

Mentera Carbon Reduction Plan 2025

This Carbon Reduction Plan has been prepared in accordance with the Technical Standard for Completion of Carbon Reduction Plans and Cabinet Office Procurement Policy Note (PPN) 06/21. The reporting period for this edition of the plan is 1 January 2025 to 31 December 2025.

Policy Context

UK climate policy is framed by the Climate Change Act 2008, amended in 2019 to establish a legally binding commitment for the UK to achieve net zero greenhouse gas emissions by 2050. The UK Government's procurement policy requires suppliers bidding for major public sector contracts to publish Carbon Reduction Plans that demonstrate a credible commitment to net zero.

In Wales, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016 establish a legislative framework for sustainable development and carbon budgeting. Mentera's environmental management practices align with these wider policy objectives and contribute to climate mitigation across Wales, including the Welsh Government's target for the public sector to achieve net zero carbon emissions by 2030.

Baseline Emissions Footprint

Baseline year: 2019.

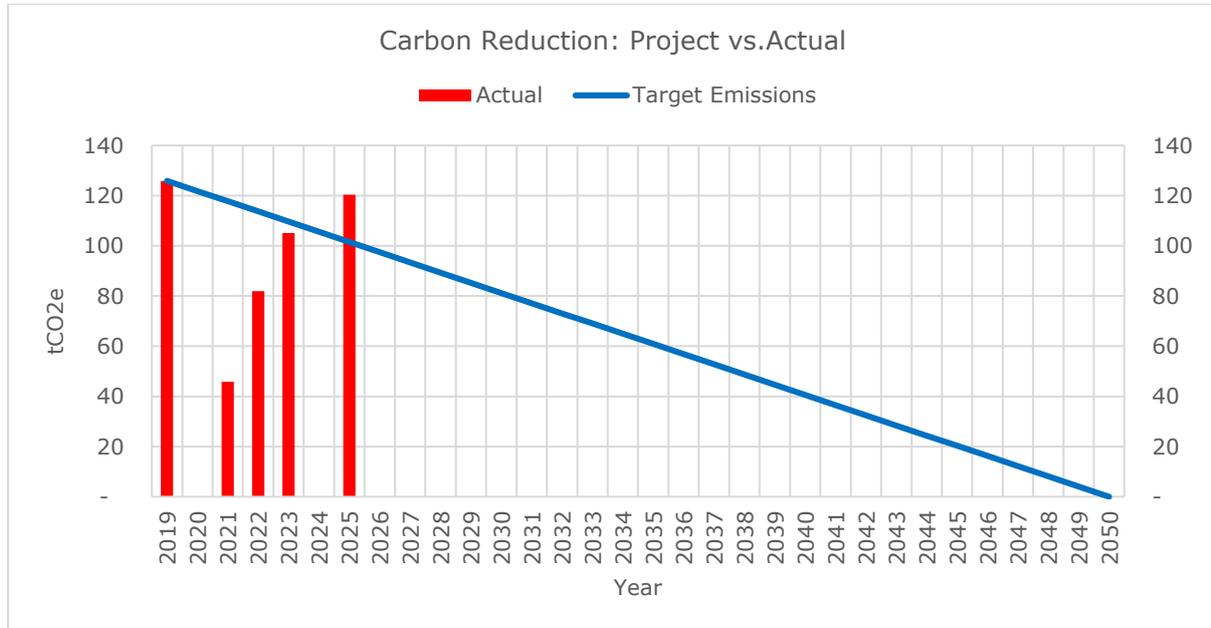
Total baseline emissions: 125.9 tCO₂e.

Current Emissions Reporting (Calendar Year 2025)

Scope 1 – Natural Gas	13.72 tCO ₂ e
Scope 2 – Electricity (including estimated shared-premises use)	10.40 tCO ₂ e
Scope 3 – Business Travel (commuting not included due to data limitations)	95.96 tCO ₂ e
Scope 3 – Water	0.06 tCO ₂ e
Total Emissions	120.39 tCO ₂ e

Total emissions for the 2025 reporting year were calculated at 120.39 tCO₂e. This represents a reduction of approximately 4.4% compared with the baseline year emissions of 125.9 tCO₂e. Between 2025 and the baseline year, there has been a 30.2% increase in the number of employees (from 126 employees in 2019 to 164 in 2025).

Emissions Trajectory and Targets



Key Influences on Year-on-Year Changes

Total emissions for the 2025 reporting period are 120.39 tCO₂e, which represents an increase compared with the previously reported year. This increase primarily reflects improvements in the completeness of emissions reporting, rather than a significant change in operational activity. In this reporting period, estimated electricity emissions were included for several premises where tenant-specific energy data was not previously available, namely Carmarthen (Yr Egin), Llanrwst (Glasdir), and M-SParc (Menai Science Park). These estimates were derived using floor-area allocation and benchmark office energy intensity methods, adding approximately 9.22 tCO₂e of Scope 2 emissions that were not included in earlier reports. The inclusion of these estimates provides a more complete representation of Mentera's operational footprint and aligns the reporting approach with PPN 06/21 transparency requirements and GHG Protocol guidance.

Data Limitations and Estimation Methods

Some Mentera office locations are located within multi-tenant buildings where energy consumption is metered at the whole-building level. In these situations tenant-specific energy consumption data is not available. To maintain complete Scope 1 and Scope 2 reporting, emissions associated with these premises were estimated using floor-area allocation and benchmark office energy intensity approaches consistent with the GHG Protocol.

Solar PV adjustment: For the Aberystwyth Unit 3 site, recorded solar photovoltaic generation (8,178 kWh) was deducted from the site's gross electricity consumption to calculate net imported electricity, with Scope 2 emissions calculated using the UK grid electricity factor (0.177 kgCO_{2e}/kWh); the deduction was capped at the site's measured electricity consumption to prevent negative imports.

Completed Carbon Reduction Initiatives

- Installation and optimisation of photovoltaic generation at selected offices.
- Replacement of fluorescent lighting with LED lighting in multiple premises.
- Boiler replacement and energy efficiency improvements at the Cardiff office.
- Hybrid working policies reducing office commuting and travel demand.
- Increased use of digital collaboration tools and video conferencing.
- Monitoring of environmental performance through the Environmental Management System.

Planned Carbon Reduction Initiatives

- Improve environmental data collection from shared-metered premises.
- Collect staff vehicle information to refine business travel emissions calculations.
- Assess additional opportunities for solar photovoltaic generation.
- Continue transition to LED lighting and efficient equipment across offices.
- Expand environmental awareness initiatives and staff engagement programmes.
- Evaluate potential future inclusion of commuting emissions within Scope 3 reporting where data allows.
- Explore verifiable opportunities for carbon offsetting for residual emissions.

Emissions Reduction Targets

Mentera aims to reduce operational emissions to approximately 50 tCO_{2e} by 2029 as part of our pathway toward achieving net zero emissions by 2050.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with Procurement Policy Note (PPN) 06/21 and the 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 Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard. The plan uses the appropriate UK Government GHG Conversion Factors for Company Reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with Streamlined Energy and Carbon Reporting (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.

The organisation confirms its commitment to achieving Net Zero greenhouse gas emissions by 2050.

Mentera will continue to measure, monitor, and reduce our greenhouse gas emissions and will update this Carbon Reduction Plan annually to reflect progress against our targets and improvements in data availability and environmental performance.

Signed on behalf of Mentera:

Name: Liŷr Roberts

Position: Chief Executive

Signature: 

Date: 26/03/2026