Ryder

Carbon Reduction Plan 2026

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Supplier name
Ryder Architecture including
Okana Global and subsidiaries

Cover image
Paisley Grammar School, in Paisley, Renfrewshire, is an £85.5m community campus combining leaning, sport, music and performance. Pupils will be able to experience the dedicated drama and performance spaces, playing fields and a new home for Renfrewshire's Music School. With a maximum capacity of 1,380 pupils, it also offers dedicated ASN and community facilities. The project is awaiting Passivhaus certification.

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Introduction

Ryder is committed to achieving net zero for scopes 1, 2 and 3 GHG emissions by 2050.

Our Carbon Reduction Plan (CRP) presents Ryder's greenhouse gas emissions for Financial Year 2026 (FY2026), covering the period 1 May 2025 to 30 April 2026.

While challenges remain, the initiatives highlighted are beginning to show impact, with our emissions intensity (CO2e/FTE) for scopes and categories reported under PPN 006[1], under our target for a second consecutive year.

In accordance with PPN 006, this document reports scope 1, scope 2 and the specified scope 3 emissions categories, and therefore represents a subset of Ryder's wider greenhouse gas inventory.

Ryder separately monitors and reports additional material emissions sources through its environmental management and carbon reporting processes.

Ryder continually reviews emissions data and methodologies to improve reporting quality. This CRP reflects the best available data at the time of publication, and baseline emissions may be recalculated where improved historic data becomes available. Ryder continually seeks to improve data quality through the use of primary activity data where available.

Methodology

The methodology adopted is in line with the Greenhouse Gas Protocol[2] and the UK Government Environmental Reporting Guidelines[3].

The calculations were completed on the SmartCarbon™ Calculator[4] using the UK Government Emissions Factors[5], ONS and DEFRA datasets, with more details on page nine of this document.

CO2e is the universal unit of measurement to indicate the global warming potential (GWP) of Greenhouse Gases (GHGs), expressed in terms of the GWP of one unit of carbon dioxide.

1 Procurement Policy Note 006 (2021, Updated 2025): https://www.gov.uk/government/publications/ppn-006-taking-account-of-carbon-reduction-plans-in-the-procurement-of-major-government-contracts/ppn-006-taking-account-of-carbon-reduction-plans-html
2 The GHG Protocol Corporate Accounting and Reporting Standard. Revised Edition (2015) World Resource Institute and World Business Council for Sustainable Development
3 Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance (March 2019) UK Government Department for Business, Environment and Industrial Strategy.
4 SmartCarbon Calculator: https://www.smartcarboncalculator.com/
5 Greenhouse gas reporting: conversion factors - Full set (for advanced users). More at this link: https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

Our boundary and data sources

Our boundary

Ryder has adopted an operational control approach in defining its organisational boundary. The boundary includes all offices and activities over which Ryder exercises operational control.

Our boundaries have been updated to reflect acquisitions and Okana which is a subsidiary of Ryder. Therefore, this CRP covers Ryder and subsidiaries, including Okana.

Where accurate historic data is unavailable, estimations are used based on the data from all Ryder offices, adjusted for number of FTEs or office floor area.

Where Ryder does not exercise operational control over scope 1 emissions, such as in leased offices, these emissions are reported under scope 3 category 8 (upstream leased assets), and are not included in the subset of scope 3 emissions for the CRP.

Data sources and accuracy

The carbon emissions reporting period aligns with Ryder's financial reporting year, 1 May 2025 to 30 April 2026.

Our practice carbon management protocol is updated regularly which tracks all data sources and types used in the recording of our emissions.

Primary data is used wherever possible, supplemented by estimated, extrapolated, proxy or spend based data where required.

Five of Ryder's UK offices now procure REGO certified electricity. Our CRP includes both location based and market based reporting methods, with graphics presenting the market based data.

Ryder continues to improve the quality of its carbon data through local carbon representatives, enhanced data collection processes, improved expense categorisation, increased use of primary utility and waste data, and collaboration with landlords and suppliers.

These measures support a continual reduction in the use of spend based calculation methods and an increasing proportion of primary emissions data.

Financial year 2020 baseline emissions

Baseline emissions provide the reference point against which future emissions reductions are measured. Ryder's baseline year is FY2020, covering the period from 1 May 2019 to 30 April 2020.

The baseline includes scope 1, scope 2 and relevant scope 3 emissions reported in accordance with the PPN 006 Technical Standard.

Baseline emissions have been updated from previous versions of our CRP to maintain a consistent and comparable reporting basis in accordance with GHG Protocol principles. The changes reflect improvements in data availability, data quality, the categorisation of expenditure used within spend based emissions calculations and changes to ONS and DEFRA datasets, with further information on datasets used on page nine.

All emissions are reported in tonnes of carbon dioxide equivalent (tCOe) and rounded to the nearest whole number.

Emissions	Intensity (tCO2e / FTE)	Total (tCO2e)
Scope 1	**0.19**	**37**
Scope 2 (market based method)	**0.55**	**109**
Scope 2 (location based method)	0.55	109
Scope 3 Includes: 4 Upstream transportation and distribution 29 tCO2e 5 Waste generated in operations 3 tCO2e 6 Business travel 198 tCO2e 7 Employee commuting 75 tCO2e 9 Downstream transportation and distribution 0 tC02e* *not relevant to the scope of Ryder's business activities	**1.54**	**304**
Total emissions (scope 2 market based method)	**2.28**	**451**
Total emissions (scope 2 location based method)	2.28	451

Financial year 2026 emissions

Emissions overview

Over the reporting period there was a reduction in total emissions compared to the previous reporting year, and market based emissions remain lower than the FY2020 baseline.

Energy related emissions have generally decreased, reflecting improvements in energy efficiency and the impact of the transition to our hybrid pool car fleet. Emissions associated with purchased electricity have reduced significantly through the increased use of REGO certified renewable electricity, with all but one UK office now supplied through a renewable electricity tariff.

Procurement and supply chain emissions have fluctuated over time. These emissions are primarily calculated using spend based methodologies. Increases in reported transportation and distribution emissions are a result of updates to emission factors rather than changes in purchasing activity.

Emissions	Intensity (tCO2e / FTE)	Total (tCO2e)
Scope 1	**0.10**	**28**
Scope 2 (market based method)	**0.03**	**9**
Scope 2 (location based method)	0.23	68
Scope 3 Includes: 4 Upstream transportation and distribution 38 tCO2e 5 Waste generated in operations 1 tCO2e 6 Business travel 246 tCO2e 7 Employee commuting 98 tCO2e 9 Downstream transportation and distribution 0 tCO2e* *not relevant to the scope of Ryder's business activities.	**1.30**	**383**
Total emissions (scope 2 market based method)	**1.42**	**420**
Total emissions (scope 2 location based method)	1.62	479

Waste related emissions have reduced as a result of waste reduction initiatives, improved primary data collection and increased diversion from landfill.

Business travel remains one of our largest sources of emissions however, emissions have reduced in recent years as the business has promoted lower carbon travel options and brought in policies around non essential flights.

Employee commuting emissions have remained relatively stable throughout, however better data collection methods are planned to support future initiatives.

Ryder has maintained its net zero 2050 commitment and 2030 interim reduction target and, through the delivery of our carbon reduction initiatives, aspires to achieve these targets despite continued business growth.

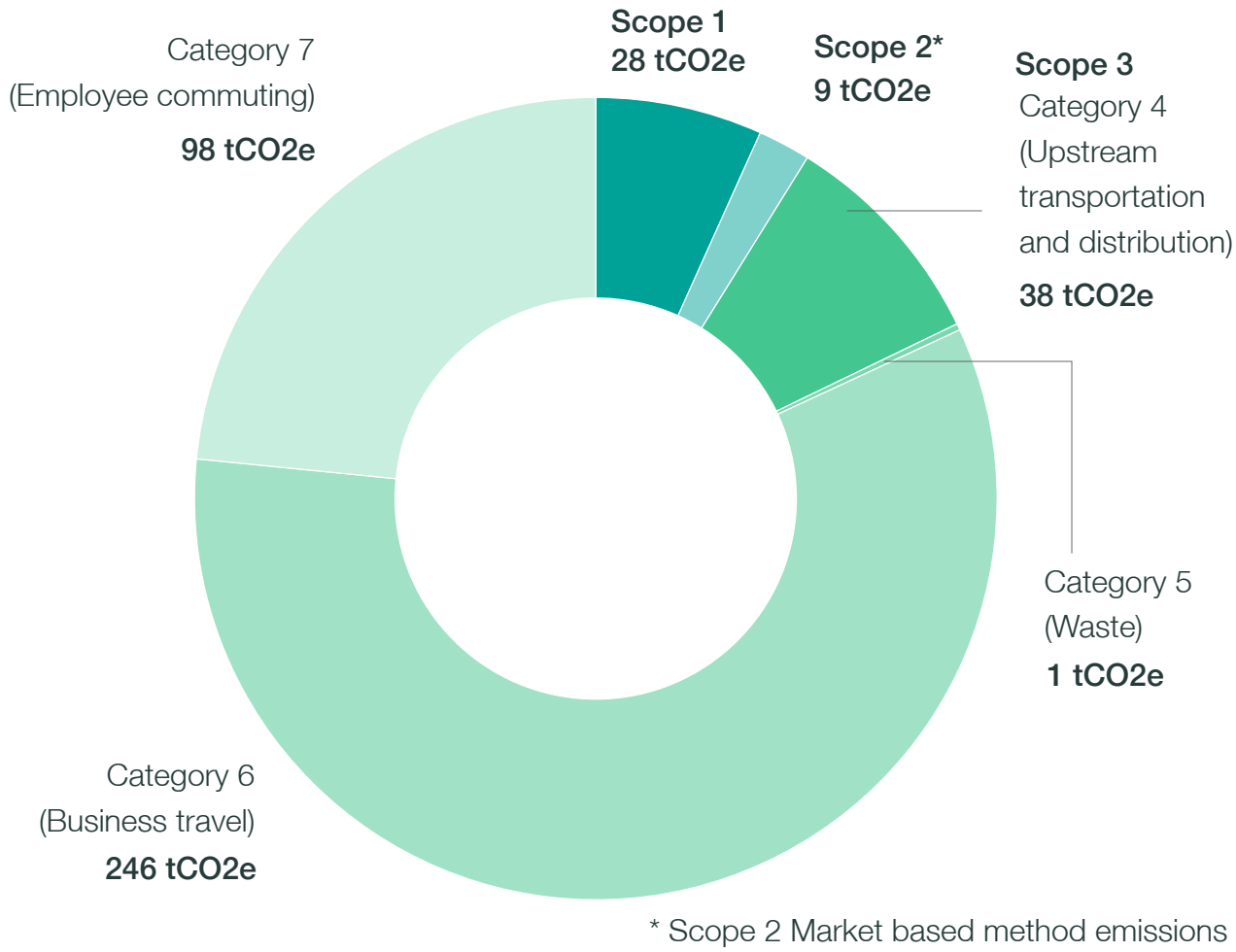

Figure 1. FY2026 emissions broken down by scope 1, scope 2 and subset of scope 3 categories (tCO2e).

Estimations

- Scope 1, scope 2, and scope 3 category 5 data for residential properties rented by Ryder: Where it is not possible to obtain primary data, proxy data is used based on other Ryder offices and UK Government DEFRA waste data.
- Scope 3 category 4: Spend data is used for postal and courier services and warehousing and storage.
- Scope 3 category 5: Where some primary data has been unavailable, estimations or extrapolations are used. Where we lease office space, in some cases this data is available for the building and then apportioned based on our footprint within the building.
- Scope 3 category 6: This is a mix of distance based data and roughly one third is spend based data, following industry CO2e/£ conversation factors, where the distance or mode are not available.
- Scope 3 category 7: Data is extrapolated based on an annual staff travel survey.

Datasets and methodology updates

The spend based emissions factors used for scope 3 category 4 and category 6 have been reviewed by SmartCarbon™. Therefore, in line with the GHG Protocol Reporting Standard (p.38), we have recalculated our emissions data across all reporting periods, including the baseline year, to reflect improved emissions factors and data accuracy, to maintain consistency and comparability between reporting periods.

Previously, emissions for these categories were calculated using emissions intensity factors published by the Office for National Statistics (ONS). Following a methodology review, Department for Environment, Food and Rural Affairs (DEFRA) spend based DEFRA emissions factors have been adopted where direct sectoral matches exist, providing a more representative basis for spend based emissions calculations. Activities for which no suitable DEFRA equivalent is available continue to use ONS emissions intensity factors, updated using the latest available ONS dataset.

The calculations are based on the 2026 releases of the DEFRA and ONS datasets. The DEFRA dataset contains emissions factors up to and including 2023, while the ONS dataset contains emissions factors up to and including 2024. Where emissions factors were not available for the relevant reporting year, values were adjusted using the ONS Consumer Price Index (CPI) to ensure a consistent basis for spend based calculations.

Carbon intensity

Carbon intensity per Ryder employee (FTE) is used to asses our emissions relative to the size of our practice.

Whilst total emissions have fluctuated over the reporting period in response to changes in business activity, growth and organisational changes, carbon intensity has generally reduced from the baseline figure of 2.28 tCOe/FTE, to an approximate intensity of 1.42 tCOe/FTE (market based).

Carbon reduction targets and initiatives

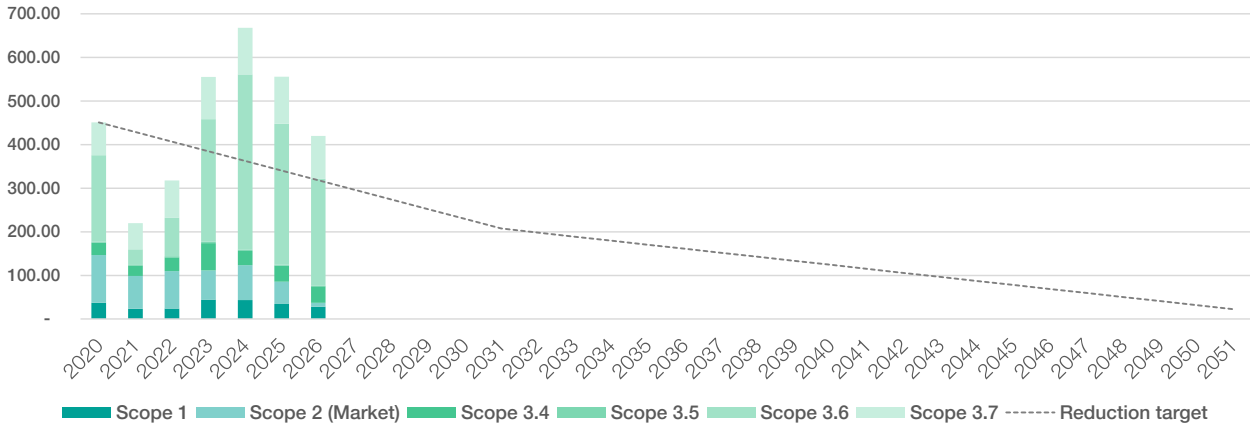

Figure 2. Year on year emissions from our baseline year, broken down by scope 1, scope 2 and subset of scope 3 categories required by PPN 006 along with our indicative reduction pathway (tCO2e).

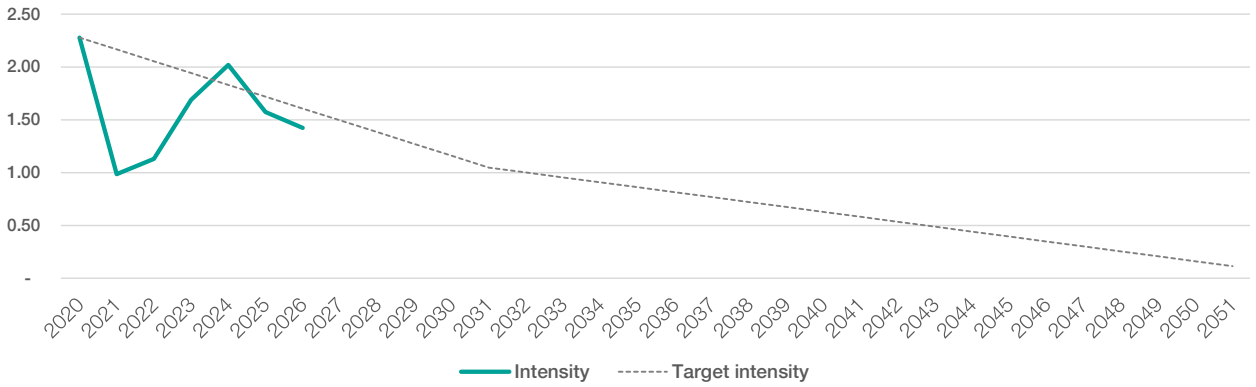

Figure 3. Year on year emissions intensity from our baseline year, based on scope 1, scope 2 and subset of scope 3 categories required by PPN 006 along with an indicative intensity reduction pathway (tCO2e/FTE).

Our carbon reduction is supported by five action plans developed in response to significant environmental aspects identified through our ISO 14001 Environmental Management System (EMS) covering carbon, travel, procurement, waste and water. While only one plan is specifically focused on carbon, all contribute to reducing Ryder's wider GHG emissions and environmental impacts. We continue to improve the quality and coverage of environmental data to better understand emissions hotspots, prioritise resources and target future reduction opportunities.

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since our FY2020 baseline.

These measures will remain in place when performing contracts over the coming year:

1 Digital carbon dashboards that are accessible to all Ryder people, that provide a platform to record current data on our emissions and highlight key areas where intervention is required.

2 Progress against our net zero roadmap in our annual reports.

3 A public transport season ticket loan to encourage people to utilise public transport.

4 An electric vehicle salary sacrifice scheme that enables people to lease an electric vehicle, and maintain our existing cycle to work scheme.

5 Over the last reporting period we have increased the number of our UK offices which run on REGO backed electricity supplies, with our last remaining office planning to transition to REGO in FY2027.

Future carbon reduction initiatives

In the future, we also hope to implement further measures such as:

1 Continue transitioning all offices to REGO backed electricity supplies and investigate opportunities for direct renewable electricity procurement where feasible.

2 Work with our landlords to drive down emissions, identifying opportunities to transition away from fossil fuel energy sources and enhance each site.

3 Develop our sustainable travel policy through the implementation of travel carbon budgets for non essential travel and modal shift towards lower carbon transport options.

4 Continue to minimise domestic flights where suitable rail alternatives exist and encourage active travel through improved cycle facilities, staff engagement and wellbeing initiatives.

5 Work with our supply chain to develop and deliver their carbon reduction plans, prioritising engagement with the most significant suppliers.

6 Obtain primary scope 1 and scope 2 emissions data from key suppliers and sub consultants to improve the quality and accuracy of our scope 3 emissions reporting.

7 Review pool car specifications at time of replacement to select the lowest carbon emissions option.

8 Improve carbon literacy and staff engagement within our EMS.

9 Introduce new waste streams, increase staff awareness of waste streams, and use waste collection service provider data together, to reduce the carbon emissions associated with waste collection.

10 Whilst not a direct emissions reduction initiative, Ryder will continue to improve carbon data quality and work with its supply chain to increase the use of primary emissions data. This is expected to support the future reporting of additional emissions categories beyond those required by PPN006.

Refurbishment works to Cooper's Studios

Where we have operational control over our offices we have also embarked on a programme of energy reduction and efficiency initiatives. This includes a detailed energy study of our largest office, Cooper's Studios in Newcastle. From this study we have identified a range of carbon reduction measures of varying scale, cost and complexity. This study not only seeks to improve the building's performance but also enhance user health and comfort, benefiting the environment and the wellbeing of our people. Some of these measures are currently in progress, or are to be implemented over coming years.

These form a key part of our progress toward our net zero targets, and include:

1. Updates to our water heating systems to improve energy efficiency and water consumption.
2. Installation of destratification fans to enhance energy efficiency and reduce heat loss.
3. Improved lighting design and controls, with all lights replaced with low energy, long life LED fittings.

Net zero pathway

We aim to reduce emissions outlined in the CRP to approximately 230 tCO2e by 2030, representing a reduction of at least 46% compared to our FY2020 baseline.

Progress will be supported through our environmental action plans, improved supplier engagement and continued improvements in emissions data quality.

Declaration and sign off

This CRP has been completed in accordance with PPN 006 and associated guidance and reporting standard for CRPs.

Emissions have been reported and recorded in accordance with the published reporting standard for CRPs 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 CRPs and the GHG Protocol Corporate Value Chain (scope 3) Standard.

This CRP has been reviewed and signed off by the Ryder Leadership Board.

Mark Thompson
Principal, Managing Director

Ryder Architecture

30 October 2026

Dr Graham Kelly
Principal, Managing Director

Okana Global

30 October 2026

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