

Carbon Reduction Plan

Picker Institute Europe – Reporting Year: 2025

Commitment to achieving Net Zero

Picker is committed to reaching Net Zero emissions by 2040, ten years ahead of the government target.

Emissions

Baseline Emissions Footprint

Baseline Year: 2022	
Additional Details relating to the Baseline Year Emissions calculations.	
2022 is our baseline year as we did not have accurate records for 2021. From the limited records from 2021, employee commuting and business travel increased in 2022. This was due to Covid-19 restrictions being removed and there being more daily use of our office by colleagues. Conferences and in person meetings also increased.	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	No Scope 1 emissions under our control
Scope 2	Electricity: 0.785 tCO ₂ e – Picker is in a serviced office and is provided with electricity readings on a monthly basis.
Scope 3 (Included Sources)	Employee Commuting: 8.10 tCO ₂ e Supplier (paper questionnaires, letters, etc): 31.055 tCO ₂ e Business travel (trains and planes): 1.38 tCO ₂ e Business travel (mileage): 0.422 tCO ₂ e
Total Emissions	41.74 tCO ₂ e

Previous Year Emissions Reporting

Previous Year: 2024
Additional details relating to the Previous Year Emissions calculations
Employee commuting increased again in 2024, both from our baseline year and from the previous year. This is again due to a growth in employee numbers. The majority of our staff continue to work from home but we maintain an office to enable collaboration and training and development activities.

Business travel has increased significantly since both the previous year and our baseline year. 7.7 tCO₂e of this was comprised of air travel. Rail and car travel remained steady compared to the previous year. The air travel related to necessary charitable activities including Picker colleagues appearing at international conferences.

Our quality of data is also improving which will naturally affect the totals.

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	No Scope 1 emissions under our control
Scope 2	Electricity: 1.07 tCO ₂ e – Picker is in a serviced office and is provided with electricity readings on a monthly basis.
Scope 3 (Included Sources)	Employee Commuting: 13.9 tCO ₂ e Supplier (paper questionnaires, letters, etc): 23.3 tCO ₂ e Business travel (taxis, trains, planes, mileage): 9.28 tCO ₂ e
Total Emissions	47.55 tCO ₂ e

Current Year Emissions Reporting

Current Year: 2025	
Additional Details relating to this year's emissions	
<p>Our Electricity emissions are steady.</p> <p>Employee commuting reduced marginally in 2025. The majority of our staff continue to work from home, but we maintain an office to enable collaboration and training and development activities.</p> <p>Business travel has increased significantly since both the previous year and our baseline year. 11.272 tCO₂e of this was comprised of air travel. Rail and car travel remained steady compared to the previous year. The air travel related to necessary charitable activities including Picker colleagues appearing at international conferences and meeting with international partners.</p> <p>Our quality of data continues to improve, which makes our reporting more accurate.</p>	
Scope 1	No Scope 1 emissions under our control
Scope 2	Electricity: 0.91 tCO ₂ e – Picker is in a serviced office and is provided with electricity readings on a monthly basis.
Scope 3 (Included Sources)	<p>Employee Commuting: 12.16 tCO₂e</p> <p>Waste: 0.04 tCO₂e</p> <p>Fuel- and energy-related activities: 0.26 tCO₂e</p> <p>Couriers: 0.67 tCO₂e</p> <p>Supplier (paper questionnaires, letters, etc): 12.296 tCO₂e</p>

	Business travel – taxis: 0.096 tCO ₂ e Business travel – mileage: 0.9708 tCO ₂ e Business travel – trains/tube/public transport: 1.815 tCO ₂ e Business travel – flights: 11.272 tCO ₂ e Business Travel – total: 14.15 tCO₂e
Total Emissions	40.48 tCO ₂ e

Emissions reduction targets

Our emissions are below average for SME, and have shown a 17% reduction in 2025 compared to in 2024. This principally reflects a 10.0 tCO₂e fall in supplier emissions.

Despite this, there are further improvements that could be made as detailed in our carbon reduction projects below. We continue to seek to improve the quality of our data.

Carbon Reduction Projects

Carbon Reduction Initiatives

The following environmental management measures and projects are already in place. These measures are utilised when performing our client work.

- Digital innovation is part of our ongoing strategy. By continuing to improve our digital products and services, we are encouraging clients to move to digital or mixed methods for surveys to reduce emissions from the production of paper questionnaires, as well as the non-direct impact of distribution and return of the surveys.
- We aim to minimise travel wherever possible. We use programs such as Microsoft Teams for remote conferencing. For example, only two of the six yearly Board meetings are in person. Board committee meetings are conducted via Microsoft Teams.
- Use of flexible working practices to reduce emissions from unnecessary travel. For example, we have a remote and home working policy that emphasises hybrid working and enables colleagues to limit their commuting.
- Liaising with and supporting our clients on their carbon reduction plans.
- Liaising with and supporting our landlords on their carbon reduction plans.
- Offering employee benefits that promote sustainability, including a Cycle to Work Scheme.
- Recycling waste products wherever possible and encouraging staff to avoid printing documents except where it is essential to do so.

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

- Improve data and reporting to improve accuracy of carbon accounting.

- Continue to offer employee benefits that promote sustainability, including a Cycle to Work Scheme.
- Reduce energy, water, and waste consumption.
- Improve the sustainability of our web services (eg green hosting, sustainable web practices)
- Engage our employees to adopt sustainable behaviours in their homes and in the workplace.
- Require our suppliers to confirm their commitment to achieving Net Zero by 2050.
- Ask primary suppliers to report emissions.

Seek updates from our landlords regarding progress against their sustainability targets which include installation of solar panels, use of LED lighting, and a 90% recycling target.

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.

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.

Our Board of Trustees have been notified of our Carbon Reduction Plans.

Signed on behalf of Picker:



Chris Graham

Group Chief Executive

Date: 14th May 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>