



# FY25 CARBON REDUCTION PLAN

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[Rescue.org/uk](https://www.rescue.org/uk)

## Commitment to achieving Net Zero

The International Rescue Committee (IRC) UK is committed to achieving Net Zero emissions by 2050. This Carbon Reduction Plan has been prepared in accordance with UK Government Procurement Policy Note (PPN) 06/21 and sets out IRC UK's baseline emissions, current emissions performance, and ongoing emissions reduction initiatives.

## Baseline Emissions Footprint

Baseline emissions represent the greenhouse gases produced prior to the introduction of carbon reduction strategies and serve as the reference point against which progress is measured.

<b>Baseline Year: FY 2021 – 22</b>	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
While IRC UK has historically reported its energy consumption and associated Scope 1 and Scope 2 emissions in line with Streamlined Energy and Carbon Reporting (SECR) requirements, FY21–22 represented the first year in which IRC UK assessed its full greenhouse gas footprint across Scopes 1, 2 and relevant Scope 3 categories in line with PPN 06/21.	
<b>Baseline year emissions:</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
Scope 1	14.5
Scope 2	13.6
Scope 3 (Included Sources)	102.6 <ul style="list-style-type: none"><li>• Upstream Transportation &amp; Distribution: 2.8</li><li>• Business Travel: 2.0</li><li>• Employee Commuting (including Homeworking): 96.1</li><li>• Waste Generated in Operations: 1.7</li><li>• Downstream Transportation &amp; Distribution: <sup>N/A</sup>1</li></ul>
<b>Total Emissions</b>	<b>130.7 tCO<sub>2</sub>e</b>

<sup>1</sup> IRC UK does not sell any products and therefore the Downstream Transportation and Distribution category is not relevant to its operations.

## Current Emissions Reporting

Reporting Year: FY 2024-25	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	9.2
Scope 2	12.0
Scope 3 (Included Sources)	77.15 <ul style="list-style-type: none"> <li>• Upstream Transportation &amp; Distribution: 0.67</li> <li>• Business Travel: 1.70</li> <li>• Employee Commuting: 72.7</li> <li>• Waste Generated in Operations: 2.08</li> <li>• Downstream Transportation &amp; Distribution: <sup>N/A</sup>1</li> </ul>
<b>Total Emissions</b>	<b>98.35 tCO<sub>2</sub>e</b>

### Emissions Trend

Compared to FY23–24 total emissions of 102.1 tCO<sub>2</sub>e, FY25 emissions have reduced to 98.35 tCO<sub>2</sub>e, representing continued progress toward IRC UK's Net Zero commitment. The reduction is primarily attributable to ongoing building-level efficiency improvements and continued hybrid working practices.

### Emissions reduction targets

IRC UK has adopted the target of reaching Net Zero by 2050. This is interpreted in line with widely accepted Net Zero frameworks as:

- Scope 1 & 2: 90% reduction of absolute emissions
- Scope 3: 97% reduction of emissions intensity per employee

These targets align with UK Government Net Zero ambitions and reflect the operational profile of IRC UK as an office-based organisation. Progress will continue to be monitored annually against the FY21–22 baseline.

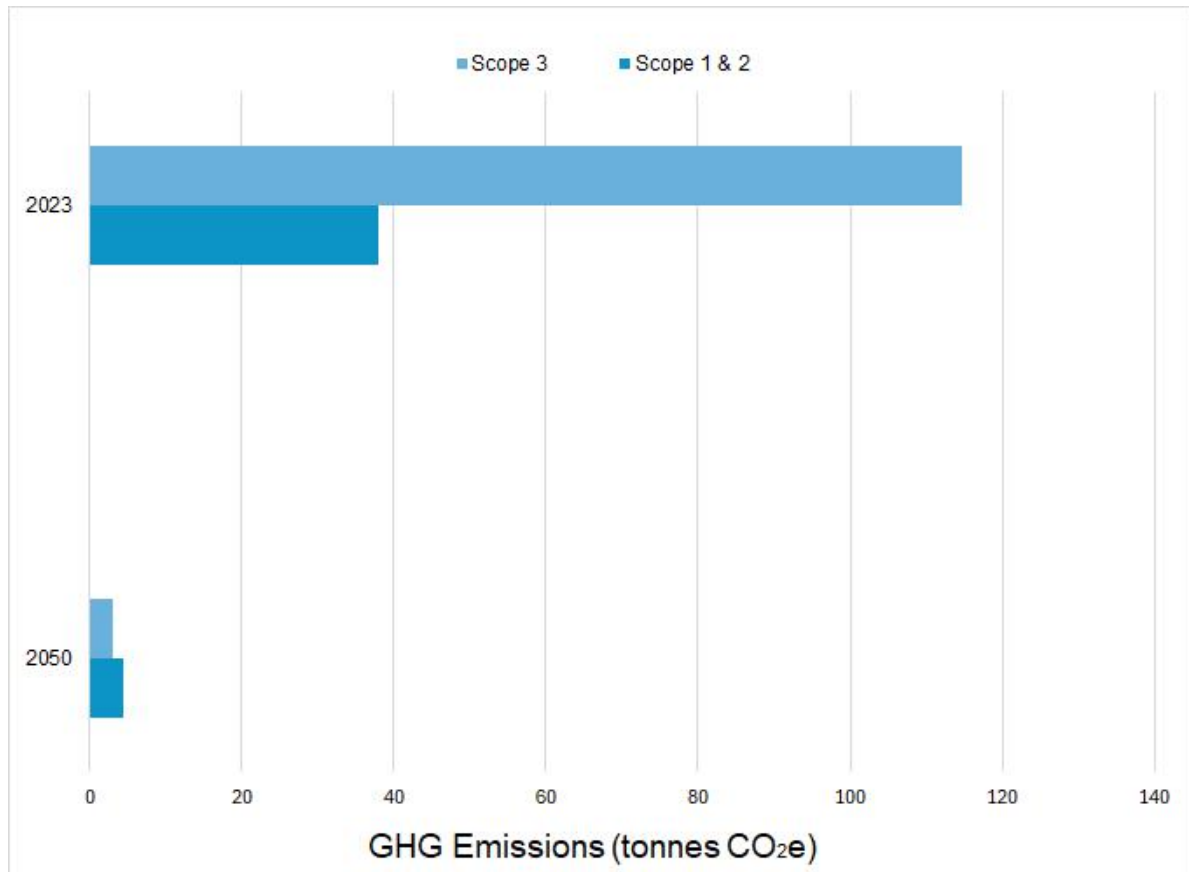
### Methodology and data limitations

The methodology used to calculate FY25 emissions remains broadly consistent with previous reporting periods and follows the Greenhouse Gas Protocol and PPN 06/21 guidance. Scope 1 and Scope 2 emissions were calculated using gas and electricity consumption data provided by the building manager, with gas consumption apportioned according to IRC UK's share of the building floor area.

For certain Scope 3 emissions categories, primary data was unavailable and proxy data sources were used. Upstream transportation and distribution emissions were estimated using courier and postage expenditure data and the approximate distance travelled between supplier warehouses and the IRC UK office in central

London. Business travel emissions were calculated using domestic travel emissions data provided by the organisation's travel booking provider, supplemented with personal vehicle mileage reimbursement claims. Employee commuting and homeworking emissions were estimated using office desk booking data to determine attendance levels. This information was combined with Transport for London emissions data and proxy estimates of homeworking energy use.

Figure 1: Net Zero by 2050 Target Trajectory



### Carbon Reduction Projects

IRC UK remains committed to achieving Net Zero emissions by 2050 and renewed its Carbon Reduction Plan in March 2025 as part of this commitment.

During the year ended 30 September 2025, we continued to focus on improving the quality of our energy data, strengthening oversight of building performance, and working with our landlord and facilities managers to reduce avoidable energy consumption in our London office.

Regular analysis of sub-metered data and plant operating schedules identified a number of issues relating to out-of-hours running, early start times and minimum load settings on certain systems. In response:

- Multiple historic issues affecting chillers, pumps, air handling units and extract fans were corrected, including aligning operating hours more closely with actual building occupancy and reducing unnecessary weekend and overnight operation. Several systems, including chilled water pumps, booster pumps and extractor fans, showed reductions in electricity consumption compared to the previous year as a result of these adjustments.
- Ongoing issues relating to frost protection settings and minimum load on specific pumps were identified during the year and remain under active review with the building management team.

The building continues to undergo phased plant upgrades, including chiller and pump system improvements, which are expected to contribute to improved efficiency over time. IRC UK now receives regular structured energy performance reports, enabling more consistent monitoring of trends, faster identification of abnormal consumption, and more effective engagement with the landlord on corrective actions.

Alongside technical building improvements, during FY25 we have continued to strengthen our internal approach to sustainability and environmental management, including maintaining routine data collection processes for gas, electricity and business travel and continuing work to embed sustainability considerations into internal ways of working.

During the year, IRC globally continued work to develop its Climate Operations Roadmap, which is intended to cover emissions across Scopes 1, 2 and 3 and broader operational environmental considerations. In parallel, IRC's Global Supply Chain function has begun work to integrate climate considerations into category management, operational metrics, and supply chain policies and practices. These activities provide organisational context for IRC UK's own focus on accurate energy reporting and practical, building-level energy efficiency actions within its operational control.

### **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 Standard<sup>2</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>3</sup>.

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) Standard<sup>4</sup>.

This Carbon Reduction Plan has been reviewed and signed off by IRC UK Senior Management.

### **Signed on behalf of the Supplier (IRC UK):**



**Flora Alexander**  
Executive Director



**Lawrence White**  
UK Financial Controller

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<sup>2</sup> <https://ghgprotocol.org/corporate-standard>

<sup>3</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>4</sup> <https://ghgprotocol.org/standards/scope-3-standard>



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