WOOD THILSTED

WT Sustainability Report

Y.E 31 March 2024

M600-30-50-003a

REVISION HISTORY

Dev	Change description	Section No.	Page	Author	Checker
M600-30-50-003a	First Report with new Template	ALL	ALL	RJW	DJB

CONTENTS

1. EXECUTIVE SUMMARY

Wood Thilsted assess its Carbon emissions in line with the three scopes within the GHG protocols. Wood Thilsted assesses that there are nine material areas of emission for the company as outlined in Figure 1:

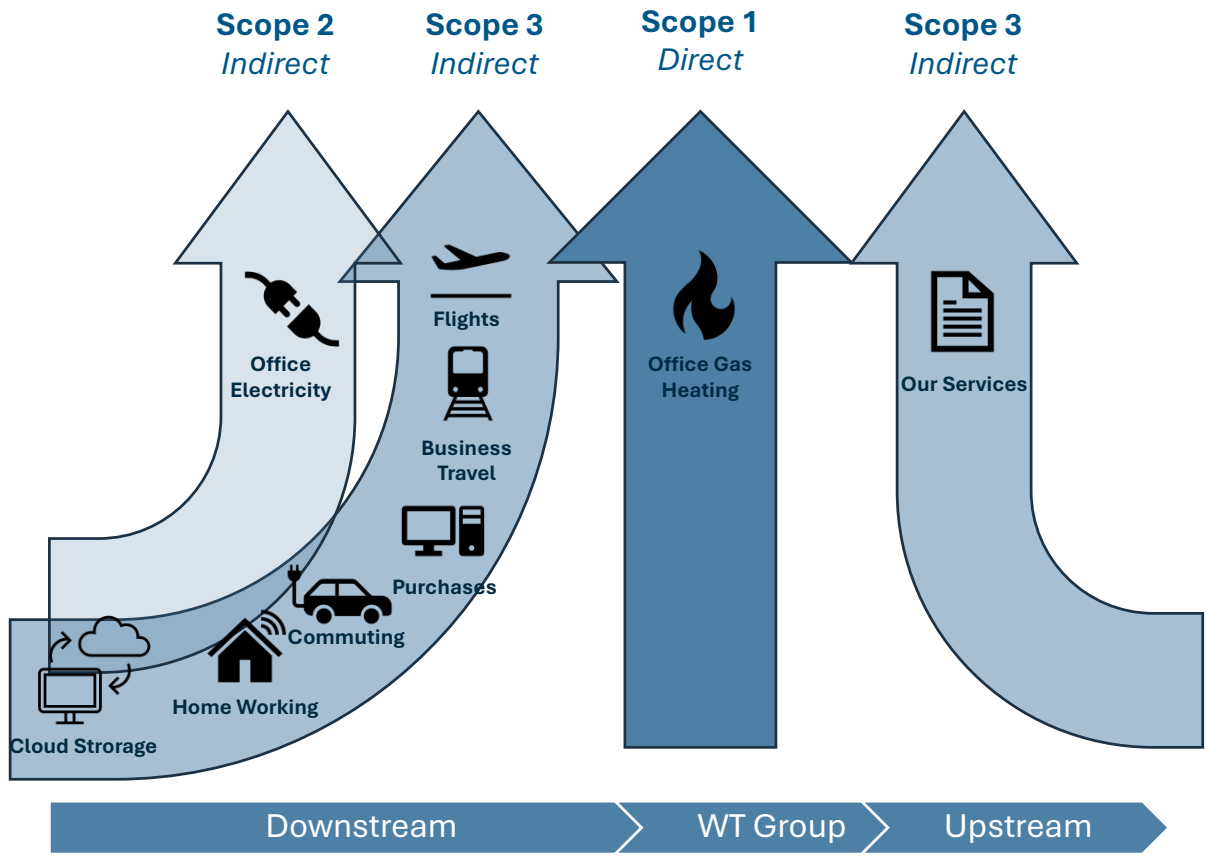


Figure 1 - Wood Thilsted's emission areas

For the Year ending 31 March 2024 Total Scope 1 and 2 have decreased by 36%. However, the predominant services provided by Wood Thilsted are design and consultancy services. These services are provided by staff located within a number of office buildings. There are no fleet, or legacy buildings occupied, or manufacturing or construction performed. As a result Scope 1 and 2 emissions reflect only 5% of the assessed impact that Wood Thilsted has on emissions.

In the year ending March 2024 - Scope 1 and 2 Emissions fell by

36%

And Wood Thilsted remains on track to achieve its Net Zero commitment

By far the largest contributor to Green House Gases by Wood Thilsted rests within our Scope 3 emissions, most notably through flights, reflecting the international nature of our staff, clients and their areas of operation in the Americas, Europe and APAC regions.

Category	YE March 24	YE March 23	Change	Change %
Scope 1	11.34	17.40	-6.08	-35%
Scope 2 – Upstream	12.82	20.5	-7.68	-37%
Scope 2 – Downstream	-	-	-	-
Scope 3	486.8	320.7	166.1	52%
Total Emissions	510.96	358.60	152.36	42%

Scope 3 emissions have increased over the year by 44%, with business travel making up almost all this increase.

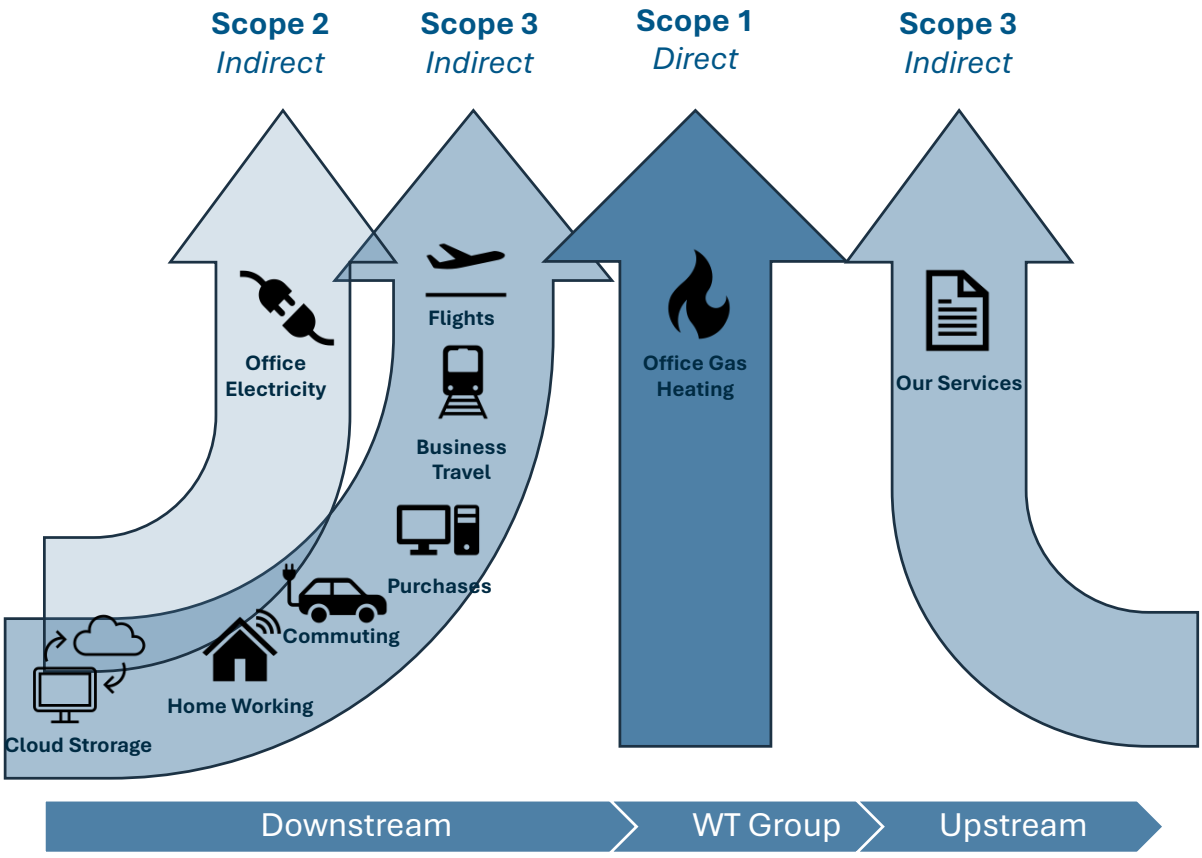
Business Travel is the largest contributor to Wood Thilsted emissions. Ensuring our work force only travel when necessary and consider the environmental cost and benefit of their travel is vital to ensuring our impact is meaningful.

Rob Jones, Director

2. SCOPE 1 - DIRECT

2.1. Scope Definition

Scope 1 greenhouse gas (GHG) emissions refer to direct emissions that are released from sources that are owned or controlled by an organization. These are emissions that occur directly from an entity's activities, often involving the combustion of fossil fuels or chemical processes. As Wood Thilsted has no manufacturing facilities or company fleet, our emissions are limited to those offices which are heated by gas boilers.



2.2. Our Performance

Category	YE March 24	YE March 23	Change	Change %	Target Emissions by 2030	On track to achieve
Scope 1	11.3	17.4	-6.1	-35%	5.5	

Table 1 - Scope 1 emissions in metric tonnes

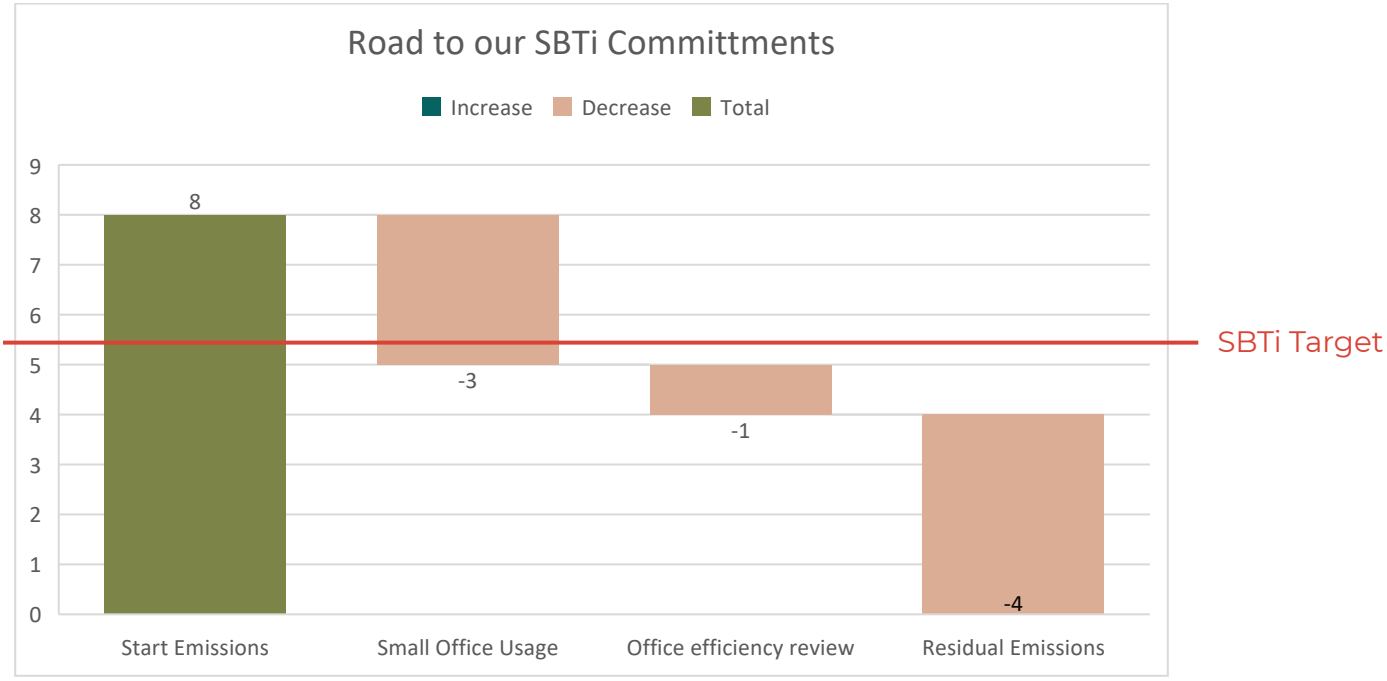
Wood Thilsted remains on track to achieve its ambition of a 40% reduction in total emissions by 2030.

Appendix 1 sets out the emissions from gas boilers within the WT Estate. For the year ending March 2024, a total of 11 (Prior year: 15) offices used gas as a heating source, serving 82 FTE (Prior Year: 172 FTE).

The reduction seen year on year is attributable to the reclassification of Copenhagen as being heated by District Heating, which forms a scope 2 emission as a result of office reviews into energy reliance. There were no further reduction measures put in place during the year. Further improvements are planned for 2025.

2.3. Strategy to Net Zero

To reach the planned emission level of 5.5tCO_2e or less (42% of the 2023 emissions total of 9.48tCO_2e by 2030) Wood Thilsted has identified three strategies which together would achieve our net zero target reduction, as set out below:



Scope 1 – Direct emissions in year strategy

Office selection

- Any new office selection process must include energy usage within its assessment. WT will try to avoid offices where gas is identified as the primary heat source

Office rationalisation

- When leases expire on any office, a review will be performed as to whether the office can be rationalised, or relocated to an equivalent office where gas is not the primary heating source.

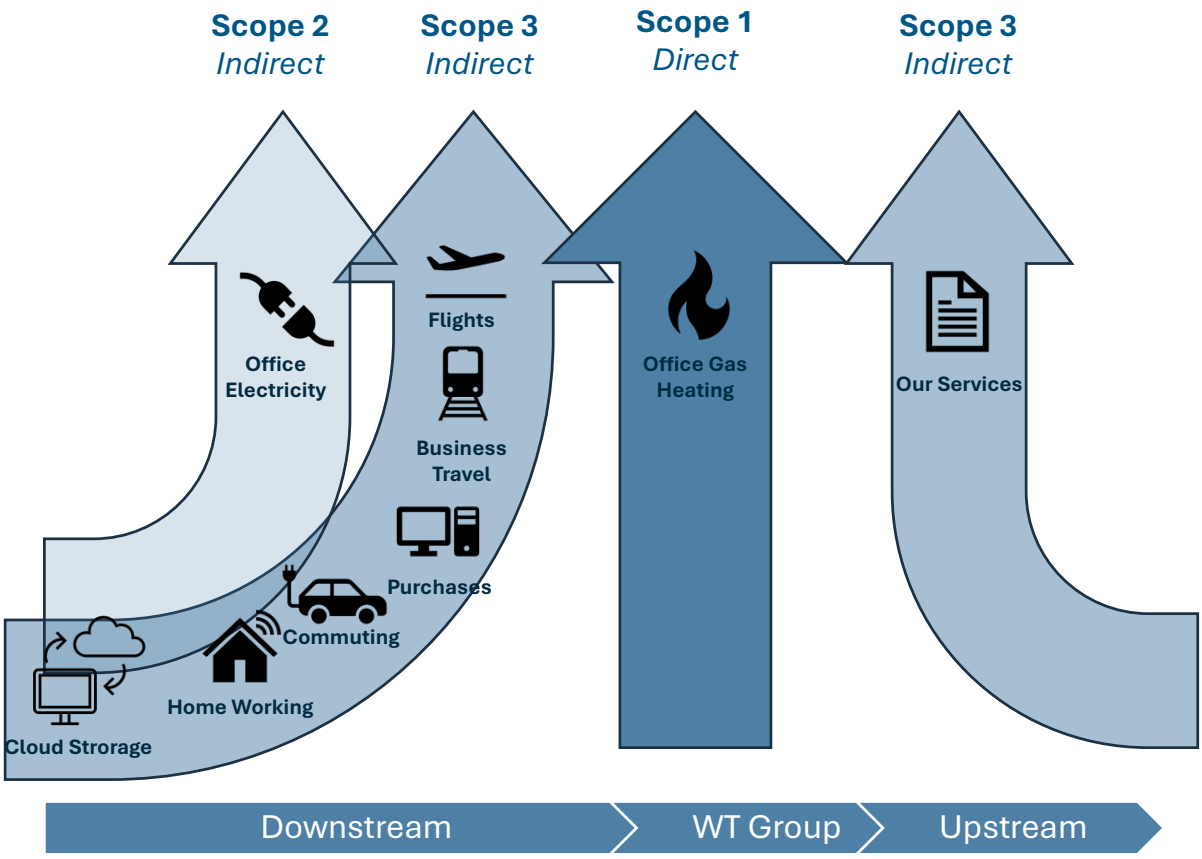
Office efficiency

- Each office will be required to conduct an annual efficiency survey to identify further measures that can be put in place to reduce heating requirements.

3. SCOPE 2 – INDIRECT DOWNSTREAM

3.1. Scope Definition

Scope 2 greenhouse gas (GHG) emissions refer emissions from electricity production at a power plant, used by an organization for lighting, heating, or operating equipment. For Wood Thilsted this will therefore be the electricity required within our offices.



3.2. Our Performance

Category	YE March 24	YE March 23	Change	Change %	SBTi Target Emissions by 2030	On track to achieve
Scope 2	11.3	17.4	-6.1	-35%	6.3	

Wood Thilsted remains on track of achieving its ambition of a 40% reduction in total emissions by 2030.

Appendix 2 sets out the emissions through purchased electricity within the WT Estate, where London can be seen as the lowest emitter with 100% renewable energy tariffs confirmed.

During the year a server rationalisation move has occurred. This has seen all server equipment moved from offices into a centrally secure data centre. This has direct benefits to emissions incurred locally, as the data centre is powered by renewable energy, and the cooling in data centres will reduce the overall energy requirement that servers would have required distributed across our estate.

However, as energy usage for each office is assumed, as not separately metered the full benefit of this exercise cannot be seen in a year-on-year movement.

3.3. Scope 2 – Indirect emissions in year strategy – purchased electricity

Office selection

- Any new office selection process must include energy tariff within its selection, with award criteria given for 100% renewable tariffs.

Office rationalisation

- When leases expire on any office, a review will be performed as to whether the office can be rationalised, or relocated to an equivalent office where deemed efficient and in line with business needs.

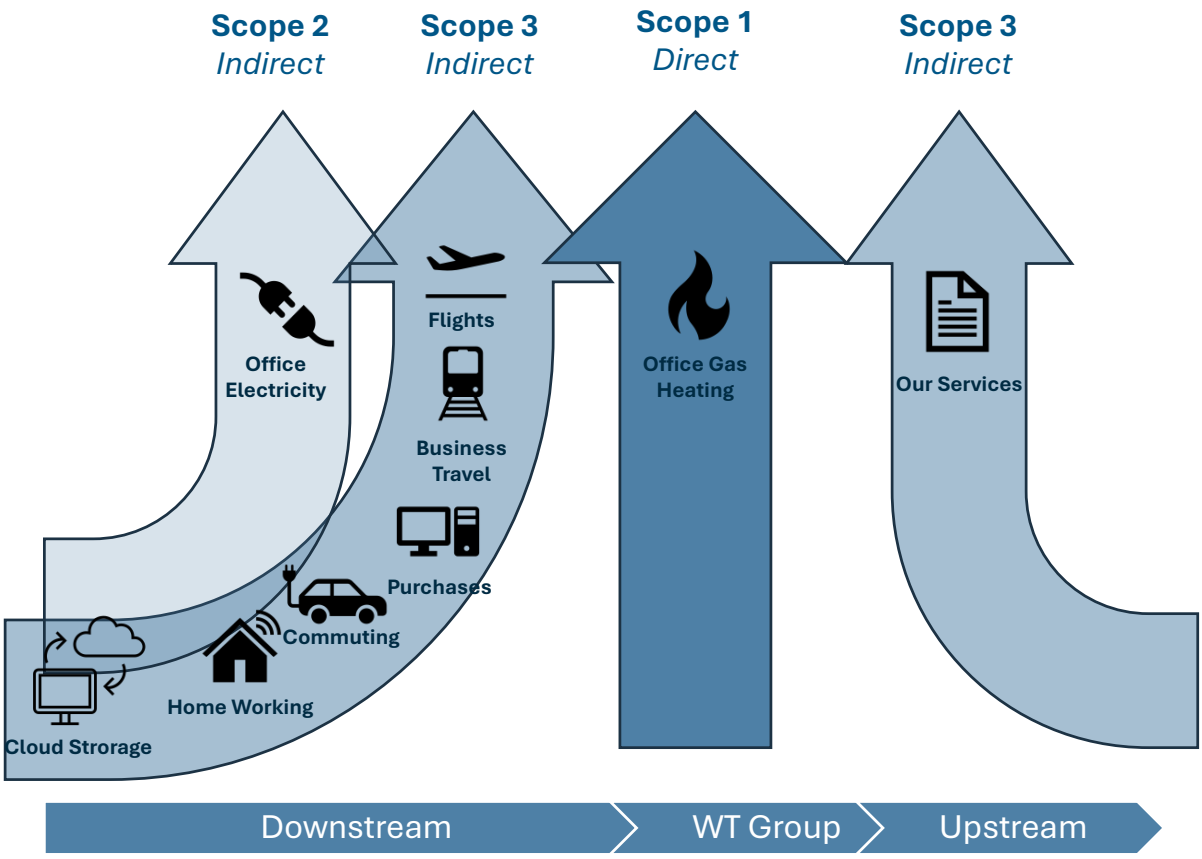
Office Efficiency

- Each office will be required to conduct an annual efficiency survey to identify further measures that can be put in place to reduce heating requirements.

4. SCOPE 3 – INDIRECT DOWNSTREAM

4.1. Scope Definition

Scope 3 downstream greenhouse gas (GHG) emissions refer to emissions incidental to the provision of goods or services, such as those from purchased assets and materials, and those produced by our employees in business travel, commuting and home working.



4.2. Our Performance

Category	YE March 24	YE March 23	Change	Change %
Short haul Flight	121.5	112.4	9.1	8%
Long haul Flights	252.1	106.1	146.0	138%
Flights	**373.6**	**218.5**	**155.2**	**71%**
Business Travel	15.8	30.3	-14.5	-48%
Purchases	63.6	69.4	-5.9	-8%
Commuting	31.2	0.0	31.2	New
Home Working	0.0	0.0	0.0	New
Cloud Storage	2.6	2.5	0.1	6%
TOTAL Scope 3	**486.8**	**320.7**	**166.1**	**52%**

Scope 3 emissions are not reported / have targets under the SBTi, consequently there is no assessment under SBTi of whether overall emissions are on forecast for 2030 as there is in Scope 1 and 2. However Wood Thilsted remains committed to reducing where possible its footprint on the environment. Our Sustainability Charter, agreed in 2023, states that WT has the following objective:

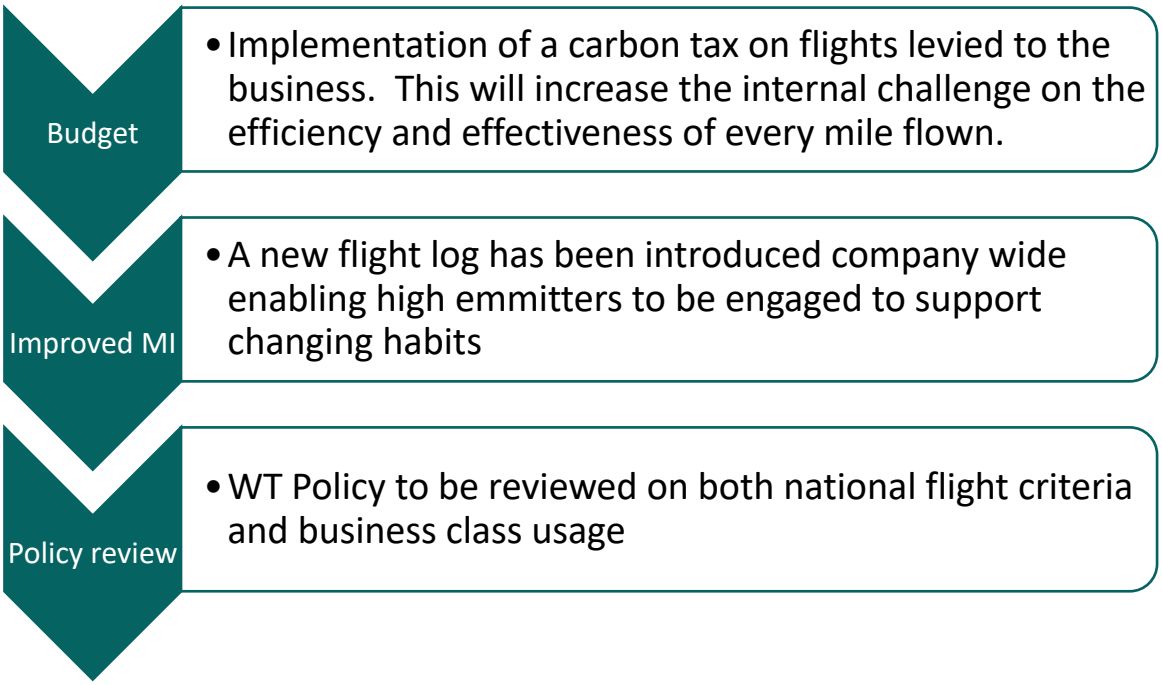
- For WT to reach Net Zero for carbon emissions by 2033*

This is for "Scope 1 and 2 emissions and selected scope 3 (computer hardware, business travel, cloud computing)". This commitment goes beyond the requirements of SBTi, and so it is with this in mind that we seek to reduce our emissions towards zero.

Flights

Wood Thilsted serves clients around the world, with offshore wind having significant ambitions in the USA, Europe and APAC. Equally the one team ethos of Wood Thilsted means teams comprise members from around the world. Therefore, flights remain a significant contributor of total emissions. Post Covid travel also sees the volume of flights increase between 2023 and 2024, especially within Long Haul travel (2024: 68 vs 2023: 41).

Flights – the path to 2030



Business Travel

Business travel (excluding flights) has decreased by 48% over the period. This reflects a decrease in journey volumes as Wood Thilsted continue to embrace virtual meetings where possible.

Business Travel – the path to 2030

Public transport promoted

- Public transport is strongly recommended by the business, over private transport, due to lower emissions and better safety.

Business mileage impact

- When clients request WT to attend site, for in-person meetings or for site visits, the carbon cost will be presented to them alongside the invoice.

Personal transport

- When using private transport for work, employees will be encouraged to use electric vehicles/taxis wherever possible.

Purchases

During 2024 Wood Thilsted adjusted its phone procurement toward Fairphone:

iPhone

Fairphone

0.064 CO_2e — *0.010 CO_2e*

85%
reduction

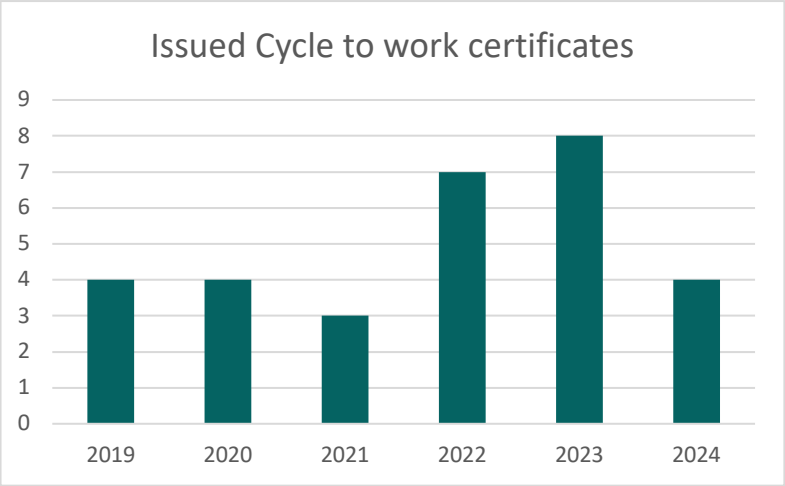
Fairphone is estimated to be 85% less carbon intensive than an equivalent iPhone. The Fairphone is now offered as standard to all employees, and as an option at replacement for existing employees. Reflecting that personal preference is still important WT does still permit the employee to choose an iPhone. Over time, WT expects this choice to be less preferred.

In addition to the adjustment to Fairphone, the remaining reduction in emissions over the year relate to reduced volumes of purchases. This was especially seen in

PC Workstations and servers but countered by an initiative to provide offices with dual screens, meaning a higher purchase of monitors during the period. Wood Thilsted expects that volumes during 2025 will be lower therefore as no similar initiative is planned.

Commuting

Business travel (excluding flights) has decreased by 48% over the period. The main initiative embedded within WT relates to the provision of cycle to work. To date 30 certificates have been issued, with a plan to raise awareness in November 2024 to continue to champion the uptake of this scheme.



Cycle to Work

- A focus on green commuting is planned for November 2024, championing the bicycle and reminding UK staff of the Cycle to Work provision

Electric Car Scheme

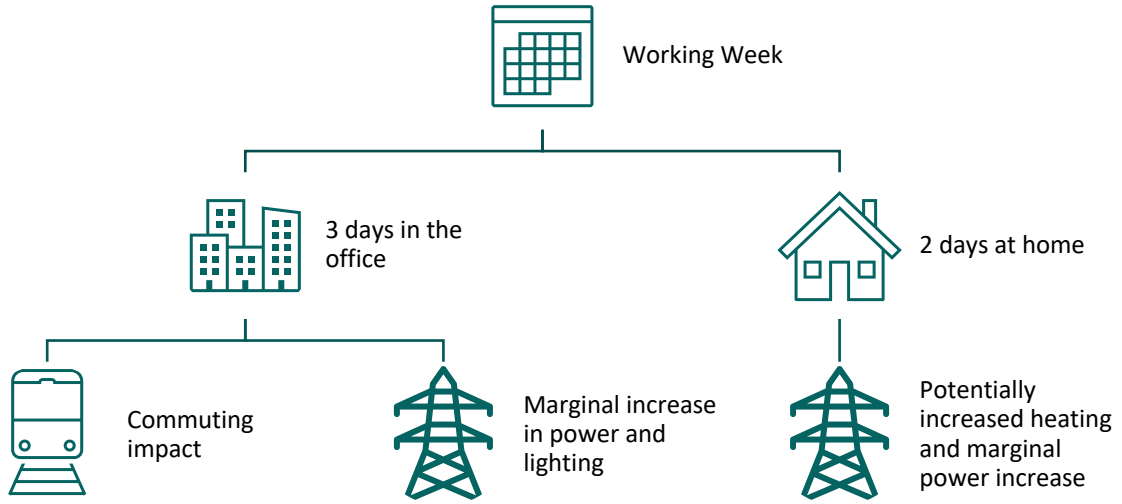
- A review should be performed during 2025 of the advantages of offering electric car schemes in regions with high dependence on cars

Office attendance

- Continued monitoring to consider the impacts of changing work patterns on emissions

Home Working

When considering indirect emissions in production of the services WT provides, consideration must be given to when and where its employees work. Each employee will typically spend a portion of time in the office, and a portion at home, with the split resulting in differing emissions resulting:



Currently WT only consider office emissions. During 2024 an assessment of home working will be performed which will look to identify:

1. Average number of days working from home
2. % renewable tariff in use at home
3. Whether additional residents are home (to identify the marginal requirement for heating)

Cloud Storage

The last area of Scope 3 emissions considered material to WT relates to the usage of cloud storage (Dropbox/OneDrive) to hold business information as WTs central storage solutions.

	H1 2024	H2 2023	H1 2023	H2 2022
Data Storage TB	224	224	224	200
Electricity consumed per day per TB	1.248	1.248	1.248	1.248
Reporting period (days)	183	183	183	183
Total Usage KWH	51,053	51,053	51,053	45,583
Total Co2e Emissions (t)	1.31	1.31	1.31	1.17
	2.62		2.48	

Whilst the intensity of storage has remained the same, usage has increased since H2 2022 by 24TB. This results in an additional .26t of CO2e

Cold Storage

- Currently all files remain in "hot" storage. Archiving to cold storage will reduce volumes held. The archiving policy should be reviewed and amended as required to balance the needs of access, cost of moving to cold, and benefit of savings made from reduced hot storage volumes.

Project Close Down

- Project close down process. Project Owners should be reminded about the need to "archive" closed projects, and purge duplicate or legacy data not required to support final deliverables.

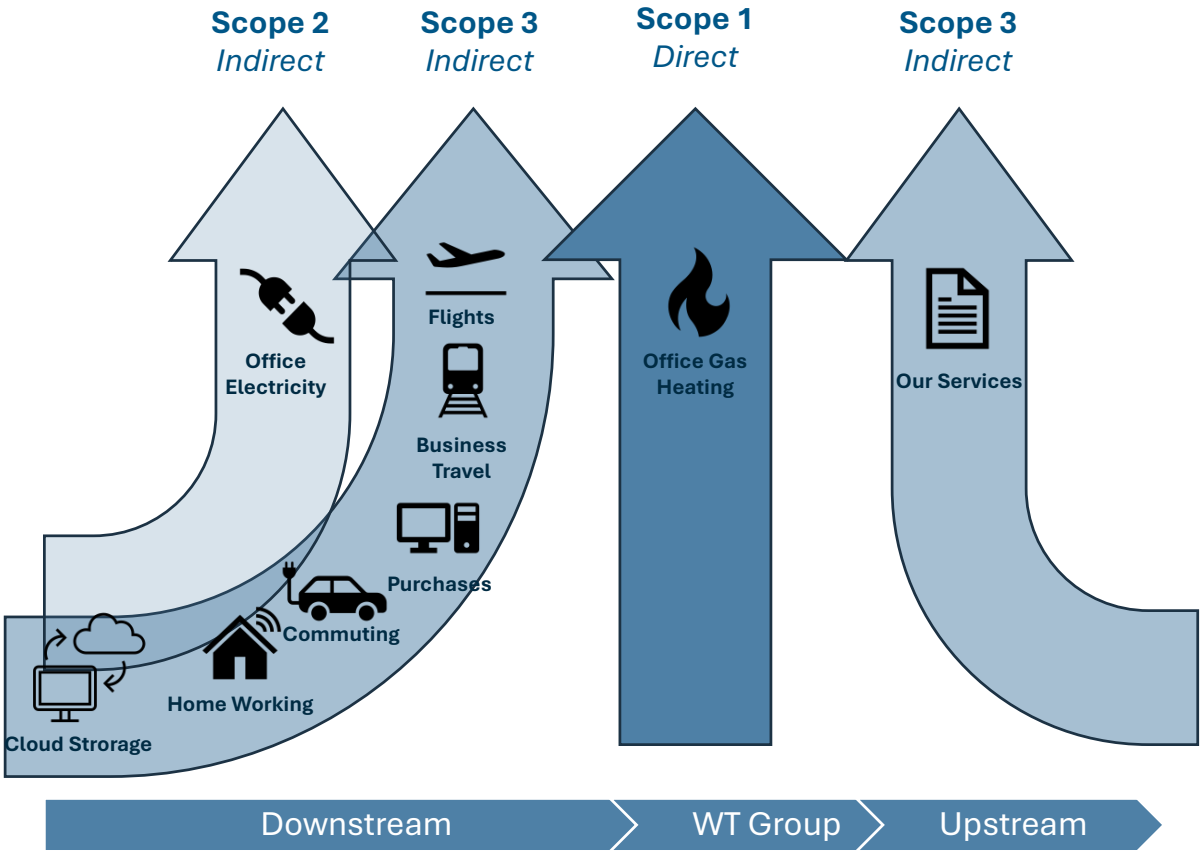
Reporting to clients

- Client data can exceed 20tb per project. Making this more transparent to clients may help collectively reduce volumes of data held.

5. SCOPE 3 – INDIRECT UPSTREAM

5.1. Scope Definition

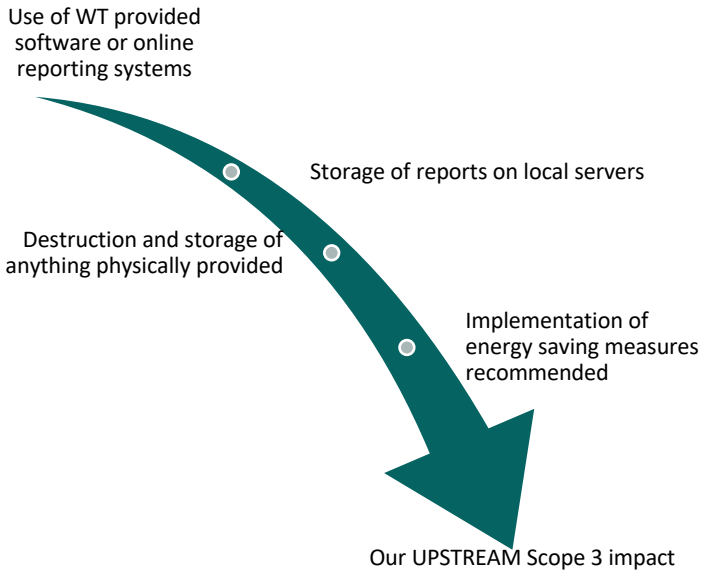
Scope 3 upstream greenhouse gas (GHG) emissions refer to emissions incidental to the use of the services WT provide. Since services organizations usually don't produce tangible goods, their downstream emissions are often linked to the way their services are used, distributed, or contribute to client activities.



Performance

Category	YE March 24	YE March 23	Change	Change %	SBTI Target Emissions by 2030	On track to achieve
Scope 3 upstream	NEW	NEW	NEW	-	N/A	

Identifying where Wood Thilsted Clients incur emissions as a direct result of the services WT perform and provide is vital in correctly scoping upstream emissions. As Wood Thilsted continues to broaden the services it offers to its clients, for example the recent introduction of Design Software as a Service, and the provision of visualised data from our data warehouse gives rise to ever more complex considerations:



During 2024/25 Wood Thilsted will continue to investigate and consider how best to capture any material upstream emissions.

Appendix 1 – Scope 1 Direct - Office Gas Emissions from heating

COUNTRY	OFFICE	Lease Type	Y/E Staff Number	Current Year Emmissions	Prior Year Emissions	% Change Commentary
UK	London	Sub Tenant	55	0.00	1.42	-100%Electric Heating
	Bristol	Serviced Office	32	4.61	3.82	21%
	Edinburgh	Serviced Office	8	1.21	1.43	-16%
	Godalming	Serviced Office	3	0.54	1.02	-47%
	Trowbridge	Serviced Office	2	0.13	0.84	-85%
	Pontypool	Serviced Office	1	0.13	0.86	-85%
DENMARK	Copenhagen	Sub Tenant	49	0.00	1.95	-100%District Heating
	Aarhus	Serviced Office	6	0.00	1.35	-100%District Heating
	Vejle	Serviced Office	4	0.00	0.81	-100%District Heating
USA	Boston	Serviced Office	6	0.81	1.28	-37%
South Korea	Seoul	Serviced Office	4	0.54	0.15	260%
Poland	Warsaw	Serviced Office	7	0.81	0.39	108%
Japan	Tokyo	Serviced Office	3	0.41	0.23	78%
Taiwan	Taipei	Serviced Office	8	1.08	1.45	-26%
Other			8	1.07	0.39	141%
TOTAL				**11.34**	**17.40**	**-35%**

Appendix 2 – Scope 2 Indirect - Office Emissions through purchased electricity

COUNTRY	OFFICE	Lease Type	Y/E Staff Number	Current Year Emissions	Prior Year Emissions	% Change	Commentary
UK	London	Sub Tenant	55	0.00	1.10	-100%	Renewable tariff
	Bristol	Serviced Office	32	1.52	1.67	-9%	
	Edinburgh	Serviced Office	8	0.56	1.17	-52%	Improved measure
	Godalming	Serviced Office	3	0.24	0.90	-73%	Improved measure
	Trowbridge	Serviced Office	2	0.06	0.84	-93%	Improved measure
	Pontypool	Serviced Office	1	0.06	0.82	-93%	Improved measure
DENMARK	Copenhagen	Sub Tenant	49	5.89	5.98	-2%	
	Aarhus	Serviced Office	6	0.48	0.50	-5%	
	Vejle	Serviced Office	4	0.28	0.56	-50%	Reduced office
USA	Boston	Serviced Office	6	0.52	2.29	-77%	
South Korea	Seoul	Serviced Office	4	0.42	0.13	213%	Full yr of new office
Poland	Warsaw	Serviced Office	7	0.90	0.49	84%	
Japan	Tokyo	Serviced Office	3	0.34	0.22	52%	
Taiwan	Taipei	Serviced Office	8	1.06	2.90	-63%	
Other			8	0.48	0.20	22%	
TOTAL				**12.81**	**19.77**	**-35%**	