



Reporting period 2024-2025

Carbon Reduction Report

BLAKE 
MORGAN

Carbon Reduction Plan



Name: Blake Morgan LLP

Publication date: February 2026

Commitment to achieving Net Zero

Blake Morgan LLP is committed to achieving Net Zero emissions by 2050.

Emissions Footprint

| Year: May 2023 to April 2024 | |
|---|----------------------------|
| Additional Details relating to the Emissions calculations | |
| Data has been collected and calculated based on methods used for ESOS and CRC reporting and through guidance provided by CIBSE and EMA. | |
| All data is captured through a review of energy consumption data including but not limited to invoices provided by energy suppliers, tenant recharge invoices and supporting schedules for energy consumption for our landlords or their agents as well as expenses claimed by employees for the reimbursement of business mileage. | |
| Baseline year emissions: | |
| EMISSIONS | TOTAL (tCO ₂ e) |
| Scope 1 | 108 |
| Scope 2 | 303 |
| Scope 3 <ul style="list-style-type: none">Business travel in rental/employee-owned vehicles | 52 |
| Total Emissions | 411 |
| Intensity ratio (gross Scope 1 and 2 emissions (tCO₂e) per £1m T/O) | 6.3 |

Current Emissions Reporting

| Reporting Year: May 2024 to April 2025 | |
|---|---------------------------------|
| Additional Comments While our reporting for period May 2023 to April 2024 there was an increase from our previous reporting period in the total emissions from the scopes listed below, we are now showing a significant reduction from 6.3 to 4.9 intensity ratio that has been achieved. As a firm we are also exploring systems to be able to record our business mileage more efficiently and will be able to separate fuel types to record more accurately moving forward in Scope 3. | |
| EMISSIONS | TOTAL (tCO₂e) |
| Scope 1 | 107 |
| Scope 2 | 219 |
| Scope 3 <ul style="list-style-type: none">Business travel in rental/employee-owned vehicles | 49 |
| Total Emissions | 375 |
| Intensity ratio (gross Scope 1 and 2 emissions (tCO₂e) per £1m T/O | 4.9 |

Emissions reduction targets

In order to continue our progress towards achieving Net Zero, Blake Morgan LLP has adopted the following carbon reduction targets. We remain committed to achieving Net Zero by 2050. Our current reporting demonstrates a reduction in our emissions intensity ratio from 6.3 to 4.9 tCO₂e per £1m turnover, and we will continue to build on this progress.

Our operational carbon reduction objectives include reducing energy use in our offices by 10% year on year and reducing fuel use from business travel by 20% year on year. These reduction efforts, alongside improvements in Scope 3 reporting and continued implementation of energy-efficient technologies, support our long-term pathway to Net Zero.

Carbon Reduction Projects

Blake Morgan's approach to carbon reduction commitments

As a firm, we are committed to minimising the impact of our working practices on the environment, our communities and to promoting environmental awareness among our people at all levels.

We hold ISO 14001 Environmental Standard Certification and are committed to minimising the impact of our working practices on the environment. Our commitments include:

- Protection of the environment, prevention of pollution, reduction in waste to landfill, reduction in use of non-renewable energy, lowering the carbon footprint.

- Adopting the highest standards in all areas of operation, meeting all compliance obligations.
- Continually identifying areas where we can implement improvements/enhancing environmental performance.
- Minimising waste through careful and efficient use of all materials and through our firm wide recycling.
- Setting objectives to meet the environmental goals outlined in the policy.
- Purchasing locally sourced/eco/environmentally friendly products where possible

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the previous SECR report. The carbon emission reduction achieved by these schemes equates to **a reduction of 0.2 intensity ratio overall.**

- The firm's ESG group commits to achieve net zero by 2050.
- Completed the implementation of LED lighting in the Southampton office with suggested saving of 1,713 of kWh of energy achieved.

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

- Influencing staff, clients, suppliers and communities to support environmental protection and improvement.
- Improved waste reporting and employee commuting data for our Scope 3 emissions reporting.
- Ensuring that we meet our ISO14001 objectives as follows:

Energy

- Attempt to reduce energy use in our offices by 10% year on year.
- Give due consideration to environmental issues and energy performance in the design, refurbishment, location and type of building.
- We use low energy lighting where possible and it remains the firm's policy to switch off electrical equipment at the end of the day.
- All staff use energy efficient flat screen monitors, laptops and printers.
- The Cardiff, London, Manchester, Oxford, Reading and Southampton offices are equipped with energy-efficient lighting and movement sensors to turn off lights when not in use.
- Our London office is part energy efficient with some LED lighting and movement sensors.
- The Southampton office – our largest office – also has a VRV heating system using heat exchange to reduce energy.
- For Southampton, the only office where we purchase electricity, we chose 100% renewable energy. Where possible we ask our Landlords to consider purchasing green energy.

Travel

- Reducing fuel use by 20% year on year. We will encourage the use of remote meetings, use of public transport and promotion of hybrid/electric vehicles.
- We also offer interest free loans for public transport season tickets/encourage lift sharing schemes and the firm is a member of the Cycle2Work scheme.
- We have also limited air travel to necessary travel only with no use of first class or business class.

Technology

- We have invested in modern hardware for our people including laptops, mobile phones and monitors to reduce power consumption and extend life for longer usage, reducing environmental impact.
- We have invested in modern network infrastructure across our offices, including the removal of physical firewalls, to reduce power consumption and cooling requirements.

- Transitioning to cloud-based solutions and operations to support reduction in paper, utilising digital workflows and implementing online collaborative working tools to reduce paper waste and physical resource consumption.

Waste generation

- All of our offices use central bins which are clearly marked for recycling streams, general waste and confidential waste. The firm recycles food, card, glass, metal, paper, plastic, used toner cartridges and batteries.
- All of our office adheres to the Waste Separation Requirements (Wales) and (England) Regulations 2023 separating waste streams into (a) glass; (b) cartons and similar, metal and plastic; (c) paper and card; (d) food waste; (e) small waste electrical and electronic equipment
- Office furniture is moved and reused across offices to reduce waste going to landfill.
- The amount of paper we use is reduced through double-sided printing, dual monitors and by the increased use of email.
- Blake Morgan's policy is to work towards reducing paper files, and these are now mostly scanned into our management systems and some paper files and some Wills and Deeds are sent to storage.

Suppliers

- Prior to engagement all suppliers complete a questionnaire and are required to demonstrate environmental responsibility.
- All suppliers must comply with relevant Environmental UK/EU/International legal requirements. Contractors are validated with the Environment Agency/Natural Resource Wales for specific licenses.
- We plan to implement a supplier portal encouraging major suppliers to provide us with regular/consistent sustainability performance data.

Clients

- We encourage clients to meet virtually, alleviating the need to travel and to make use of secure online portals when sending or receiving documents rather than printing documents.

Partnerships

- EcoVadis sustainability rating – In our fifth consecutive year of being rated by world renowned sustainability experts EcoVadis, Blake Morgan has achieved a Bronze medal rating in recognition of its sustainability and corporate social responsibility practices. The firm improved its overall score in 2025 to 64/100 and we ranked in the top 27% of companies assessed, 10.5 points above average.
- Blake Morgan is a signatory of the Healthy Travel Wales Charter – a commitment to more sustainable forms of transport.
- We have a longstanding partnership with the not-for-profit social enterprise Ethical Reading – an initiative to make the wider Berkshire environment a better place to live and work.
- We were a proud sponsor of the Sustainability in Housing Award at the Chartered Institute of Housing Welsh Housing Awards and the Youth Climate Change Champion category in the Tidy Wales Awards.
- We were a 2025 workshop sponsor of Green Health Thames Valley – a horticulture-based charity.
- In 2025 we partnered with City of Portsmouth College to donate our old laptops and mobile phones, extending the working life of these items.



Promoting values to staff

- In 2025 we launched a new joiner welcome pack which illustrates our environmental commitments and includes all the eco credentials of our branded materials including:
 - A 100% FSC certified bamboo pen
 - A fully recyclable notepad made from recycled plastic bottles and recycled paper
 - A stainless steel eco water bottle made from 20% recycled steel, with a lifespan of 10+ years and a tree planted for each bottle purchased.
- We maintain and update our intranet's dedicated environmental, social and governance (ESG) mini site which details commitments, achievements, events and ways to get involved.
- We used a combination of on and offline communication channels to embed the introduction of the New Simpler Recycling Rules in our UK offices and the Workplace Recycling Laws in Wales.
- Our annual [Chair report](#) highlights the activity that took place across the firm in the 2024/25 financial year to support our local communities and the environment. Community is firmly embedded in our culture at Blake Morgan, and we strive to make a difference to the places in which we live and work through volunteering – supported by our MyTime benefit, donations, fundraising, and supporting charitable initiatives, as well as through our environmental commitments. Our Chair report encapsulates these commitments.

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 Blake Morgan LLP

A rectangular box containing a handwritten signature in black ink. The signature appears to be 'Helen Bunker' written in a cursive style.

Helen Bunker
Chair

February 2026

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>



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