



Environmental Report 2023



Contents

1. Introduction	3
2. LMG at a Glance	4
3. Our Goals	5
4. Our Scope	6
4. Our Impact	7
5. Intensity Metric	8
6. Reduction: Scope 1	9
7. Reduction: Scope 2	10

7. Reduction: Scope 2	11
8. Offsetting: Scope 3	12
8. Offsetting: Scope 3	13
9. Our Environmental Partners	14
10. Our Environmental Certifications	15
11. Our Environmental Accreditation	16
12. Our Environmental Charitable Goals	17

1. Introduction

LMG is proud to publish our Environmental Report for 2023, including our Carbon Reduction Strategy, which has been developed to reduce the impact of our business operations on the wider environment.

The report establishes a baseline for our emissions and outlines a clear road map to attain our sustainability goals by firstly offsetting, and ultimately reducing, the carbon footprint of our business. Our commitment to environmental responsibility involves measurement and quantification of emissions.

This approach provides a clear understanding of our environmental footprint and identifies key areas for improvement, guiding our offsetting and reduction efforts as we devise innovative and forward-thinking strategies to reduce our organisational carbon footprint whilst avoiding green-washing.

By harnessing the technology, software and services that will unlock its full potential, we are setting new standards for efficiency, sustainability and user experience, within the built environment.

The publication of this report marks a pivotal step in our ongoing journey towards sustainable improvement as we grow our business responsibly, putting ethical, sustainable and transparent business practices at the heart of all we do for the good of our people, customers and planet.

"By aligning our actions with our core values, we can proactively address our environmental impact." - Mike Hook, Director

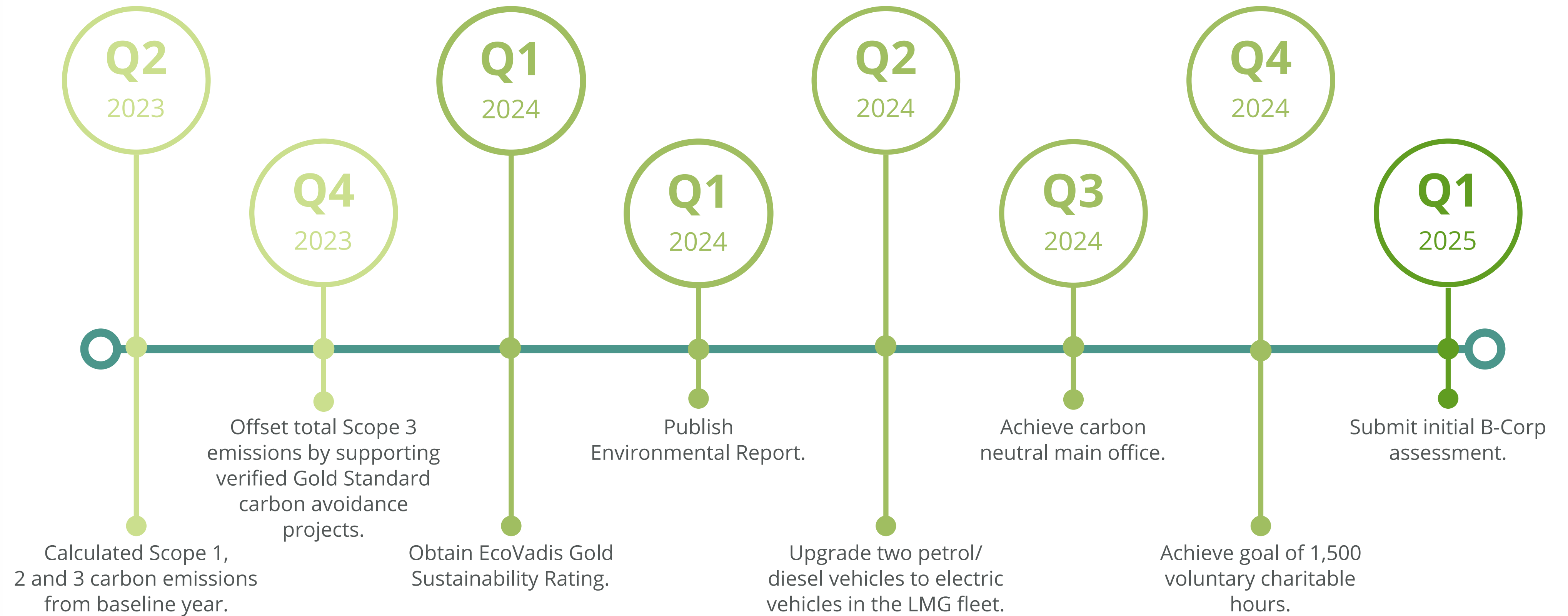




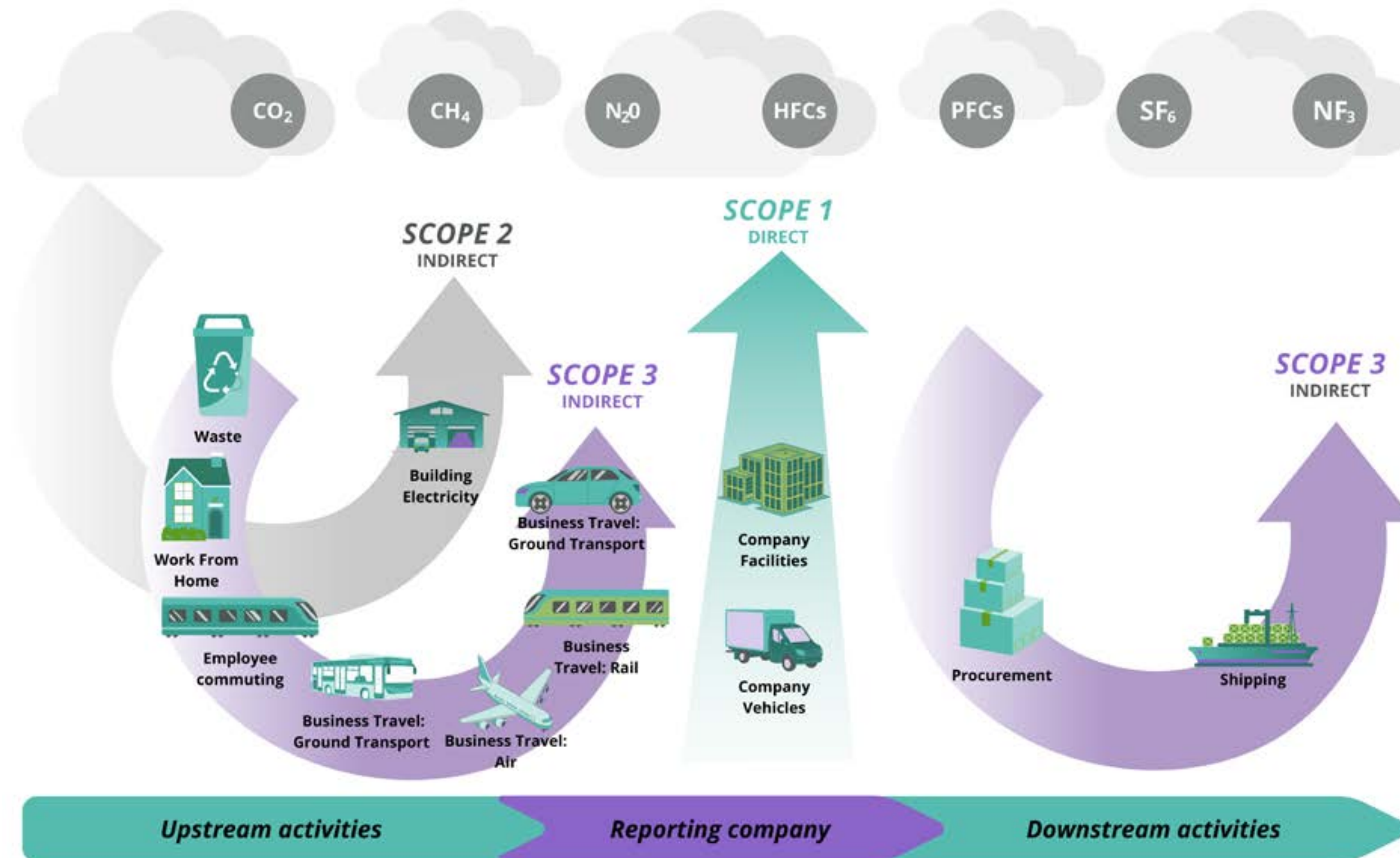
2. LMG at a Glance

 <p>1,000 Employee hours dedicated to charitable causes</p>	 <p>150+ Hours dedicated to sustainability training</p>	 <p>2,500 Trees planted across the globe with Ecologi</p>	 <p>2023 Partnered with GreenFeet to reduce our carbon footprint</p>
 <p>20+ Years of being ISO14001 Accredited</p>	 <p>Gold Supply Chain Sustainability School membership</p>	 <p>10 ESG Committee members</p>	 <p>Silver EcoVadis Accredited</p>

3. Our Goals



3. Our Scope



With guidance from our environmental consultants, we have defined the scope for our baseline emissions calculation.

This baseline encompasses our Head Office, specifically 1 Ely Place, and incorporates data concerning direct employee commuting, emissions associated with shipping and other business travel, including our fleet.

As we move forward on our sustainability journey, we will consistently reassess and refine our scope to ensure it remains aligned with our evolving operations and practices.

4. Our Impact

Our emissions calculations were produced in collaboration with GreetFeet, our environmental consultants.

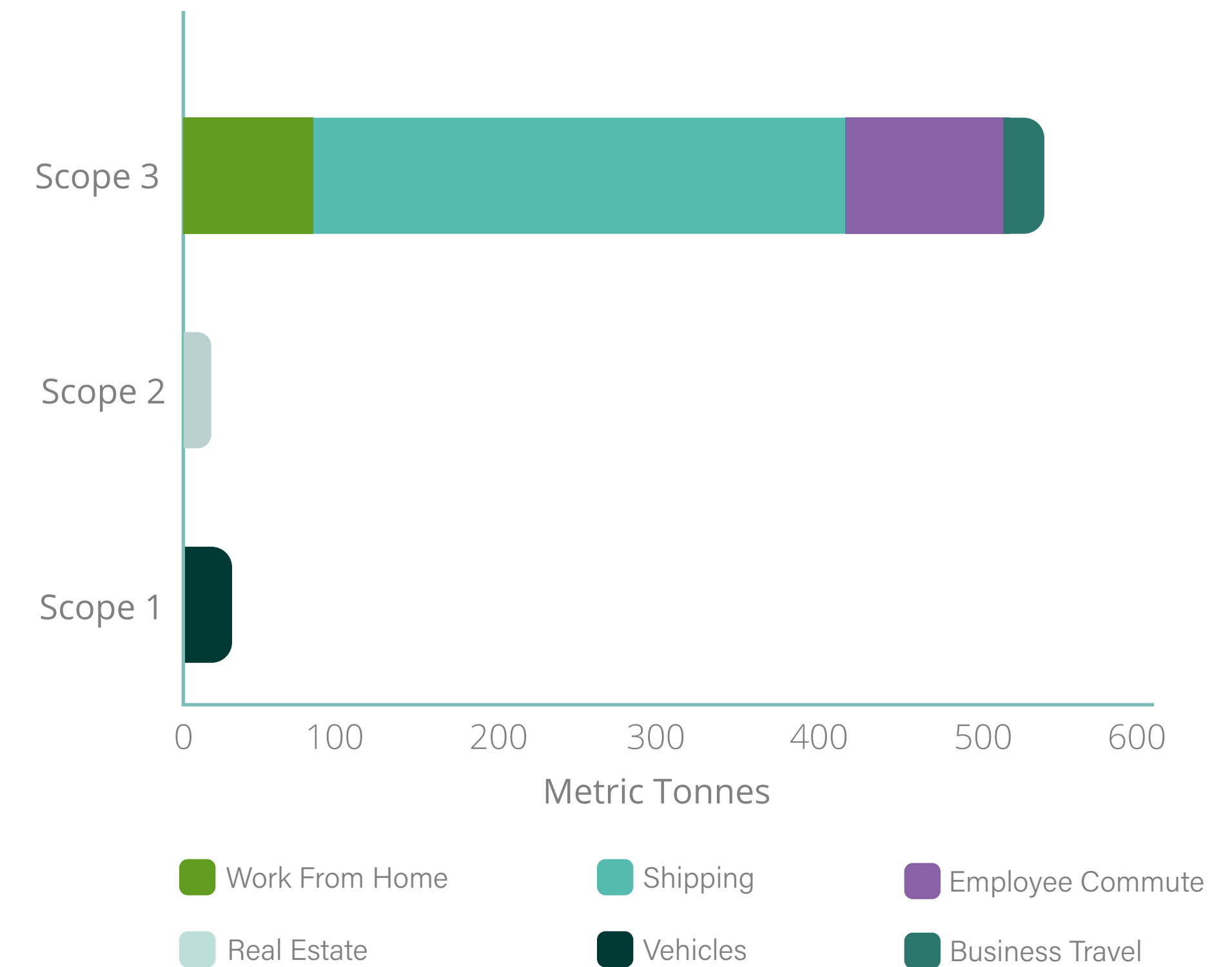
The aim of these calculations is to **benchmark LMG's Greenhouse Gas (GHG) emissions** and establish a standardised methodology for consistently documenting emissions over time.

LMG's emissions calculations are based on 2022 data, which serves as our baseline year.

Our overall environmental impact is quantified at 571.83 MtCO₂e.

The breakdown in the following table categorises our impact into Scope 1, 2, and 3 emissions, with specific details on emission categories;

- **Scope 1:** All direct emissions arising from an organisation's activities or under their control, including fuel consumption on-site (e.g., gas boilers).
- **Scope 2:** Indirect emissions from electricity purchased and used by the organisation.
- **Scope 3:** All other indirect emissions associated with an organisation's activities, but from sources they neither own nor control.



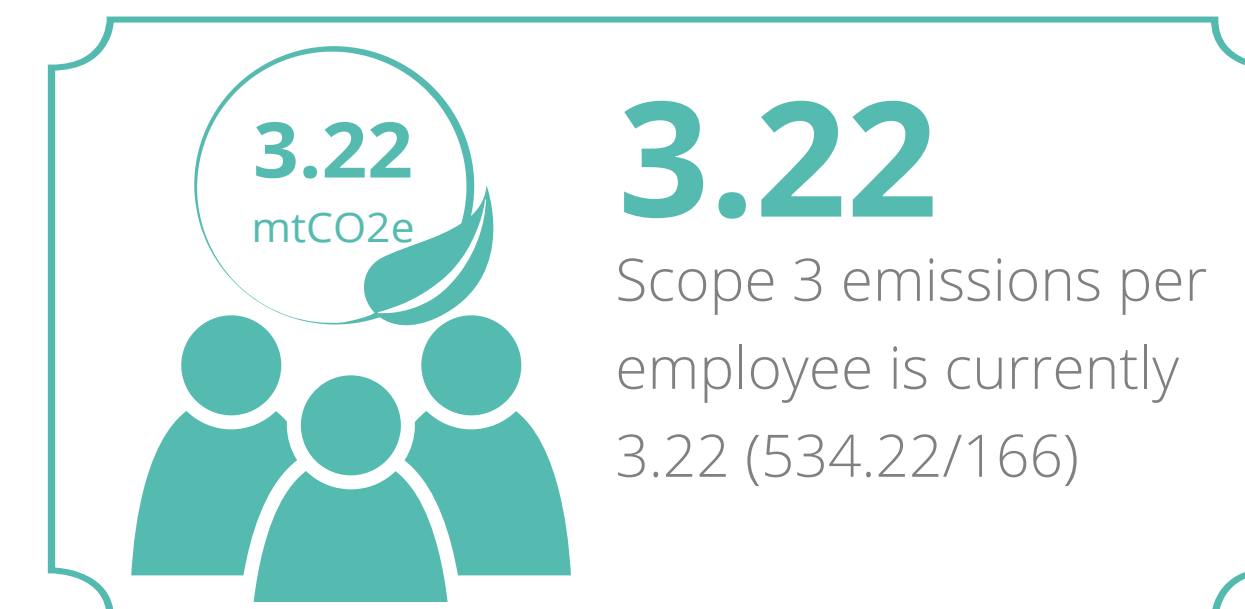
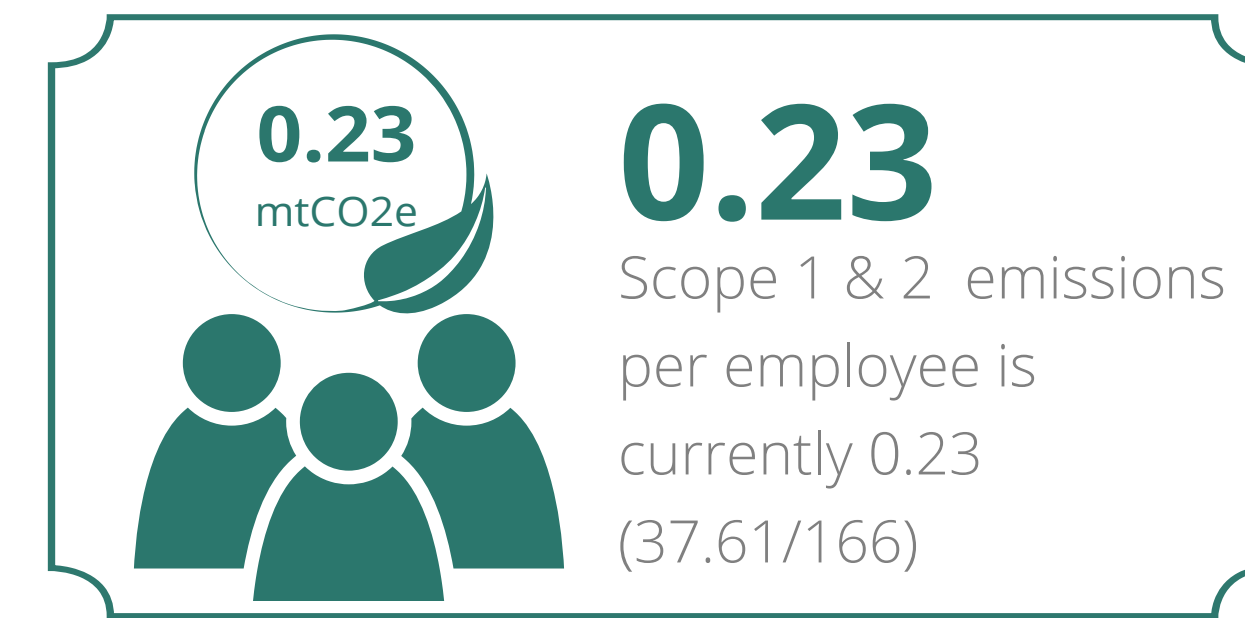
5. Intensity Metric

The Intensity Metric is a way of defining our emissions data in relation to an appropriate business metric.

Our 'per employee' intensity metric is a measure of our environmental impact per full-time employee.

We calculate this metric by dividing our total Scope 1-2 and 3 environmental impacts by the number of full-time employees (166) for the base year, being 2022.

We have chosen to present Scope 1-2 and Scope 3 separately, due to assumptions and estimations used specifically for calculating our Scope 3 data, in accordance with the GHG protocol.



6. Reduction: Scope 1

Scope 1 emissions totalled 28.36 MtCO₂e and primarily consist of vehicle-related emissions.

As part of our commitment to sustainability, we are actively addressing these emissions through initiatives aligned with the UK Government's targets.

The 'Transitioning to Zero Emission Cars and Vans: 2035 Delivery Plan' states the UK's goal to be the fastest G7 nation to decarbonise vehicles.

According to this plan, the sales of petrol and diesel cars and vans will be phased out by 2030. Moreover, all new cars and vans must be fully zero-emission at the tailpipe by 2035.

In alignment with these government plans, we have embraced a Green Fleet policy.

This strategic initiative includes agreed milestones to transition our entire vehicle fleet to 100% green by the year 2035.

50% of vehicles
to be electric by 2026

75% of vehicles
to be electric by 2032

100% of vehicles
to be electric by 2035

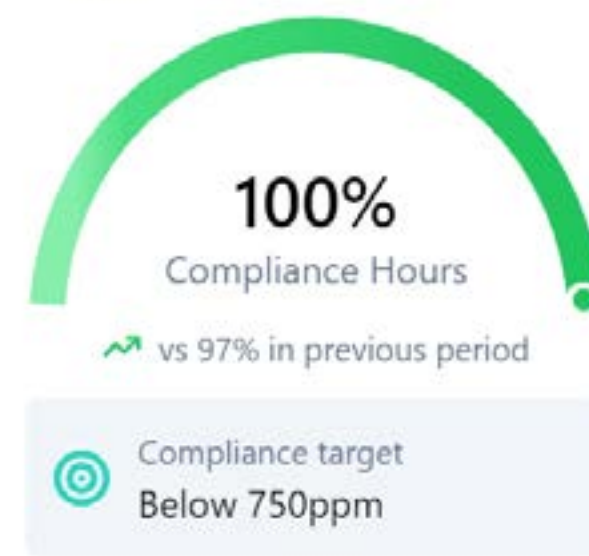
2026

2032

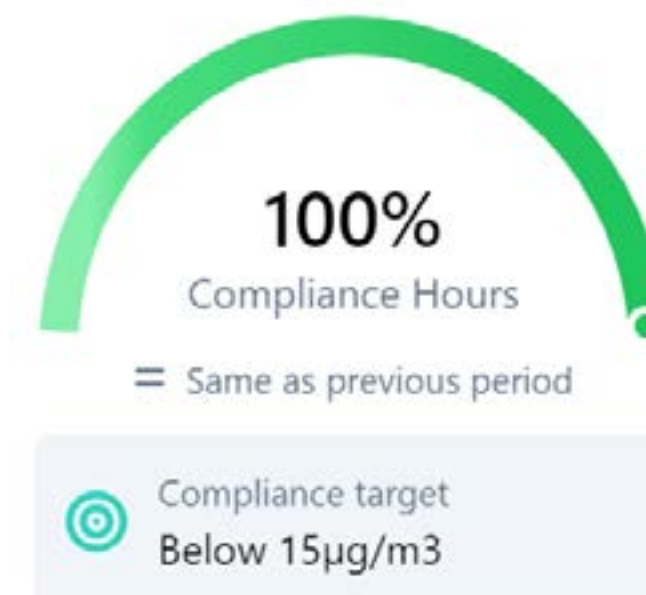
2035

7. Reduction: Scope 2

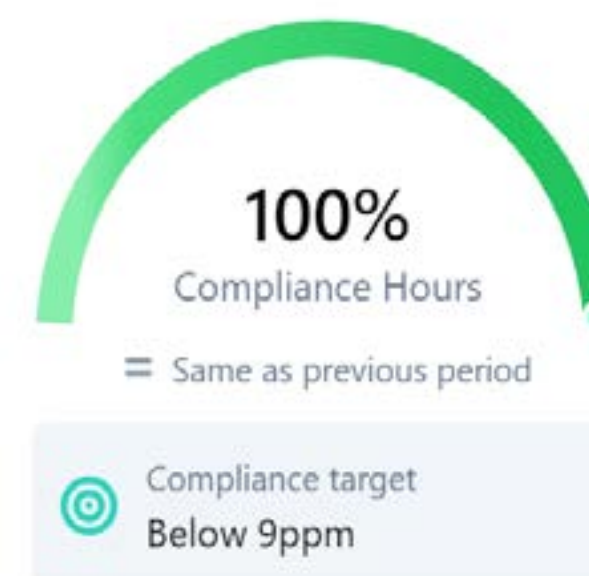
WELL v2 Carbon Dioxide Compliance



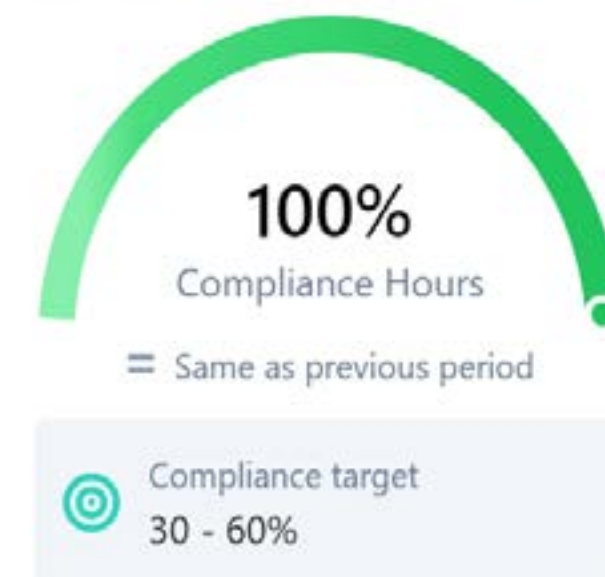
WELL v2 PM 2.5 Compliance



WELL v2 Carbon Monoxide Compliance



WELL v2 Humidity Compliance



LMG's Scope 2 directly refers to our office emissions and as of 2023, our office operations are powered entirely by **renewable energy**, rendering our **Scope 2 emissions carbon neutral**.

In addition to achieving carbon neutrality in Scope 2 from 2023 onward, we remain committed to actively creating a healthy and sustainable work environment through the following initiatives:

- The office's average Carbon Dioxide limit aligns with the WELL V2 750 PPM CO2 Standard.
- The office's average temperature target is maintained between 21-27 degrees, in line with WELL Standards.
- The office's average PM2.5 limit consistently complies with WELL V2 standards of 15 µg/m3.
- The office's average humidity is maintained at 100% compliance with WELL V2 standards creating a comfortable indoor climate.

7. Reduction: Scope 2



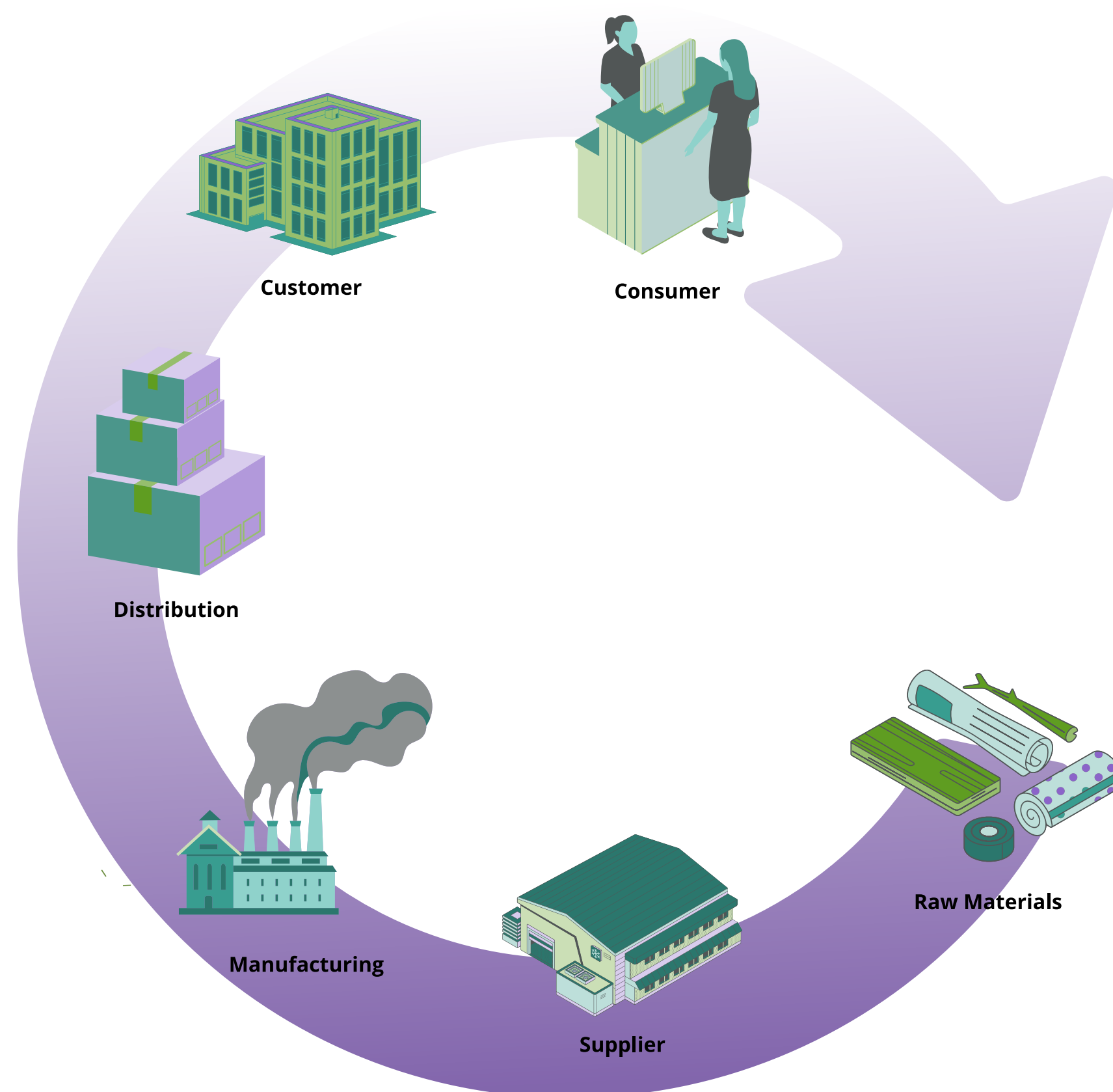
In addition to our WELL goals, we will be installing a moss wall to reduce CO2 by up to **10% in the office**.

This not only enhances productivity but also reduces stress and improves oxygen levels for staff when in the office.

To support a greener office environment we will continue to educate our employees in sustainable practice methods, through bespoke environmental training.

We believe these initiatives will ensure a **healthy, happy, people-first office environment**.

8. Offsetting: Scope 3



Scope 3 is our biggest area of impact, making up 94% of our total emissions. Whilst our focus is on ultimately reducing our impact, we will also be taking an offsetting approach to our Scope 3 emissions in the short term, as we work to develop reduction strategies through collaboration with our supply chain

Scope 3 emissions are those associated with our supply chain, specifically shipping, as well as our business travel and working from home goals.

To address these emissions, we are implementing the following measures:

- Ground transport: **75% of taxis to be green options in 2024**, including using carbon neutral companies where an electric vehicle is not an option.
- Offsetting our total Scope 3 emissions using **verified carbon removal projects**.
- We have refreshed all work wear to **100% recycled or are using sustainably sourced alternatives**.
- We are targeting to **recycle 80% of our recyclable office waste**, specifically single use plastic.

8. Offsetting: Scope 3

While our focus remains on reducing our impact and adapting our business operations, to actively reduce our environmental footprint, we're **offsetting 534 mtCO₂e in Scope 3 emissions** from our baseline year, 2022.

This involves supporting carbon avoidance and removal projects to mitigate our carbon footprint during the adaptation phase.

LMG is supporting Ecologi's 'Cleaner Cookstoves in Somalia' community-based carbon avoidance project, a **Gold Standard verified initiative**.

By supporting the Cleaner Cookstoves in Somalia project, LMG is:

- **Aiding the prevention of GHG emissions that cause climate change.**
- **Contributing towards the UN Sustainable Development Goals (SDG's).**
- **Improving lives of local people and communities.**



1 NO POVERTY
End poverty in all its forms everywhere



3 GOOD HEALTH AND WELL-BEING
Ensure healthy lives and promote well-being for all at all ages.



7 RENEWABLE ENERGY
Ensure access to affordable, reliable, sustainable and modern energy.



8 DECENT WORK AND ECONOMIC GROWTH
Promote inclusive and sustainable economic growth, employment and decent work for all.



13 CLIMATE ACTION
Take urgent action to combat climate change and its impacts.

* <https://sdgs.un.org/goals>



9. Our Environmental Partners



Ecologi, a B-Corp certified social enterprise, is a platform dedicated to real climate action and has supported over 20,000 businesses to plant over 60 million trees and avoid over 2.8 million tonnes of CO₂e.

LMG is proud to contribute to Ecologi's mission by **donating a tree each month for every full-time employee.**

Additionally, we are in the process of working together to offset all Scope 3 emissions.



GreenFeet aims to help reduce the world's carbon footprint by providing an easy to use and accessible solution for companies of all sizes to quickly and painlessly manage and ultimately reduce their emissions in line with international agreements and targets.

LMG has partnered with GreenFeet to **assess our carbon footprint** and identify areas where **emissions can be reduced**, so we can begin to **mitigate our environmental impact.**

10. Our Environmental Certifications



The Supply Chain Sustainability School is a learning platform, providing access to a variety of online resources that delve into sustainability topics including Off-Site working, Digital, Management, People, Operational Excellence through Lean Thinking, Retrofit, Procurement, and FIR (Fairness, Inclusion, and Respect).

In total, LMG has committed **100 hours to learning**, with 39 of those hours specifically dedicated to CPD and **have achieved Gold Accreditation**.



The EcoVadis sustainability assessment methodology, grounded in global standards like the Global Reporting Initiative, United Nations Global Compact, and ISO 26000, is integral to our ratings and scorecards. This methodology assesses performance across **21 indicators in four key themes**:

- Environment
- Labour & Human Rights
- Ethics
- Sustainable Procurement

LMG has achieved EcoVadis Silver, an accreditation that acknowledges the companies' sustainable practices and efforts.



11. Our Environmental Accreditation

LMG is accredited to ISO 14001, the international standard for environmental management systems (EMS), across our entire business, including our offices, and project sites.

Our EMS is based on the **Plan-Do-Check-Act (PDCA)** cycle, a model, which demonstrates our commitment to continual improvement.

LMG's ISO 14001 accreditation is independently verified by a third-party certification body, BSI. This ensures that LMG's EMS meets the requirements of the standard.

The accreditation has also helped us to reduce our environmental impacts and improve efficiency with sustainability embedded into policies and processes.





12. Our Environmental Charitable Hours

In line with our current environmental targets, we have partnered with several environmentally focussed charity organisations within the cities we operate, specifically **HandsOn London** and **Edinburgh & Lothians Greenspace Trust** (ELGT).

We are proud to have donated **over 270 volunteering hours** to HandsOn London's environmentally funded projects; **Sweet Tree Farm** and **Good Food Matters**, which focus on ecological restoration and local community support.

In addition to the hours dedicated to HandsOn London, LMG collaborated with ELGT to support the **maintenance and replanting of 600 sapling trees**, as part of the **Edinburgh Million Tree City Initiative** in East Pilton Park.



