scope 2: 0%

Scope 3: 100.0%



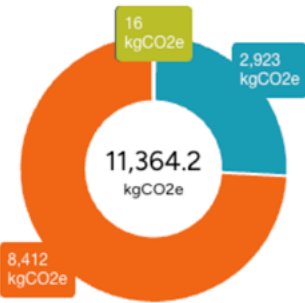
Carbon Breakdown by Category

Energy: 0.1%

Transport: 25.7%

Products and Services: 74.0%

Waste: 0.1%



Carbon Reduction Initiatives

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

We project that carbon emissions by employee will decrease over the next five years to 1.021 tCO2e by 2031. This is a reduction of 7.1%

Progress against these targets can be seen in the graph.

The following environmental management measures and projects have been completed or implemented since the 2020 baseline.

- Energy:
- No company vehicles or gas
 - Move to a net zero carbon building run on 100% renewable energy
- Transport
- Encourage cycling and public transport for commuting
 - Reduce business flights
- Waste
- Less paper use
 - Recycle electronic waste
 - Reuse or source second hand furniture and equipment

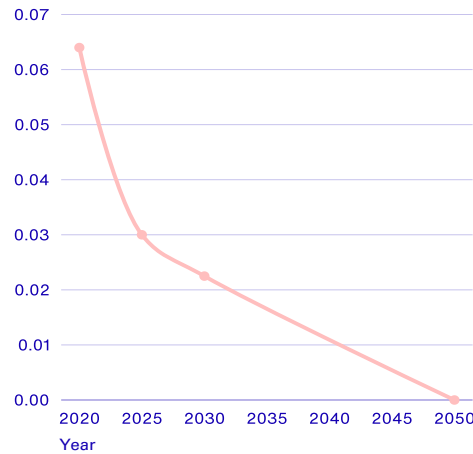
The carbon emission reduction achieved by these schemes equate to 0.061 tCO2e, a 7.1%ge reduction against the 2020 baseline. In the future we hope to implement further measures such as:

- Energy:
- Switch to more efficient appliances
 - Switch off devices / Switch To Dark Mode
 - Install Motion Control Lights
- Transport:
- Reduce business flights
 - Reduce other business travels emission
- Products and Services:
- Buy organic food & plant-based food
 - Engage with suppliers
 - Reuse or Source Second Hand Furniture
 - Greening Financial Services
- Waste:
- Recycle electronic waste
 - Less paper use
 - Less plastic wrapped purchases
 - Refurbish/Donate Electronic Waste

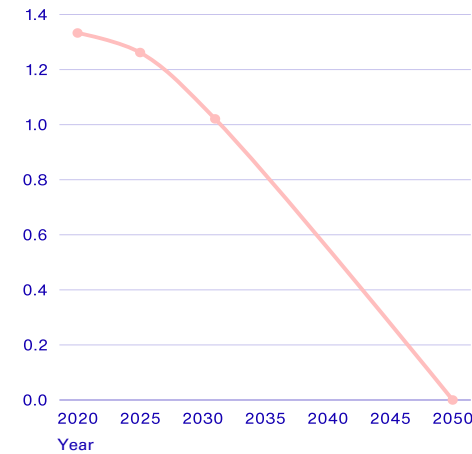
Carbon Offsets

Recognising progress, but also responsibility for emissions whatever the size of the business, we have now made a leadership commitment to offset all of our emissions since 2020 and budget an annual contribution to ensure we can offset our future emissions to match the amount of CO2e reported.

Carbon Intensity by Revenue (kgCO2e) proposed reduction to 2050



Carbon Intensity by Employee (kgCO2e) proposed reduction to 2050



Declaration and sign off

We're proud to be taking this step, and again looking forward to the next frontier which are the emissions we help prevent through the work we do for our clients.

This Carbon Reduction Plan has been completed in accordance with PPN 06 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 standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the Partners at Collective Works.



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Registered in England and Wales: OC374309
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EARTHLY
Carbon Offsets



Carbon Accounting



Carbon Footprint