



FRM Carbon Reduction Plan

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Contents

1	INTRODUCTION	2
2	METHODOLOGY.....	2
3	RESULTS & REDUCTION TARGETS.....	2
4	CONCLUDING REMARKS.....	5
I.	HISTORIC CARBON EMISSIONS.	6

List of Tables

Table 1 - Breakdown of emissions by scope	3
Table 2 – Carbon reduction plan and actions.....	4

List of Figures

Figure 1 - 2025 FRM Carbon Estimates.....	3
Figure 2 - Reduction forecast	4

1 Introduction

As part of FRM's commitment to achieving net-zero, we have been committed to reducing our carbon footprint for many years, supported by our ISO14001 Environmental Management System, for which we have been certified since 2015. We took this a stage further in 2022 through measuring and reducing our carbon footprint, and publicly reporting on it.¹ This reduction plan highlights the calendar year 2025 for FRM's carbon footprint, differences from our baseline year, our targets as an organisation and our commitment to continued monitoring of emissions.

2 Methodology

We used Defra/DESNZ, Transport for London and Transport Energy Model carbon factors for calculation of our emissions and carbon footprint as a company. For waste treatment, we utilised Zero Waste Scotland factors and for bespoke consumables (e.g., laptops, electric car), the Ecoinvent database. We used electricity, gas and water bills² for the head office, and estimated the usage based on average laptop power consumption, lighting and heating for work-from-home calculations. Based on staff travel arrangements and projects, we estimated the emissions associated with business travel. It should be noted that all our furniture in the head office is re-used and second hand. Our methodology has remained the same with the emission factors updating to reflect the relevant year.

Our targets have remained the same from the first plan last year. We as a company are still net-zero and are aiming to become more environmentally friendly in our day-to-day operations. While our targets and ambitions are ongoing, we have been achieving them throughout the year. For example, we have supported a carbon focussed charity through our social value fund and continue to use the electric vehicle, car share or use public transport where practicable.

3 Results & Reduction Targets

Figure 1 shows our carbon footprint for the 2025 calendar year at 14.73 tCO₂e. This is a 1.13 tCO₂e increase from the baseline year of 13.6 tCO₂e, and an increase of 0.03 tonnes from the previous year (2024).

Table 1 shows allocation of emissions according to scope. As it can be seen, our emissions as a company are small. With the majority of the emissions associated with staff travel to clients, events or the office. Our team members are based all around the UK and regular/monthly travel into the office is important to our day-to-day operations, as well as client visits which cannot be done online. This year we have had an increase of in person workshops and client visits that we have endeavoured to make use of public transport, to ensure our carbon emissions remain as low as possible.

We have opted to subscribe to an accredited carbon off-setting scheme via Carbon Neutral Britain.³ We are currently offsetting around 20 tonnes CO₂e per annum and this is more than our current and projected emissions as an organisation.

¹ <https://www.frithrm.com/news.php?s=2022-04-13-assessing-and-offsetting-our-carbon-footprint>

² A water meter error means that water usage cannot be calculated so last year's figure was used.

³ <https://carbonneutralbritain.org/>

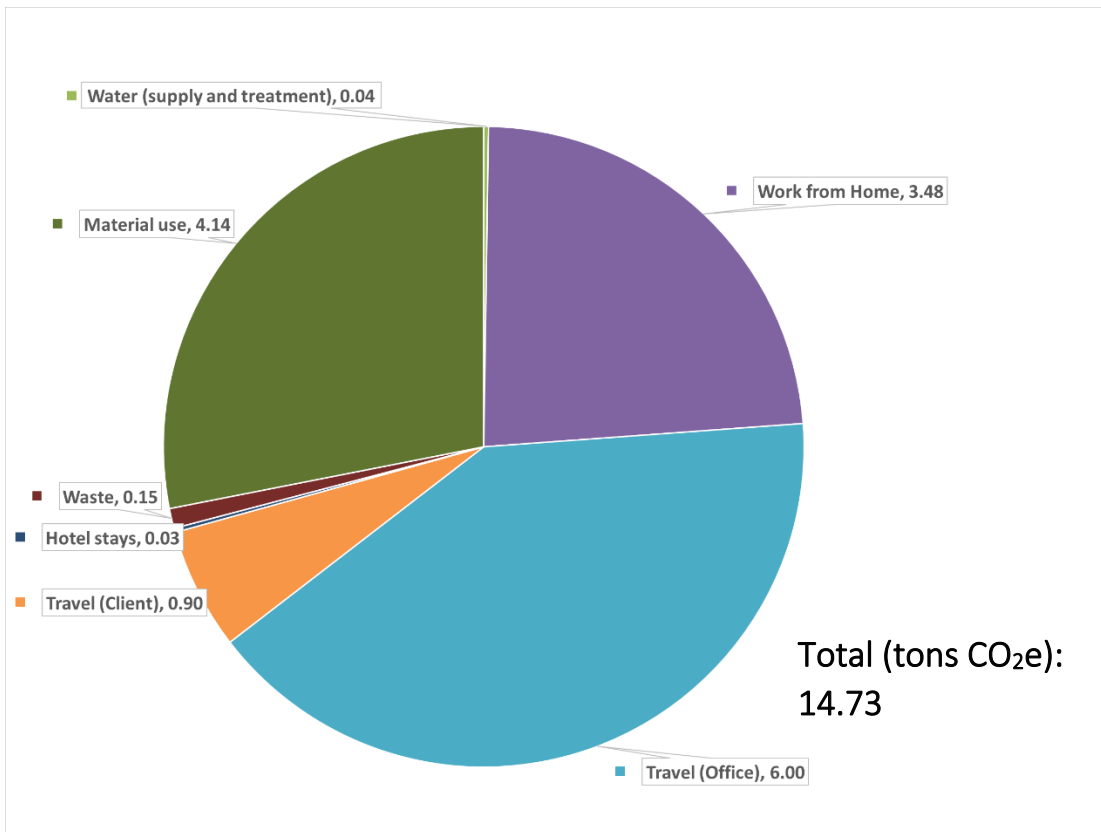


Figure 1 - 2025 FRM Carbon Estimates

Table 1 - Breakdown of emissions by scope

Scope	Emissions (tCO ₂ -eq)
1	0.23 ⁴
2	0 ⁵
3	14.50

Figure 1 shows our current footprint and Figure 2 our current and targets for net-zero (based on the baseline year of 2022) going up to 2050. As it can be seen, through our offsetting scheme, we are already net-zero. However, this can be improved, and we do believe that we can further reduce our emissions and meet the targets we set out. As such, going up to 2050, we will continue to aim to reduce our emissions from our baseline year by a further 25% (Figure 2). From last year our emissions have increased by c. 0.03 tCO₂e, and this year’s emissions (2025) are still above our baseline.

⁴ No fuels or refrigerants used in office, only 1 electric vehicle owned and operated
⁵ Net-zero energy supplier, Ecotricity

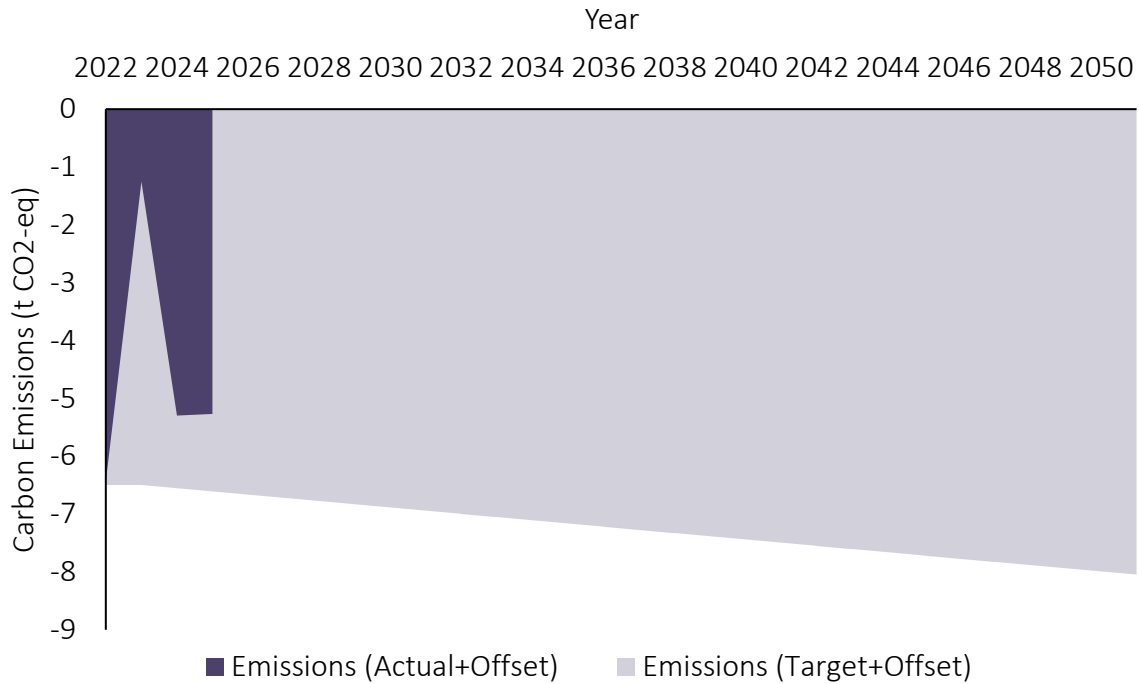


Figure 2 - Reduction forecast

Our company emissions have fluctuated with changes such as variations in employee numbers, more site visits and changing emission factors year on year. This year our emissions have decreased from our highest year (2023) but still remain above our baseline year and company target. Our carbon footprint this year highlights the need to continue to reduce our impact in travel and other areas.

Table 2 shows our carbon reduction action plan. As a company, to keep-up to date with knowledge surrounding net-zero, upcoming technologies and initiatives to reduce carbon impacts, staff regularly attend webinars and conferences and are encouraged to read relevant publications. Additionally, for business travel we use the company electric vehicle, car share or use public transport where practicable to utilise lower carbon (most environmentally friendly) options.

Alongside these actions, we would like to consider if we can facilitate more re-use amongst our staff, consider lower-carbon alternatives for lunch (when in the office) and further segregate our office wastes to extract more value from them prior to disposal (however the low levels of waste we generate makes this a challenge for the waste contractor). We also wish to examine our carbon emissions associated with office supplies and check whether an action is necessary, as well as being mindful of disposal when required.

Lastly, we would like to further grow our volunteering activities to encompass carbon-focused volunteering and make an active effort to channel more of our social value funds towards carbon-focused initiatives and charities where possible.

Table 2 – Carbon reduction plan and actions

Date Added	Action	Detail	Status
April 2023	Carbon Literacy	Keep up to date with carbon literature and technology.	Ongoing

April 2023	Business Travel	Assess on a project-by-project basis, encourage and utilize lower carbon travel arrangements where possible.	Ongoing
April 2023	Waste & Recycling	Consider waste produced in the office with a view to decrease its carbon footprint.	Ongoing
April 2023	Materials & Reuse	Promote reuse initiatives across the team ⁶ and FRM's wider zone of influence. Reduce material consumption.	Ongoing
April 2023	Wider scope 3 Emissions	Examine entirety of FRM scope 3 emissions, particularly emissions related to our regular office supplies. As part of this action, we have already switched our Work from Home delivery supplier to a more eco-friendly and lower carbon alternative.	Ongoing
April 2023	Volunteering	We will promote carbon-focused volunteering opportunities and initiatives across our team (see below).	Ongoing
April 2023	Social Value	We will aim to support carbon-focused charities and initiatives through FRM's social value fund ⁷⁸ .	Ongoing
March 2025	Repair Cafe	FRM supported the development of a repair café in Bridgnorth (this is now a regular event), with FRM staff volunteering	Ongoing
September 2025	Volunteering	We are on the sub-group organizing a Green Festival, promoting environmentally conscious or educational stalls in Bridgnorth. An annual activity.	Ongoing

4 Concluding Remarks

This carbon reduction plan briefly summarises our emissions for the year 2025, and targets that we will continue to work towards going forwards as well as how we have tried to meet our action plan. As our carbon footprint has increased following the baseline year, more action is required to ensure we continue to lessen our emissions in line with our forecasted reduction.

⁶ Staff already have a re-use option available for a 5L container of washing up liquid or hand soap support refill activity.

⁷ In 2025 we made £1,633.33 in donations to; Bridgnorth Repair Café, Kenya Environmental / Community Trip, Hope Rescue, Bridgnorth Pride Support, Severn School of Dance Defibrillator, Severn Hospice 24 hour hike, Helen & Douglas House Childrens Hospice , Action ME (Charity for ME related illness research).

⁸ Members of staff volunteer and help run a repair café in our local area promoting reuse and saving carbon emissions where possible.

I. Historic Carbon Emissions.

Scope	2022	2023	2024	2025
1	0.35	0.41	0.28	0.23
2	0	0	0	0
3	13.12	18.34	14.42	14.50