



NET-ZERO

STRATEGY

2024

SUSTAINABILITY IS AT THE CORE OF ALL THAT RHP DOES

We believe that the best way of leading is by example, so we are reducing our own emissions to demonstrate our commitment to clients and colleagues.



As an Employee-Owned Trust we believe in our collective responsibility to reduce our impact on the environment, both in the projects we design and how we design them. We're committed to supporting a more sustainable future in the communities we design for, and the environments where we work.

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STRATEGY STATEMENT

At **rhp** we recognise the importance of decarbonising as soon as possible to ensure we are doing what we can to mitigate the effects of the climate crisis and are committed to achieving net-zero carbon emissions by 2050 at the latest. This strategy report has been prepared in accordance with the Science Based Targets Initiative and the GHG Protocol.

As an architectural practice, **rhp** has a key role to play in minimising the carbon emissions caused by the construction and operation of buildings, both newly constructed and through refurbishment. We are committed to reducing emissions across the construction sector and believe that to do this we must lead by example to demonstrate to our colleagues and clients the principles we promote in our design work.

This strategy report outlines how we are working to reduce our environmental impact, contributing to the worldwide effort to limit global warming to no more than 1.5°C to avoid the catastrophic impacts of climate change. It summarises our journey so far and identifies our ambitions to mitigate and manage our impact on the environment as we transition to a lower carbon, climate resilient construction industry.

Our strategy will be centred around four core values:

01 OWNERSHIP

As an Employee-Owned Trust we believe that everyone can play their part in working towards a more sustainable future. That means taking a careful look at our own impact and making changes where necessary to reduce emissions. We recognise that we all need to make changes and the whole **rhp** team will work together to achieve our goals.

02 INCLUSIVITY

rhp are committed to leading by example. We build strong teams in our design work and will aim to apply the same approach to our carbon reduction strategy. By working with our staff, industry colleagues, clients, and wider stakeholders we hope to bring everyone along on the journey towards net-zero.

03 COLLABORATION

We will explore creative options to reduce our emissions and strive to share this work with wider industry to promote knowledge sharing. We will need to be pragmatic to achieve what is realistic whilst facilitating commercial growth and continued success and are developing our own **rhp** investment strategy to plan for implementation.

04 ACCOUNTABILITY

Having developed our strategy, it is essential we deliver on the commitments we have made to meet our climate ambition. **rhp** will continue to monitor progress against our targets on an annual basis and report our carbon emissions against industry standards in a verifiable, public format. We recognise that we need to act, not just make a pledge.



OUR PRACTICE AT A GLANCE

We believe that good architecture can bring out the best in people and place, both through the creative process and the end result. **rhp** is an award-winning architectural practice, inspired by the creative process and committed to delivering the highest quality architecture, regardless of project size and constraints.

Established in 1974, **rhp** now works from studios in Cambridge and Brighton, with a collaboration space at Kings Cross in London. We are an RIBA Chartered Practice, signatory of Architects Declare and the RIBA 2030 Climate Challenge.

Our team of fifty architects and designers are creative, collaborative, and pragmatic. We work across a range of sectors including Higher Education, Science and Health, Conservation, and Housing, to build strong teams and positive client experiences.

We design spaces and places that enhance people's lives. Our work for the Grade II* listed Saltdean Lido exemplifies this, winning Sussex Heritage Trust and Constructing Excellence SECBE Awards for a project which conserves and restores a much-loved community asset. We were also proud winners of the Architects' Journal Architecture Awards 2023 Higher Education Project of the Year for our project at Lucy Cavendish College, the first mixed-use fully certified Passivhaus project for the University of Cambridge with inclusive design at its heart.

RHP DESIGN SPACES AND PLACES THAT ENHANCE PEOPLE'S LIVES

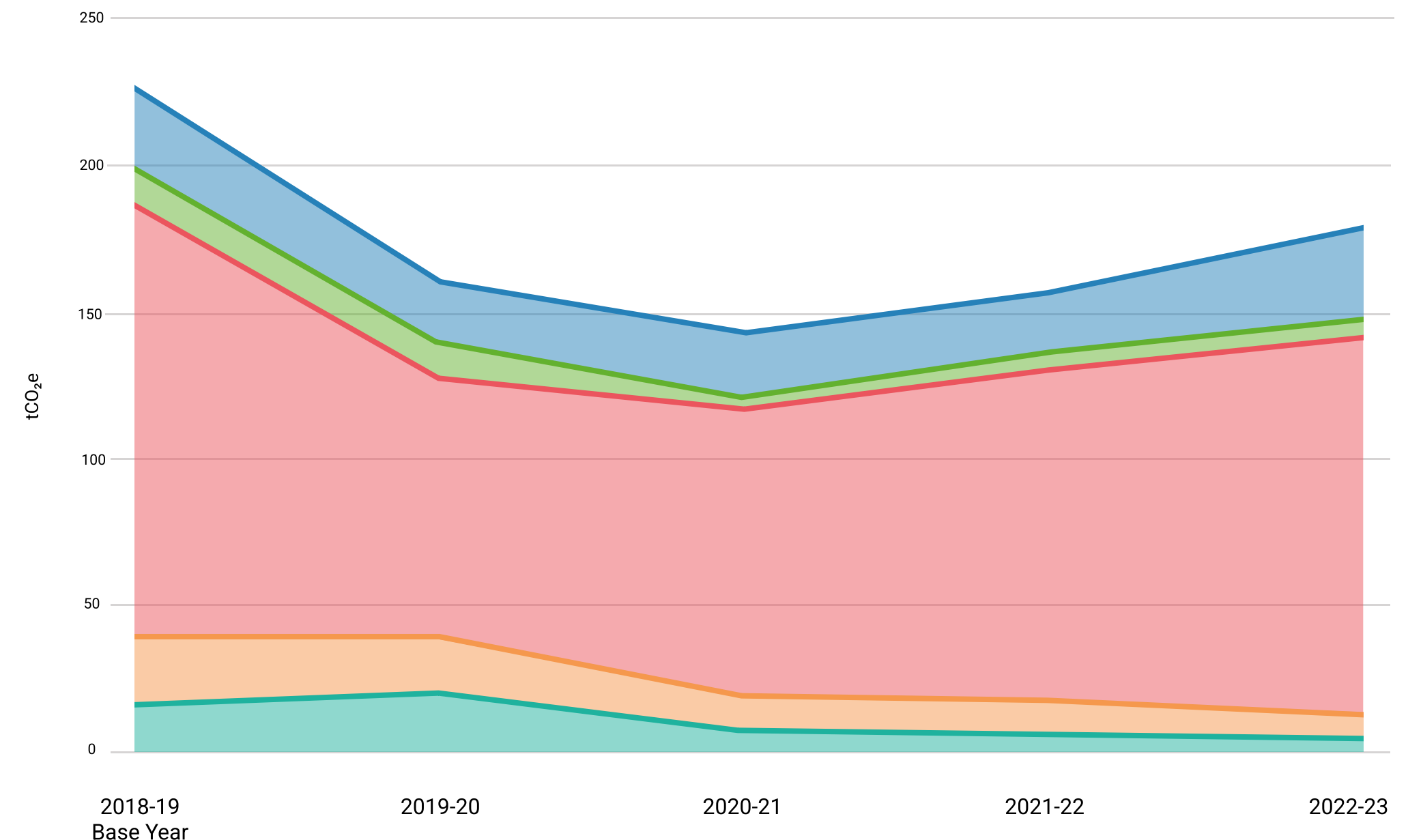
CARBON FOOTPRINT

rhp has measured its footprint to the 2018-2019 reporting period. This period is our base year, the year to which all our decarbonisation initiatives will be measured against.

Our calculation approach follows the GHG Protocol Corporate Carbon Accounting Standard and ISO 14064-1. We've accounted for >98% of emissions generated by **rhp**.

2018-19 Emissions per employee: **4.90 tCO₂e**

2022-23 Emissions per employee: **4.32 tCO₂e**



Key

- Scope 1: Gas
- Scope 2: Purchased Electricity
- Scope 3:1 Purchased Goods & Services
- Scope 3:6 Business Travel
- Scope 3:7 Employee Commute incl. WFH

Between the base year and the latest reporting year, **rhp** has made significant strides in reducing Scope 1 and 2 emissions. Specifically, gas emissions have decreased by 68.9%, while location-based Scope 2 emissions have seen a 56.1% reduction.

Scope 3 remains the largest contributor to the company’s carbon footprint. In particular, emissions from purchased goods and services, which make up 74% of total emissions in 2022-23, have risen to 130.66 tCO₂e from 90.38 tCO₂e in 2019-20. This marks Scope 3 as a key area for targeted reductions.

Carbon footprint by scope and emission source tCO₂e

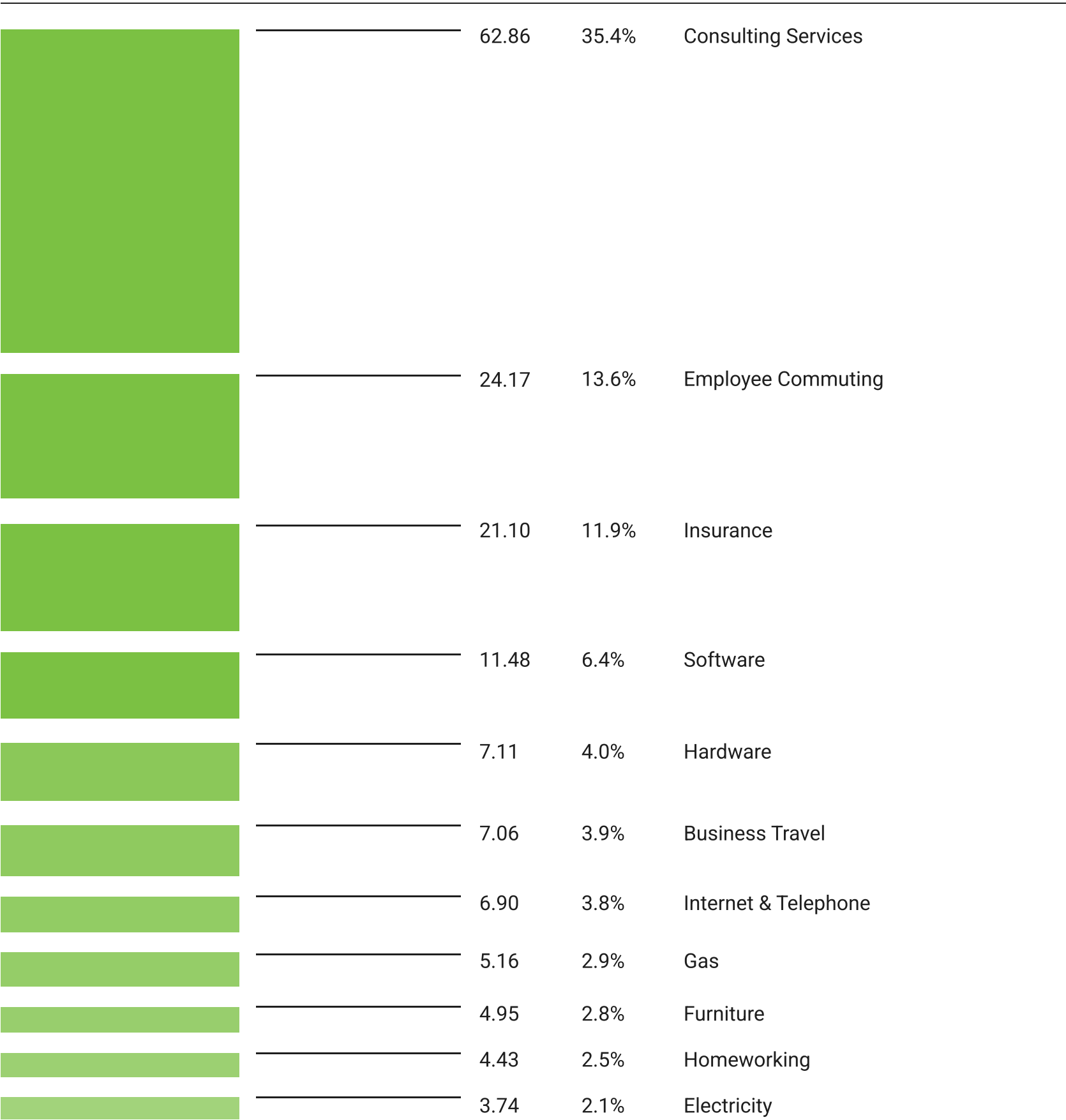
SCOPE	'22-'23%	CATEGORY	'18-'19	'19-'20	'20-'21	'21-'22	'22-'23
Scope 01	3%	Direct emissions from natural gas	16.38	20.37	7.36	7.33	5.16
	0%	Fugitive emissions	0	0	0	0	0
	3%		16.38	20.37	7.36	7.33	5.16
Scope 02	2%	Electricity (market-based)	23.15	18.84	12.25	10.58	3.74
	-%	Electricity (location-based)	23.15	18.84	12.25	10.58	10.17
	2%	Total (market-based)	23.15	18.84	12.25	10.58	3.74
Scope 03	74%	Purchased goods and services	149.93	90.38	98.67	113.94	130.66
	0%	Capital goods	0	0	0	0	0
	<1%	Fuel and energy related activities	0	3.98	1.94	2.05	1.56
	0%	Upstream T&D	0	0	0	0	0
	<1%	Waste	1.01	0.96	1.06	0.74	0.67
	4%	Business travel	11.96	11.39	4.0	6.27	7.06
	16%	Employee commuting (incl. homeworking)	22.82	21.83	21.76	21.7	28.6
	0%	Upstream leased assets	0	0	0	0	0
	0%	Downstream T&D	0	0	0	0	0
	0%	Processing of sold products	0	0	0	0	0
	0%	Use of sold products	0	0	0	0	0
	0%	End of life treatment of sold products	0	0	0	0	0
	0%	Downstream leased assets	0	0	0	0	0
	0%	Franchises	0	0	0	0	0
	0%	Investments	0	0	0	0	0
			185.72	124.56	125.49	144.7	168.55
Total (Market-based)	100%		225.25	167.75	147.04	162.61	177.45
% Change from base year:				-25.5%	-34.7%	-27.8%	-21.2%

SCOPE 3 HOTSPOTS

While 2018-19 serves as our base year, the profile of **rhp**’s emissions in 2022-2023 offers the most up-to-date insights into where our carbon output lies and where reduction opportunities exist.

The most significant source of emissions in 2023 was consulting services, contributing 35.4% of overall emissions, followed by employee commute travel at 13.6%. Insurance services also accounted for a notable portion at 11.9%. Employee commuting emissions have seen a rise, which signals a key area for targeted interventions, alongside other hotspots like electricity, software, and business travel.

Emission hotspots by source 2023 (tCO₂e)



SCIENCE-BASED TARGETS

rhp will aim to set a credible carbon reduction target following the Science Based Targets Initiative (SBTi) SME guidance. This ensures that our emissions reductions will be aligned with limiting global temperature rise to 1.5°C, contributing meaningfully to climate resilience and sustainable growth.

This target is reflective of the global effort needed to curb the harmful increase in GHG emissions. We are steadfast in our carbon commitments, and aligning with SBTi guarantees the formulation of strong, credible targets that adhere closely to climate science principles.

Our target

OBJECTIVES

To meet our climate goals, **rhp** will set both near-term and net-zero targets in line with the SBTi SME guidance. We are committed to our carbon reduction journey, and aligning with SBTi ensures that our targets are scientifically robust and credible, driving meaningful action towards a sustainable future.

NEAR-TERM TARGET

rhp commits to reduce absolute scope 1 and scope 2 GHG emissions by 42% by 2030 from a 2018-19 base year and to measure and reduce its scope 3 emissions.

NET-ZERO TARGET

rhp are committed to reducing our carbon emissions 90% by 2035 from a 2018-19 base year. Our long-term target is inclusive of at least 95% of scope 1, 2 and 3 GHG emissions. We have achieved an absolute reduction of 21.2% across scopes 1, 2 and 3 in the period 2018-2019 to 2022-2023.

ANY CARBON TARGET SHOULD
BE ALIGNED WITH CUTTING
EDGE SCIENCE TO PROVIDE
A MEANINGFUL GOAL.

AREAS OF IMPACT

At **rhp**, we are dedicated to advancing sustainability by identifying and addressing the most significant sources of emissions across all aspects of our work. Our focus is on creating impactful reductions, not only within our own practice but across the broader network of projects and partnerships we engage with.

Impact areas and actions			
IMPACT AREAS	REF	ACTIONS	IMPACT
01 Buildings	BU1	Energy reduction	Medium
	BU2	Office efficiency	High
	BU3	Onsite renewable energy	High
02 Suppliers	SU1	Supplier Engagement	Medium
	SU2	Sustainable Procurement	Medium
03 Employees	EM1	Employee Commuting	High
	EM2	Staff Energy	Medium
	EM3	Staff Training	Medium
04 Core Business	CB1	Business Travel	Medium
	CB2	Office Waste	Low
05 Client & Industry	CL1	Client & Industry Networks	Medium
06 Offsets	OF1	Offset Procurement	Medium

01 BUILDINGS

BU1 Energy Reduction	rhp is committed to reducing its scope 1 and 2 emissions 42% by 2030 from a 2018-19 base year. Gas heating is present in Cambridge only, with a recently upgraded boiler. As a result we will continue to drive reduction through behavioural changes, and explore the removal of gas in the future. Procurement of 100% renewable energy will further enable us to achieve our near-term target.	Medium
BU2 Office Efficiency	We will facilitate energy reductions through optimising the physical space occupied by RHP. As champions of sustainability in the built environment, rhp will seek to increase office efficiency by retrofit and integrating low-consumption lighting.	High
BU3 Onsite Renewables	Onsite renewable energy generation is being explored as a way to further lower the impact of rhp 's energy consumption. Our Brighton location has a PV array at current and we are undertaking an assessment to determine the capacity of this array and the feasibility of a similar system at Cambridge.	High

02 SUPPLIERS

SU1 Supplier Engagement	rhp will annually engage our core suppliers on their emissions performance to identify risks and opportunities within our supply chain. Our initial assessment, undertaken in 2023, allowed us to gather supplier-specific primary data which facilitated a revision of our carbon calculation, ultimately reducing our recorded footprint by 12tCO ₂ e. Annual engagement will improve the accuracy of our calculation, and communicate our ambition to the supply chain. rhp currently includes all associated subcontractor emissions in the reporting boundary.	Medium
SU2 Sustainable Procurement	rhp will embed sustainability expectations into our procurement process. In order to achieve our reduction targets, our core suppliers must meet or exceed our ambition by 2035. We will work with our suppliers to support them in aligning to our decarbonisation targets.	Low

03 CLIENT & INDUSTRY

CL1 Projects	rhp will continue to encourage sustainable behaviours across our stakeholder network. As champions of sustainable architecture, we will continue to participate in, and contribute to, industry events and initiatives which seek to minimise the environmental impact of the work we do.	High
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04 EMPLOYEES

EM1 Employee Commuting	rhp will support and incentivise sustainable transport modes for employees commuting journeys. We will continue to promote our cycle-to-work scheme, and explore the implementation of a salary sacrifice scheme for low-impact vehicles. RHP will annually gather commute data from staff to ensure the accuracy of our calculations.	High
EM2 Staff Energy	In order to address our working from home emissions, rhp will gather data on our employees working environments and energy tariffs/suppliers. We will empower our staff to better understand their footprint and explore ways to lower their emissions while at home, on rhp time and in their own.	Low
EM3 Staff Training	Our reduction targets can only be achieved with buy-in across the organisation. Some of our initiatives will be impactful to business operations, and so it is critical that all RHP staff have the support, education and training required to work towards net-zero collectively. Sustainability is already at the fore of what rhp does, and our employees share our collective beliefs and ambition.	Low

05 CORE BUSINESS

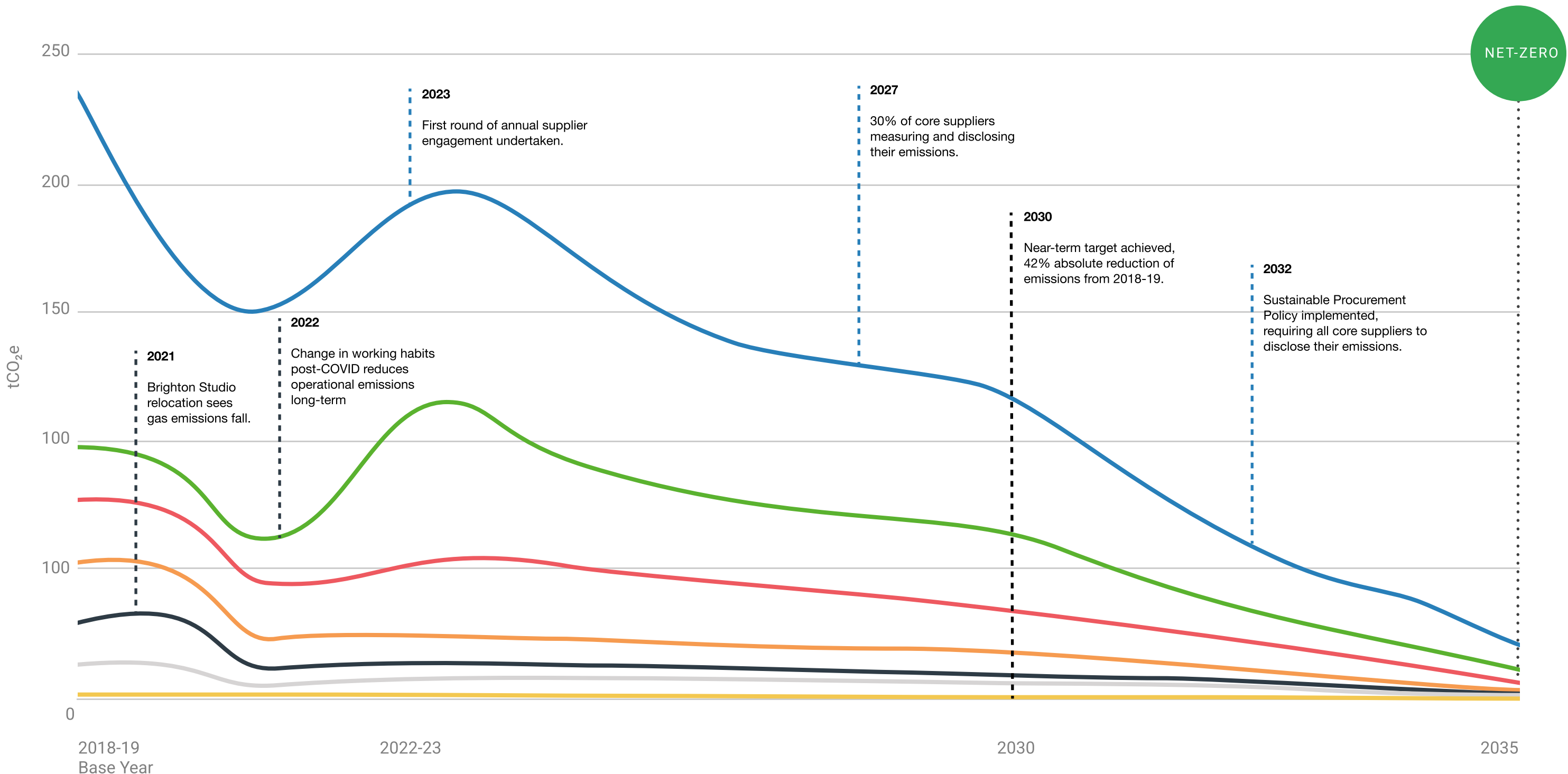
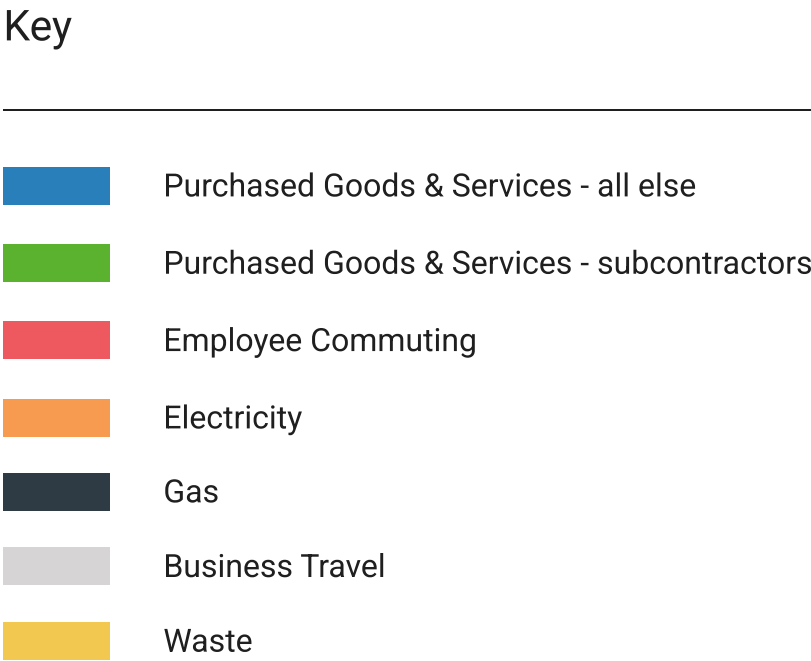
CB1 Business Travel	We will seek to reduce business travel emissions 90% by 2035 from a 2018-19 base year. While travelling for business is at times essential to deliver a level of service for which rhp is known, we will prioritise the usage of low-impact transport modes where possible. A sustainable travel policy will be implemented in 2025.	Medium
CB2 Office Waste	rhp will work to reduce the environmental impact of the waste we produce through ensuring we have adequate facilities, signage and communication to dispose of waste correctly. We will further review our purchasing habits to minimise the consumption of disposable packaging.	Medium

06 OFFSETS

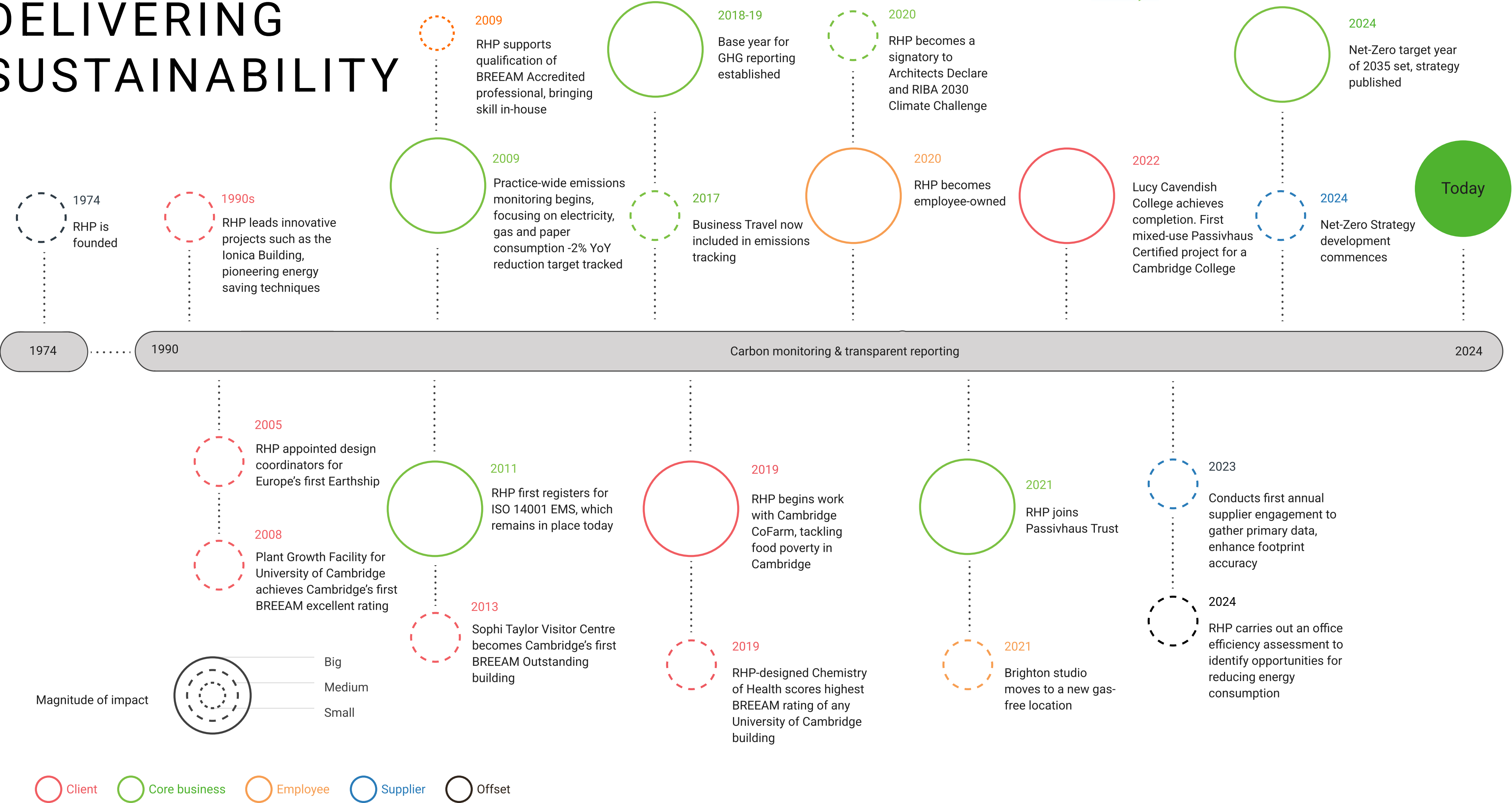
OF1 Offset Procurement	On our way to net-zero, rhp will develop an offset policy that seeks to mitigate our impact through the procurement of high-quality, verified carbon offsets.	Medium
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NET-ZERO PATHWAY

This is what our annual core emission hotspots will look like on the way to our 2035 net-zero target.



DELIVERING SUSTAINABILITY



DELIVERING DECARBONISATION

We will practice what we preach.

We understand that true progress begins with strong governance, and we are fully committed to accountability at every level. This responsibility is embedded in our strategy, ensuring that every decision and action aligns with our carbon reduction goals. We know that driving meaningful change requires us to hold ourselves to the highest standards, practicing what we advocate for, in all aspects of our work.

01 MONITORING

At **rhp**, monitoring our carbon footprint is key to achieving our net-zero goals. We're dedicated to annually measuring, reporting, and critically reviewing our emissions data to ensure we stay on the right path.

02 ASSURANCE

Data integrity is crucial at **rhp**. Each year, we will verify our carbon measurements against the ISO 14064-1 standard, ensuring accuracy. With oversight from our leadership and final approval from management, our tracking remains transparent, credible, and reliable.

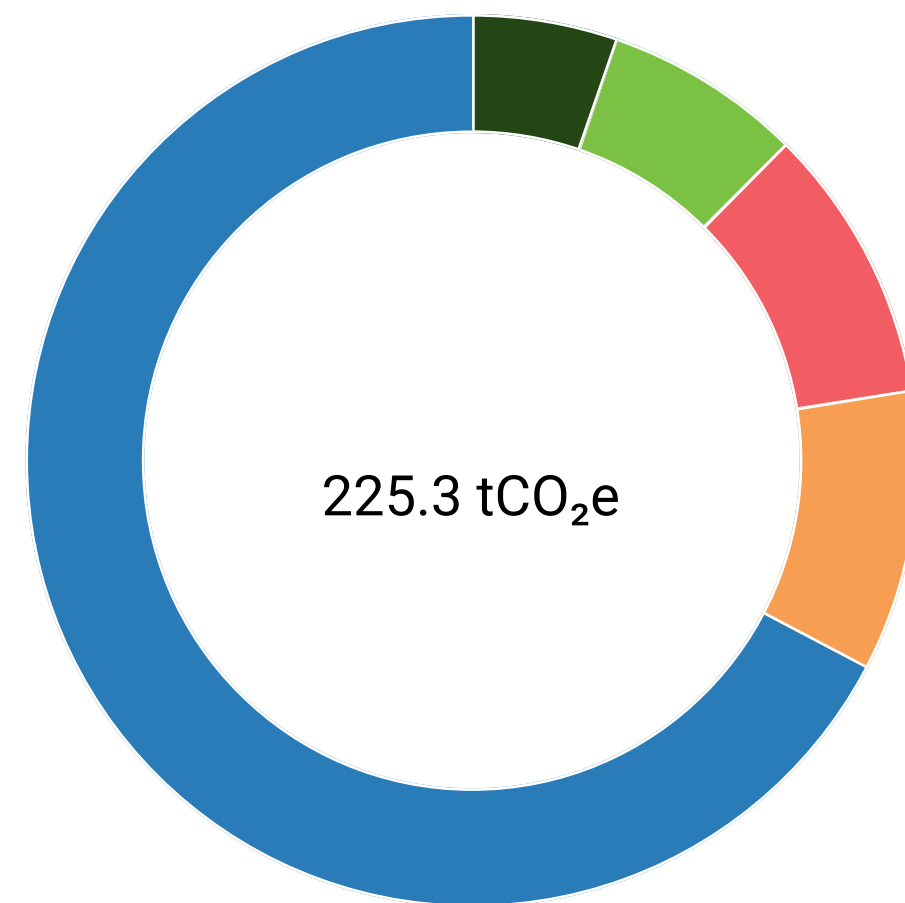
03 REVIEW & IMPROVE

At **rhp**, we understand that our net-zero strategy will evolve as we learn and grow. We're committed to continual improvement, refining our approach along the way. Every three years, we pledge to:

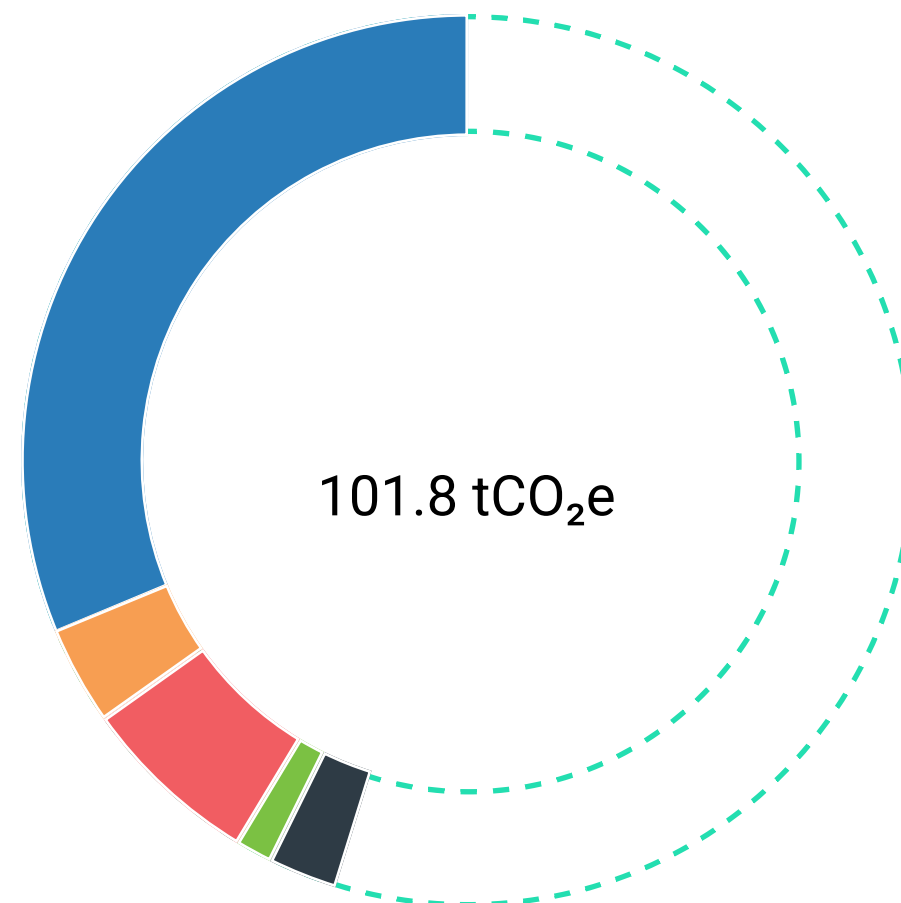
- Revise targets against delivery
- Identify and mitigate data gaps
- Update our strategy

THE JOURNEY TO NET-ZERO

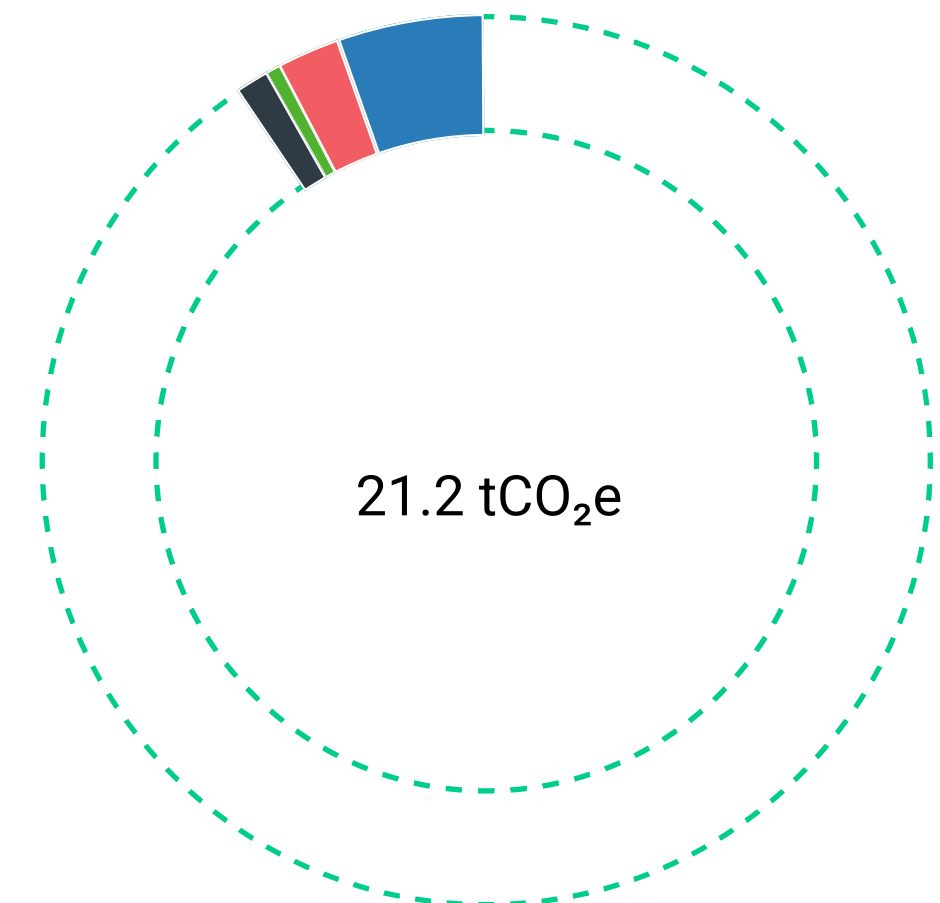
We won't let our growing business negatively affect our decarbonisation pathway. On the way to our 2035 target, we are expecting to see reductions in the following areas:



2018-19
BASELINE



2030



2035

Key



THE FINAL SAY



As someone who tries hard to reduce their emissions and plastic waste in my personal life, it's nice to feel that we are doing the same in our professional lives.

Hopefully, making this move will help to apply pressure on other sectors of the construction industry to take greater responsibility for their CO2 emissions and, hopefully, will put us in a better position to encourage our clients to make more sustainable choices as well.

Katie Durkin
Level 7 Architectural Apprentice



We, as an **rhp** team, are committed to reducing our emissions and as an Employee Ownership Trust, we will work together to make this a reality. An industry wide effort is needed to reduce the impact of construction, so I am delighted that **rhp** has taken the step to publicly commit to our Net-Zero Strategy.

The Net-Zero Strategy aligns with the ethos of the practice from day to day running, to how we engage with clients to deliver sustainable architecture. I hope it will engage with clients and other designers to consider their impact and work with us to reduce the impact of the construction industry.

Abby Aldridge
Architect and EOT Trustee



As a practice we have long considered our environmental impact and measured our emissions relating to energy supply, so formalising this in our new Net Zero Strategy publicly reaffirms our commitment to a more sustainable future.

We are mindful, as architects, of the environmental impact of construction and will share our experience with clients and colleagues to effect positive change as we lead by example.

We will continue to be inclusive in sharing our knowledge with colleagues, and work with our supply chain to help others consider their environmental impact. Ultimately we are committing to hold ourselves accountable in our journey towards Net Zero, and will continue to review our progress and report on the steps we are taking. I am excited to see what we can achieve!

Tom Foggin
Director and Sustainability Lead

WE WILL:

- REVISE TARGETS
AGAINST DELIVERY
- IDENTIFY & MITIGATE
DATA GAPS
- UPDATE OUR STRATEGY



Contact

Tom Foggin
Director
tom.foggin@rhpartnership.co.uk

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