

Carbon Reduction Plan

Supplier name Pickfords Move Management Ltd.....

Publication date:09/07/2026.....

Commitment to achieving Net Zero

Pickfords Move Management Ltd is committed to achieving Net Zero emissions by 2050

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 (October 2019 to September 2020)	
Additional Details relating to the Baseline Emissions calculations.	
This report included Scope 1 Vehicle and fuel usage and Van travel and distribution Scope 2: Electricity Some Scope 3 elements including Outsource Logistics- Air, Well to Tank, Outsourced Logistics, Sea, Electricity transmission and distribution and Home Workers. Emissions are Market Based tCO ₂ e	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	1,166.91
Scope 2	523.92
Scope 3 (Included Sources)	3,558.54
Total Emissions	5,249.37

Tonnes of CO₂e per employee	13.16
Tonnes of CO₂e per £M turnover	110.92

Current Emissions Reporting

Reporting Year: October 2024 to September 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	2,132.88
Scope 2 (Market-based)	0.00
Scope 3 (Included Sources)	9,630.87
Total Emissions	11,763.75

Tonnes of CO₂e per employee	25.03
Tonnes of CO₂e per £M turnover	179.05

Emissions reduction targets

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

We project that carbon emissions will decrease over the next five years by 45% to 2030 and by 90% 2050.

Targets which account for business growth are based on targets per employee and or per £m turnover.

Our intensity targets include

A 50% reduction in emissions per £m turnover/employee by 2030

A 90% reduction in emissions per £m turnover/employee by 2045

Pickfords' targets are set against a growth metric, to account for changes in the size of the business. The reduction target is set on a tCO₂e per thousand moves basis, to allow comparison with future emissions, when the company may have grown.

There are four categories of carbon dioxide reductions we have considered whilst setting targets:

Passive Reductions. These are carbon reductions that would happen without any action needed e.g. the de-carbonisation of the electricity grid will gradually reduce the carbon emissions associated with the electricity we purchase

Market-Based Reductions. These are achieved by selecting and paying for energy tariffs that have lower emissions e.g. buying a green electricity tariff.

Active Reductions. These are achieved by making technological, behavioural and operational changes within the business. e.g. choosing to reduce the number of miles driven in cars; choosing to put a limit on the number of flights people make; investing in new technology to reduce energy consumption etc.

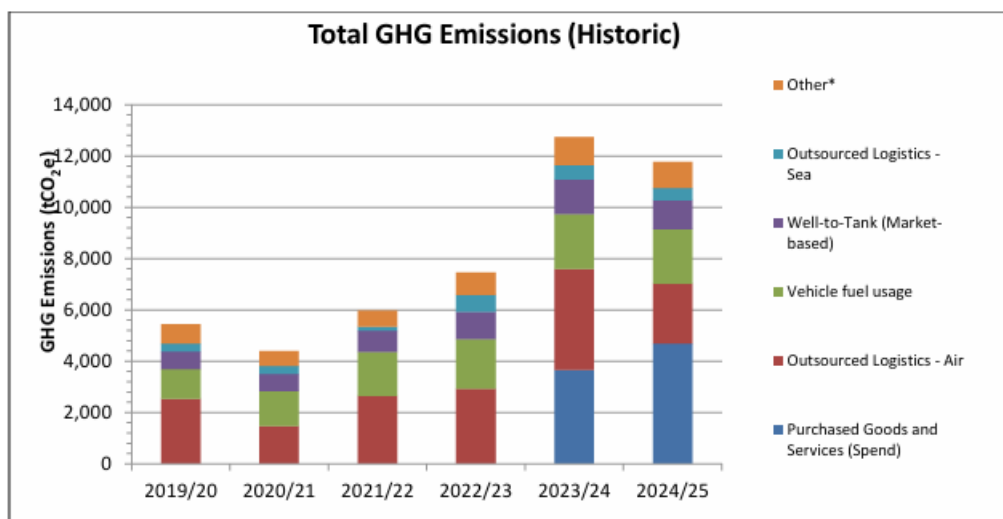
External Reductions. Carbon compensation / offsetting to reduce emissions external to Pickfords' footprint to reduce Net Emissions

Summary of performance against Baseline

- Pickfords Move Management Ltd.'s turnover and number of employees has increased since 2019 Baseline measures and the number of transport journeys has increased with this expansion of business.
- In 2024 Pickfords has expanded its carbon measures to include the full Scope 3 assessment which means carbon emissions will have risen compared to baseline year.

Comparison of Scope 1 and 2 emissions 2023-2024 against baseline for direct comparison

	2019 Baseline	2023-2024	2024/2025	Change Baseline (%)	Change PY (%)
Market-based Tonnes of CO ₂ e	5,442,15	12741.47	11763.75	116.2%	-7.7%
Market-based Tonnes of CO ₂ e per employee	13.64	26.60	25.03	83.5%	-5.9%
Market-based Tonness of CO ₂ e per £M turnover	93.36	190.17	179.05	91.8%	-5.8%





Green House Gas Emissions benchmarked against employee numbers and company turnover (adjusted for inflations) the carbon emissions statistics show a decrease in both intensity metrics since the 2023/2024 GHG assessment.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline.

Measures we have undertaken to reduce our carbon initiatives

- Sustainability Management team appointed
- New environmental policy with qualitative and quantitative targets
- Identification of impacts of Scope 3 emissions in 2025/26
- Carbon accreditations: ISO14001 achieved year on year
- Eco Vadis Bronze Accreditation achieved in 2024
- ESOS audit and report delivered every four years.
- Investment in tree planting to offset some of our carbon emissions
- Fleet transition to more sustainable alternatives, including expanding our electric vehicle fleet in 2025.
- Pickfords switched to 100% renewable energy provider in 2025 which reduced emissions from site electricity (Market Based) to 0.00
- Training for warehouse management staff on waste segregation and increased recycling % against prior year with a reduction of waste being sent to landfill.
- Pickfords has decreased business travel in 2025 and issued a new travel policy to encourage staff to choose sustainable options
- All Pickfords drivers completed CPC training to ensure that they drive in a fuel-efficient manner to reduce the impact of emissions in the local environment.
- Removed Vinyl tape from the business and replaced with Eco brown paper tape in 2022
- Installed vehicle tracking hardware to vehicle to improve route planning.
- We commenced the recycling of old uniforms in 2024.
- We have commissioned a carbon calculator within our systems to raise awareness to customers of greener alternative modes of transit.
- We encourage the use of TEAMS calls wherever possible in place of transport to meetings.

2026 initiatives

- We have introduced a Salary Sacrifice scheme to help employees purchase electric vehicles
- We will engage staff with energy saving and set a target to reduce energy consumption by 5%.
- We commit to using reused office furniture within our offices to avoid CO2 emissions from furniture manufacture.
- We will replace Gas Forklifts with electrical vehicles

- We introduced an Air Pollution policy to monitor dangerous particles in the atmosphere within our warehouse facilities
- We will reduce the emissions from purchased goods and services by prioritising products with the greatest carbon impact.
- We will ringfence procurement associated with individual contracts and track the carbon impact of key items e.g. packing materials, office supplies, uniforms, IT equipment, cleaning products, furniture, vehicles and courier services.
- We have introduced MarketDojo a supply chain management system put a process in place to manage sustainability through our supply chain to include;
 - Improved vetting of suppliers
 - To raise the profile of environmental standards within our Supplier Code of Conduct
 - We will audit our supply chain for carbon reduction plans or policies.

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 the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



Mark Taylor, Managing Director

Pickfords Move Management Ltd

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>

Pickfords

Date:22/7/2026.....