

Energy strategy

To achieve the Energy Policy Goals TB+A LLP are committed to:

- + Creating and maintaining a live Sustainability Action Plan for implementation
- + Working towards net zero carbon for our Scope 1 and 2 emissions
- + Continually improving our energy performance by measuring, monitoring and targeting energy reductions
- + Ensuring organisational resources are committed to energy management and to establish clear line management accountability and responsibility for energy
- + Empowering our people to reduce energy usage through awareness training and behavioural change
- + Complying with applicable legal requirements for energy usage and efficiency
- + Developing and implementing an Energy Management System
- + Reviewing and revising this strategy annually

TB+A LLP will address energy management in all areas of the business including:

Management issues

- + Define roles and responsibilities for energy
- + Establish clear reporting procedures
- + Educate and raise awareness among staff
- + Encourage continual professional development (CPD) for all staff
- + Publicise our performance and report areas for improvement
- + Implement a regular programme of energy audits

Procurement issues

- + Consider life-cycle energy costs for all new equipment and modifications to existing equipment
- + Establish technical guidelines for new projects and refurbishment
- + Procure equipment with low-energy ratings
- + Purchase energy-efficient office equipment
- + Where possible, use energy from sustainable sources
- + Consider building energy performance when procuring office space

Financial issues

- + Establish ownership of energy usage and costs at regional level
- + Establish ownership for energy invoice verification
- + Set and publish investment payback period
- + Establish funding for energy efficiency investment
- + Invest in energy-saving technologies that are eligible for enhanced capital allowances

Technical issues

- + Establish procedures for efficient operation of plant and equipment
- + Establish procedures for energy data analysis
- + Accurately measure TB+A energy usage

Behavioural issues

- + Promote behavioural change to reduce energy usage
- + Establish energy training programme to raise awareness

Signed:  James Campbell – Managing Partner

Date: 2nd January 2026

Next review date Jan 2027