

Carbon Reduction Plan

2026-2050



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1. Purpose of the Carbon Reduction Plan

The purpose of Hardyman's Carbon Reduction Plan is to provide a clear, structured framework and strategy for reducing carbon emissions across all areas of the business. It defines how Hardyman will identify, manage, and minimise its carbon footprint while maintaining operational efficiency and supporting long-term growth. The plan establishes a consistent approach to measuring emissions, setting reduction targets, and implementing practical actions that deliver measurable results. It ensures that carbon reduction is not treated as a standalone initiative, but is fully integrated into business planning, investment decisions, and day-to-day operations.

The Carbon Reduction Plan supports compliance with regulatory requirements and aligns Hardyman with wider industry and societal expectations around sustainability and environmental responsibility. It also enables Hardyman to proactively manage risks associated with climate change, such as rising energy costs, supply chain pressures, and evolving legislation, while identifying opportunities for innovation and efficiency. It also provides a roadmap for achieving Net Zero, ensuring that Hardyman can deliver sustained carbon emissions reductions in a way that is practical, cost-effective, and aligned with its overall business objectives.

2. Overview of Hardyman

Hardyman operates within the housing sector, specialising in property improvements, refurbishments, and adaptations to residential homes across the United Kingdom.

The organisation delivers services that enhance the safety, accessibility, and energy performance of homes, supporting residents, particularly vulnerable individuals, to live independently and safely.

Core operational activities include:

- Home adaptations (e.g. accessible bathrooms, ramps, mobility improvements)
- Property refurbishments and maintenance
- Installation of fixtures, fittings, and specialist equipment
- Minor and major building works
- Project management and site operations
- Transport of materials, tools, and workforce

Through these activities, Hardyman contributes to social value by improving living conditions and supporting independent living.

However, these operations generate emissions associated with:

- Vehicle and fleet use
- Energy consumption on-site and in offices
- Use of construction materials
- Supply chain activities

Hardyman recognises the importance of reducing carbon emissions while continuing to deliver high-quality housing improvements.

3. The Impact of Climate Change

Climate change is one of the most significant global challenges facing governments, businesses, and communities. Rising greenhouse gas emissions are driving global warming, increasing environmental, economic, and social risks.

In response, the UK Government has committed to achieving Net Zero greenhouse gas emissions by 2050. To support this commitment, it has introduced a range of policies that place carbon reduction at the centre of public sector contracting. These include the Social Value Model under Policy Procurement Notice (PPN) 06/20 (now updated to PPN002) and PPN 06/21, which requires suppliers bidding for central government contracts to publish and implement Carbon Reduction Plans.

These measures place carbon reduction at the forefront of organisations operating within public sector supply chains. The construction and housing improvement sector plays a critical role in both contributing to and addressing climate change. Activities such as material use, transportation, and on-site energy consumption generate carbon emissions. Housing improvements and retrofit works also provide significant opportunities to reduce long-term emissions by enhancing the energy efficiency of homes.

Hardyman operates with a dual responsibility:

- Delivering essential housing adaptations and improvements
- Supporting carbon emissions reduction through sustainable construction practices

By improving homes, particularly through energy-efficient systems, and the use of modern, lower-carbon materials, Hardyman can contribute to reducing overall energy demand and supports the delivery of national Net Zero targets.

4. Alignment with the West Midlands Combined Authority Net Zero Strategy

Hardyman's Carbon Reduction Plan is closely aligned with the objectives and delivery approach of the West Midlands Combined Authority (WMCA) Net Zero Strategy, supporting the region's ambition to achieve net zero emissions by 2041. The strategy adopts a structured, phased approach to decarbonisation, underpinned by data, measurable targets, and continuous improvement. Hardyman's Carbon Reduction Plan directly reflects WMCA's emphasis on evidence-based planning and five-year delivery frameworks, which translate long-term ambitions into practical, achievable actions.

5. Net Zero Commitment

Hardyman recognises that achieving Net Zero requires a long-term, structured approach supported by clear targets, measurable outcomes, and a commitment to continuous improvement. As a business operating within the housing improvements and adaptations sector, Hardyman is committed to reducing the environmental impact of our operations while continuing to deliver high-quality services to our clients.

Hardyman's approach focuses on reducing emissions at source, improving operational efficiency, and adopting lower-carbon technologies across our fleet, materials, and supply chain. This commitment aligns with national Net Zero targets and supports regional ambitions, including those of the West Midlands Combined Authority.

Commitment

Hardyman commits to achieving 50% Net Zero operational emissions by 2040 and 100% by 2050. This target reflects our ambition to progressively decarbonise our operations in a practical and achievable way, while maintaining service quality and operational resilience.

To support this commitment, Hardyman has developed a structured Carbon Reduction Plan that strategically targets the key sources of emissions associated with our activities, including transport, energy consumption, materials, and supply chain operations. Through this approach, Hardyman will deliver measurable and sustained reductions in greenhouse gas emissions over time.

6. Hardyman Carbon Reduction Plan 2025–2050

The Carbon Reduction Plan is built around five key pillars, creating a balanced and practical framework that integrates carbon reduction into day-to-day operations and long-term decision-making. By combining immediate efficiency improvements with longer-term changes, Hardyman can deliver early emissions reductions while building capability for sustained progress toward Net Zero.

6.1 Energy Efficiency Improvements

Hardyman will reduce energy consumption across offices, depots, and operational environments through energy assessments, equipment upgrades, improved building performance, and smart monitoring systems. This will lower emissions, reduce costs, and improve efficiency.

6.2 Transition to Renewable Energy

The business will increase the use of renewable energy through green electricity contracts and exploring on-site generation such as solar PV and battery storage. This will reduce reliance on fossil fuels and lower Scope 2 emissions.

6.3 Sustainable Operations

Sustainability will be embedded into daily operations by improving resource efficiency, reducing waste, and standardising best practices. This includes better planning, increased recycling, and improved site management.

6.4 Supply Chain Decarbonisation

Hardyman will work with suppliers to reduce indirect emissions by introducing sustainable procurement criteria, prioritising low-carbon materials, and encouraging supplier engagement and data sharing.

6.5 Transport and Logistics Optimisation

Transport emissions will be reduced through route optimisation, improved planning, and better coordination of site visits and deliveries, increasing efficiency and reducing fuel use.

Hardyman will implement a phased programme of Carbon Reduction Initiatives alongside the Carbon Reduction Plan following completion of a Whole Life Carbon Assessment in 2025 to produce a Carbon Emissions Baseline. This will ensure actions are targeted, measurable, and aligned with key emission sources, enabling the organisation to deliver consistent and meaningful emissions reductions while maximising operational and commercial benefits.

7. Producing a Carbon Emissions Baseline (2025)

The first stage of this Carbon Reduction Plan is to establish a Carbon Emissions Baseline. This will provide a robust, evidence-based foundation for all carbon reduction initiatives and ensure a clear understanding of Hardyman's carbon footprint.

The baseline will measure emissions across Scope 1, Scope 2, and relevant Scope 3 categories, in line with the Greenhouse Gas Protocol Corporate Accounting Standard.

7.1 Emissions Scope Definition

Scope	Description	Hardyman Examples
Scope 1	Direct emissions from owned or controlled sources	Fuel used in company vans, site equipment, and plant
Scope 2	Indirect emissions from purchased energy	Electricity used in offices, depots, and workshops
Scope 3	Indirect emissions across the value chain	Materials, subcontractors, waste, employee travel

Establishing an accurate baseline is critical to identifying emission hotspots, prioritising actions, and measuring progress toward Net Zero. To establish a Carbon Emissions Baseline, Hardyman will carry out a Whole Life Carbon Assessment as the first stage of its Carbon Reduction Plan 2025–2050.

7.2 Whole Life Carbon Assessment

Hardyman will undertake a Whole Life Carbon Assessment in 2025 to establish a verified carbon baseline to capture both embodied and operational carbon emissions associated with its activities. This will provide a comprehensive and verified view of carbon impacts across the full lifecycle of housing improvements and adaptations.

The assessment will consider:

- **Embodied carbon** – emissions from materials, manufacturing, transport, and construction processes
- **Operational carbon** – emissions from energy use, transport, and day-to-day operations

This approach will produce a verified emissions inventory across Scope 1, Scope 2, and relevant Scope 3 categories, providing a clear picture of emissions across both operations and the wider supply chain. By establishing this evidence base, Hardyman will be able to identify key carbon initiatives, target high-impact areas, and develop data-driven reduction targets. It will also enable consistent performance tracking over time and support more informed decision-making across project delivery, materials selection, and operational practices.

In addition, the assessment will strengthen governance and support compliance with requirements such as PPN 06/21, while aligning with regional priorities, including the West Midlands Net Zero strategy. Overall, the Whole Life Carbon Assessment will create the carbon baseline which will underpin Hardyman's Carbon Reduction Strategy and Carbon Reduction Initiatives moving forward, ensuring all actions are targeted, measurable, and aligned with its Net Zero objectives, while supporting the wider transition to a low-carbon economy.

8. Carbon Reduction Initiatives

Following the Whole Life Carbon Assessment, Hardyman will update the Carbon Reduction Plan 2025-50 to reflect what has been identified in the Whole Life Carbon Assessment and use Carbon Emissions Baseline to develop several Carbon Reduction Initiatives. These initiatives will focus on the key sources of carbon emissions across operations and the supply chain, supported by ongoing monitoring and continuous improvement. Together, they will provide a clear and actionable roadmap for achieving measurable carbon emissions reductions and progressing toward Hardyman's Net Zero commitment.

9. Governance and Delivery

To ensure effective implementation of Carbon Reduction Plan, Hardyman will establish a clear governance structure through a Sustainability Board to oversee the delivery of its Carbon Reduction Initiatives. This will include defined roles and responsibilities, ensuring accountability for carbon management across the business. Regular monitoring, reporting, and review processes will be implemented to track progress against targets, manage risks, and ensure alignment with business objectives and regulatory requirements. This governance framework will support continuous improvement and ensure that the Carbon Reduction Plan remains effective, transparent, and responsive to changes in technology, regulation, and industry best practice.

10. Monitoring, Reporting, and Continuous Improvement

All Carbon Reduction Initiatives will need be underpinned by robust monitoring and reporting processes to ensure transparency, accountability, and ongoing performance improvement. Hardyman will implement annual carbon reporting process to track progress against defined key performance indicators and regularly review initiatives to ensure they remain effective and aligned with best practice. This continuous improvement approach ensures that the Carbon Reduction Plan remains dynamic and responsive to changes in technology, regulation, and operational requirements, enabling sustained emissions reductions over time.

11. Innovation for Future Opportunities

In addition to immediate actions, Hardyman will actively explore opportunities for innovation in service delivery, processes, and technology particularly in relation to Scope 3. This includes adopting new low-carbon solutions, digital tools for efficiency, and alternative materials or construction methods that reduce environmental impact. This approach will foster a culture of innovation, Hardyman will ensure it remains adaptable and able to accelerate carbon reduction as new opportunities emerge.

Carbon Reduction Roadmap

To support delivery of its Carbon Reduction Plan, Hardyman has established a phased Carbon Reduction Roadmap outlining key milestones from 2026 to 2050. This roadmap provides a structured approach to achieving Net Zero, ensuring that progress is measurable, achievable, and aligned with business operations.

Key Milestones

Year	Milestone
2025	Publication of the Carbon Reduction Plan (2025–2050)
2025	Completion of Whole Life Carbon Assessment and Carbon Baseline
2026	Establishment of Sustainability Board
Annually	Review and update of the Carbon Reduction Plan
2027–2030	Delivery of initial carbon reduction initiatives (waste, energy, fleet)
2030	Review and refresh of the Carbon Reduction Plan
2035	Significant carbon reductions across operations and supply chain
2040	Review and refresh of the Carbon Reduction Plan
2050	Achievement of Net Zero Ambitions

Following completion of the 2026 Whole Life Carbon Assessment and Carbon Emissions Baseline, the roadmap will be reviewed and refined to ensure it is fully data-driven and targeted. The Carbon Reduction Plan will then be reviewed annually, with formal refresh points in 2030 and 2040.

These reviews will assess progress against targets, evaluate the effectiveness of initiatives, and incorporate emerging technologies, updated data, and evolving industry best practice. This ongoing process will ensure the plan remains realistic, measurable, and responsive to operational needs, while maintaining alignment with regulatory requirements and regional and national Net Zero objectives.



Hardyman & Co.

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