Deloitte.

FY25 UK Basis of Reporting

Environmental Performance Data

SEPTEMBER 23, 2025

DELOITTE LLP

Contents

1. Introduction

This document sets out the principles, methodologies and assumptions used by Deloitte UK in the preparation and reporting of their environmental performance (including greenhouse gas (GHG) emissions) data, as part of a wider Deloitte North & South Europe (NSE) process. This data is publicly reported to demonstrate progress against Deloitte's net zero and related environmental targets.

2. Principles of reporting

The data and associated data management and validation processes are designed to be:

- **Relevant**: criteria result in subject matter information that assists decision making by the intended users.
- **Complete**: criteria are complete when subject matter information prepared in accordance with them does not omit relevant factors that could reasonably be expected to affect decisions of the intended users made based on that subject matter information. Complete criteria include, where relevant, benchmarks for presentation and disclosure.
- **Reliable**: criteria allow reasonably consistent measurement or evaluation of the underlying subject matter including, where relevant, presentation and disclosure, when used in similar circumstances by different practitioners.
- **Neutral**: criteria result in subject matter information that is free from bias as appropriate in the engagement circumstances; and
- **Understandable**: criteria result in subject matter information that can be understood by the intended users.

3. Organisational and operational boundaries

Reporting is based on the scope of Deloitte LLP and subsidiaries' ("Deloitte UK") operational control in the UK. The scope of operational control is defined as:

- **Deloitte UK's operational offices**, either sole or partial occupancy
    - All operational offices are within scope from point of acquisition to time of divestment.
    - The list of operational offices is based on the portfolio in the Deloitte Global real estate database. This database is updated by the Global real estate team every December and June; due to our reporting timescales, the most recent portfolio available is from the December of the reported fiscal year.

- **Deloitte UK's fleet**
    - All activity relating to cars leased by employees under the Deloitte UK car scheme.

- **Deloitte UK's employees**
    - Deloitte employees mean all Full Time Equivalent (FTE) staff, including equity partners and full-time contractors.
    - The activities of Deloitte employees are in scope in Deloitte offices, travelling on business, commuting, and working from home (but not working from client sites which is in the operational control of the client).

4. Reporting periods

Deloitte's financial year (and reporting year for environmental/GHG reporting) runs from 1 June to 31 May.

The baseline year for our targets is from 1 June 2018 to 31 May 2019 ("FY19"). This was the most recent completed reporting year at the time our near-term science-based targets were set and approved by the SBTi.

The current reporting period is from 1 June 2024 to 31 May 2025 ("FY25").

The previous reporting period is from 1 June 2023 to 31 May 2024 ("FY24").

5. Metrics

Deloitte UK reports GHG emissions in line with the GHG Protocol Scopes as follows:

- Scope 1- direct emissions from owned or controlled sources:
  - Fuel combustion (e.g. natural gas)
  - Owned/leased vehicle fleet (internal combustion engines)
- Scope 2- indirect emissions from the generation of purchased or acquired:
  - Electricity (both location and market-based approach)
  - Steam, heat, or cooling (inc. district heating and cooling)
  - Electricity used by our owned/leased vehicle fleet.
- Scope 3 - indirect and value chain emissions:
  - Air travel (km) (both including and excluding radiative forcing)
  - Rail
  - Taxi
  - Car rentals
  - Reimbursed mileage
  - Hotel (nights)
  - Purchased Goods & Services
  - Employee Commuting & Homeworking

We also report our intended purchase of Energy Attribute Certificates and Carbon Credits ('offsets'), as well as any effect of these on our reported emissions.

For ease of understanding in our external reports, we report emissions as CO_2e. This follows best practice guidance, for example that accompanying the UK Government's *Streamlined Energy and Carbon Reporting* (SECR) regulations and TCFD's implementation guidance. CO_2e includes all six greenhouse gases outlined in the GHG Protocol.

We also report normalised emissions on a per FTE basis (tCO_2e/FTE).

We also report these non-GHG environmental metrics, including on a normalised basis per FTE and m^2, where applicable:

- Energy used (kWh), (kWh/FTE) and (kWh/m^2)
- Water usage (m^3) and (m^3/FTE)
- Waste produced (t) and (t/FTE) split by:
  - Mixed Recycling
  - Paper Recycling
  - Food
  - Residual Waste to Energy
  - Residual Waste to Landfill

Deloitte UK reports progress against our World*Climate* targets (all targets are tracked against the baseline year, FY19) as follows:

- Reduce Scopes 1 & 2 emissions by 70% by 2030
- Reduce business travel emissions by 55%/FTE by 2030 (excluding the contingent labour uplift added from FY24 as a result of the PG&S methodology change, in that reporting year)
- 100% of the vehicles in our owned fleet to be EV/PHEV by 2030
- 100% of the electricity used across our operations will be from renewables by 2030

6. Assurance

All the metrics we report undergo third party limited assurance against the ISAE 3000 and 3410 standards, at a Deloitte UK, at a NSE or at a DTTL (Global) level).

7. Methodology

7.1 Scope 1 emissions

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
Fuel combustion	GHG emissions associated with natural gas consumption	Natural gas consumption data is sourced from one of the following, in order of priority: 1. Automatic Meter Readers (AMR) which take readings of consumption data on a repeated, periodic basis 2. Manual meter readings taken by local building management teams 3. Consumption data provided by utility providers Wherever possible, data is obtained for the Deloitte occupied space (whether this is the whole building or a leased part). Where actual data for the Deloitte office space is not available, one of the following methods of **estimation** is followed (in priority order): 1. For shared-occupancy offices, natural gas consumption for the whole site is apportioned to the Deloitte office area, based on the % Deloitte occupied floor area of the site. 2. The data is inferred using an average benchmark (kWh/m^2). The average benchmark is created by totalling the gas consumption for all offices across NSE that have reported and had their data validated and dividing this figure by the occupied floor area (m^2) of those offices. This figure is multiplied by the occupied floor area (m^2) of the offices that have been unable to report but are known to use natural gas, to ensure there are no gaps in the data. Emission factors are applied to the data and updated annually to reflect the latest guidance and factors published by Department for Energy Security and Net Zero (DESNZ, UK) previously commonly known as the DEFRA factors. There are no **exclusions** for this metric.	tonnes CO_2e and kWh
Owned/leased vehicle fleet (internal combustion engine)	GHG emissions associated with the distance travelled by the Deloitte's owned/ leased vehicle fleet powered by internal	Owned/leased vehicle fleet related emissions are those generated by vehicles that the UK owns/leases and provides to their employees for work related travel. NOTE: emissions from fuel used by leased ICE vehicles are reported in Scope 1 as they appear as leased assets on the company balance sheet. This is because Deloitte controls the vehicles available in the leasing scheme and provides a benefit-in-kind to employees.	tonnes CO_2e and kWh

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
	combustion engine (i.e. diesel/ petrol/ hybrid)	Mileage data is collated through the UK travel and expense system. The data is collected on an annual basis. For these vehicles both business and personal mileage must be included. Data on personal mileage is not available in the UK, therefore, the business to personal mileage ratio of the Belgium geography is applied to the UK business mileage and results in a 48% uplift. This proxy approach is followed because Belgium's data, obtained from in-car dongles, was the only reliable actual data available across NSE but is not available to be updated on an annual basis. This 48% uplift has been applied annually in the UK (and NSE) since FY22. Emission factors are applied to the data and updated annually to reflect the latest guidance and factors published by DESNZ (UK Government). The UK submits distance rather than consumption data therefore, the GreenLight system converts km to kWh before converting kWh to tCO_2e. There are no **exclusions** for this metric.	

7.2 Scope 2 emissions

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
Owned/leased vehicle fleet (electric & plug-in hybrid)	GHG emissions associated with the distance travelled by the Deloitte's owned/leased vehicle fleet powered by a hybrid or fully electric engine	Owned/leased vehicle fleet related emissions are those generated by the employees' cars that the UK owns/leases and provides to their employees for work related travel. NOTE: emissions from electricity used by leased EV/PHEV vehicles are reported in Scope 2 as they appear as leased assets on the company balance sheet. Electricity recharge data is collated through the UK travel and expenses system The data is collected on an annual basis. Data is only collected for the UK as Deloitte controls the vehicles available in the leasing scheme and provides a benefit-in-kind to employees. For these vehicles both business and personal mileage must be included. Data on personal mileage is not available in the UK, therefore, the business to personal mileage ratio of the Belgium geography is applied to the UK business mileage and results in a 48% uplift. This proxy approach is followed because Belgium's data, obtained from in-car dongles, was the only reliable actual data available across NSE but is not available to be updated on an annual basis. This 48% uplift has been applied annually in the UK (and NSE) since FY22. Emission factors are applied to the data and updated annually to reflect the latest guidance and factors from the DESNZ database. The UK provides distance rather than consumption data therefore, the GreenLight system (our ESG software platform) converts km to kWh using before converting to tCO_2e. There are no **exclusions** for this metric.	tonnes CO_2e and kWh
Electricity	**Location-based** GHG emissions associated with the electricity consumption reflecting the average emission intensity of local grid mix **Market-based** GHG emissions associated with the electricity consumption	Electricity consumption data is sourced from one of the following, in order of priority: 1. Automatic Meter Readers (AMR) which take readings of consumption data on a repeated, periodic basis 2. Manual meter readings taken by local building management teams 3. Consumption data provided by utility providers. Wherever possible, data is obtained for the Deloitte UK occupied space (whether this is the whole building or a leased part). Where actual data is not available, one of the following methods of **estimation** is followed (in priority order): 1. For shared-occupancy offices, electricity consumption for the whole site is apportioned to the Deloitte area, based on the % Deloitte occupied floor area of the site.	tonnes CO_2e and kWh

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
	reflecting the electricity sources in the UK	2. The consumption is inferred using an average benchmark (kWh/m^2). The average benchmark is created by totalling the electricity data consumption for all offices across NSE (excluding the Middle East due to their differing consumption patterns) that have reported and had their data validated and dividing this figure by the occupied floor area (m^2) of those offices. This figure is multiplied by the occupied floor area (m^2) of the offices that have been unable to report, to ensure there are no gaps in the data. Consumption data is converted into **emissions** and reported using two parallel methods. Only emissions from the market-based method are reported as part of total emissions: 1. The **location-based method** involves using an average emission factor that relates to the local grid from which electricity is drawn. This data comes from the IEA database. 2. The **market-based method** involves deriving emissions factors from contractual instruments, which include any type of contract between two parties for the sale and purchase of energy bundled with attributes about the energy generation, or for unbundled attribute claims. This can include energy attribute certificates (RECs, GoOs etc.), direct contracts (for both low-carbon, renewable, or fossil fuel generation), supplier-specific emission rates and other default emissions factors representing the untracked or unclaimed energy and emissions (residual mix). For consumption that is matched to renewable energy certificates, an emissions factor of zero is applied to this portion of electricity. The remaining non-renewable electricity has DESNZ (UK Government) residual mix factor applied, specific to the country. There are no **exclusions** for this metric.	
District heating and cooling	GHG emissions associated with district heating and cooling consumption	District heating and district cooling consumption data is obtained in the same way as electricity consumption data as described above. Where actual data is not available, the following methods of **estimation** are followed: 1. If an office has reported district heating or cooling data for a prior year and this data has been validated, an office benchmark (kWh/m^2) is created by dividing their consumption in that year by the occupied floor area (m^2) in that year. 2. The consumption is inferred using an average benchmark (kWh/m^2) based on those offices in NSE that reported validated data. In all cases, the average benchmark is created by	tonnes CO_2e

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
		totalling the district heating or cooling data for the appropriate offices and dividing this figure by the occupied floor area (m^2) of those offices. This figure is multiplied by the occupied floor area (m^2) of the office that is unable to report to ensure there are no gaps in the data. **Emission factors** are applied to the data and updated annually to reflect the latest guidance and factors published by DESNZ (UK). There are no **exclusions** for this metric.	

7.3 Scope 3 emissions

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
Operational			
Air travel	GHG emissions associated with employee air travel	Air travel is primarily booked through the travel management company (TMC), for travel booked outside of this, it is then expensed by employees through the travel and expenses system. Where possible, the TMC partner is asked to provide the data on the cost, distance and class of trips taken in the reporting year. Data is allocated into the distance and travel class categories from the UK Govt (DESNZ) emissions factors and guidance. The UK provided the amount of km and travel spend from the TMC, and total air travel spend from a combination of the travel & expenses and finance systems. To ensure coverage of air travel booked (both through the TMC and not through the TMC), an uplift has been performed to increase the amount of km from the TMC data in proportion to the total air travel spend, using a £/km factor calculated from the TMC data. Local expense systems do not provide detail of travel distance/class; therefore, this uplift is assumed to have the same proportion split by distance/class type as that recorded through the TMC.	tonnes CO_2e

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
		The uplift described above represents an **estimation** of a proportion of air travel km based on spend data. This is equivalent to the 'gap' in air travel booked through the TMC vs. total air travel spend. **Emission factors** are applied to the data and updated annually to reflect the latest guidance and factors published by DESNZ (UK). In line with Deloitte Global guidance, the UK reports air travel emissions excluding radiative forcing (RF) as part of our total footprint. However, for transparency, the UK firm also show our 'with RF' air travel emissions in our GHG statement. There are no **exclusions** for this metric.	
Rail	GHG emissions associated with employee rail travel	Rail travel data is obtained in the same way as air travel data as described above. In some cases, where expenses are not well defined into different travel categories, small amounts of spend for other types of travel (e.g. bus, tram, and ferries) have been included in Rail. A similar uplift to that described in the air travel section is applied to rail data. This represents an **estimation** of a proportion of rail travel km based on spend data. This is equivalent to the 'gap' in rail travel booked through the TMC vs. total rail travel spend. **Emission factors** are applied to the data and updated annually to reflect the latest guidance and factors published by DESNZ (UK). All rail distance is converted to emissions using the UK national factor for consistency and to be sure of using a reliable source. There are no **exclusions** for this metric.	tonnes CO_2e
Taxi	GHG emissions associated with employee taxi journeys	Taxi travel data is obtained in the same way as air travel data as described above. A similar uplift to that described in the air travel section is applied to taxi data. This represents an **estimation** of a proportion of taxi travel km based on spend data. This is equivalent to the 'gap' in taxi travel booked through the TMCs vs. total taxi travel spend. **Emission factors** are applied to the data and updated annually to reflect the latest guidance and factors published by DESNZ (UK). The Taxi – Average 'vehicle km' factor is used. As of FY25, black cab data is no longer available for the UK, so the corresponding factor is not used. There are no **exclusions** for this metric.	tonnes CO_2e

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
Car rentals / hired vehicle	GHG emissions associated with employee car rentals	Car rental travel data is obtained in the same way as air travel data as described above. A similar uplift to that described in the air travel section is applied to car rental data. This represents an **estimation** of a proportion of car rental travel km based on spend data. This is equivalent to the 'gap' in car rental booked through the TMC vs. total car rental spend. **Emission factors** are applied to the data and updated annually to reflect the latest guidance and factors published by DESNZ (UK). There are no **exclusions** for this metric.	tonnes CO_2e
Reimbursed vehicle distance	GHG emissions associated with employee reimbursed vehicle distances travelled	Reimbursed vehicle data is collated through the travel and expense systems. Generally, employees submit an expense claim that contains details of the mileage travelled as reimbursement is provided as a fixed cost per mile for each vehicle type. **Emission factors** are applied to the data and updated annually to reflect the latest guidance and factors published by DESNZ (UK). There are no **exclusions** for this metric.	tonnes CO_2e
Hotel stays	GHG emissions associated with employee hotel stays	Hotel data is obtained in the same way as air travel data as described above. The amount of hotel nights and spend from the TMC, and total hotel night spend is provided. To ensure coverage of hotel nights booked (both through the TMC and not through the TMC), an uplift has been performed to increase the number of nights from the TMC data in proportion to the total hotel spend, using a £/night factor calculated from the TMC data. As of FY25, hotel nights associated with events/meetings have been added to the number of hotel nights in scope 3 business travel. The uplift described above represents an **estimation** of a proportion of hotel nights based on spend data. This is equivalent to the 'gap' in hotel nights booked through the TMC vs. total hotel spend. **Emission factors** for hotel use are collated by our DTTL global entity using the Cornell University Hotel Benchmarking tool and applied to the dataset. There are no **exclusions** for this metric.	tonnes CO_2e

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
Employee Commuting	GHG emissions associated with the transportation of employees between their homes and their workplaces.	Employee commuting is calculated as follows: Survey data for the UK was used in FY24 and FY25 to understand the commuting mode and distance of employee commutes. Information collected included commuting distance, mode and split of working time between office, client site, and home. Survey results gave days per week spent at the office and days spent on client sites. These were combined to infer days per week commuting. This was multiplied by weeks worked per year (assumed typical work pattern) and two-way commuting distance to calculate a total commuting distance, split by mode. This was then extrapolated from the commuting survey sample population to total FTEs in Deloitte UK to give total commuting distance. In FY25, to align with Deloitte Global's methodology, commuting modes were expanded to include additional categories. Commuting methods now consist of; Car (split by fuel type), Motorcycle, Bus, Train, Ferry, Subway/Underground/Metro, Light Rail/Tram, and Cycle/Walk To remove outliers, a statistical analysis was performed on the survey results and any reported commuting distances 1.5 times greater than the interquartile range were removed from the sample. The appropriate **emission factors** for each commuting mode are applied to the data and updated annually to reflect the latest guidance and factors published by DESNZ (UK). Walking/cycling has an emission factor of zero. **Estimations** – prior to FY24, when employee survey data was available, UK government statistics were used for average commuting distance.	tonnes CO_2e
Homeworking	GHG emissions associated with employees working remotely from their home.	Homeworking is calculated using a homeworking model created specifically for the purpose of environmental reporting, by Deloitte Belgium which the UK (and other NSE entities) benefits from. In FY25, additional inputs were gathered by using an employee survey. The **number of people working from home** is taken directly from survey data, where available. **Working days and hours** are based on a typical pattern for a Deloitte employee, considering weekends, public and paid holidays. **Homeworking hours** are calculated based on the estimated working days and hours, applied to the number of people working from home.	tonnes CO_2e

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
		Homeworking energy consumption is split into the following types: WFH equipment, Space Cooling and Space Heating (separated into electricity, gas, and the rest). A consumption factor for each is then applied to homeworking hours. All factors derive from publicly available industry energy consumption data. The model also contains European regional heating and cooling indices for each region, which alter the heating and cooling factors above based on regional climates. The relevant heating and cooling indices have been used for the UK. The resulting indices are applied to the calculation in the WFH model. In FY25, survey data has replaced previous assumptions on number of heating and cooling months per year for the UK. In addition to this, survey data has provided the number of hours of heating and cooling for FY25. **Emission factors** are applied to the data for each energy usage type (gas and electricity) and updated annually to reflect the latest guidance and factors published by DESNZ (UK Govt). **Estimations** – Prior to FY25, for utilisation and working positions (which are used to calculate number of homeworkers) estimations are the same as those for employee commuting. The key assumption in the Employee Commuting and Homeworking method is around the proportion of FTEs not in the office who are on client site (see Employee Commuting section above).	
Contingent Labour	GHG emissions associated with the activities of Deloitte contractors	Business Travel and Homeworking & Commuting emissions in FY24 and FY25 include an estimation of emissions related to contingent labour, as Deloitte Global changed the contingent labour Purchased Goods & Services methodology in FY24 (see next section for more info on PG & S).	
Upstream			
Purchased Goods & Services	GHG emissions associated with our supply chain	Scope 3 PG&S emissions are calculated using spend data specific to all UK suppliers, along with a combination of supplier-provided emissions data and 'industry average' emissions factors. We recognise that spend-based calculations have a higher degree of uncertainty than product-level calculations, and as a majority of our PG&S calculations utilise this approach, the **uncertainty around reported PG&S emissions is high.** The process for calculating our PG&S emissions is as follows: When an invoice is processed, the spend is entered into our UK procurement system and categorised to a general ledger classification code (depending on the product or service that has been purchased). At a	

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
		regular interval, the classifications are validated by the UK Procurement team. On a quarterly basis, the spend and classification data is extracted from the procurement system by the Global Digital, Data Analytics and Insights (DDAI) team, formatted and uploaded to the ESG software platform, Greenlight. Emissions are then calculated using a tiered approach: Tier 1: Where actual emissions factors/GHG data is available directly from Deloitte suppliers (obtained through CDP Supply Chain program or directly from a supplier), this primary data and related spend is combined to calculate our PG&S emissions for that supplier. Tier 2: Where no supplier data is available, or when the supplier's provided data is significantly different to the industry average emissions factor (secondary data according to the GHG Protocol, Scope 3 Technical Guidance, that is also obtained through CDP), the average industry emissions factors are combined with the spend data to estimate our PG&S emissions for that supplier. The PG&S emissions for each supplier are then aggregated. In addition to this, a number of global supplier contracts that benefit all geographies are held by our global entity, DTTL. An identical process is followed for the DTTL PG&S emissions before those emissions are divided across all geographies based on FTE and added to the total. The PG&S emission factors are based on the environmentally extended input output (EEIO) model, which estimates GHG emissions resulting from the production and upstream supply chain activities of different sectors and products/services in an economy. The EEIO emissions factors used estimate cradle-to-gate GHG emissions for categories of spend. Deloitte continuously seeks opportunities to incorporate additional product-level data (e.g. cradle-to-gate GHG emissions for the product of interest) in its PG&S calculations. As availability of such data increases and its quality matures, we anticipate moving toward product-level calculations for key categories of goods and services. The current method for quantifying value chain emissions does not currently allow for the segregation of certain emission sources into the distinct categories of Scope 3. As such, multiple Scope 3 emission categories are combined into a single reported number that is collectively referred to as PG&S. The categories comprising the reported PG&S number include: • Category 1: Purchased goods & services – upstream (cradle-to-gate) emissions from the production of products purchased by Deloitte in the reporting year. Products include both goods (tangible products) and services (intangible products) and will include spend specifically related	

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
		to client engagements, as per the Deloitte Global methodology and which makes up a material amount of total PG & S emissions. • Category 2: Capital goods – upstream (cradle-to-gate) emissions from the production of capital goods purchased or acquired by Deloitte in the reporting year. Deloitte purchases a limited amount of capital goods. • Category 4: Upstream transportation and distribution – upstream emissions from transportation and distribution include the scope 1 and scope 2 emissions of third-party transportation companies. • Category 8: Upstream leased assets – emissions associated in-use embodied carbon, including maintenance, repair, and retrofit measures during the fiscal year. Note this excludes build-phase embodied carbon (emissions from construction) of leased buildings and operational emissions from leased assets (included in Deloitte's Scope 1 and 2 emissions). **Exclusions:** Some suppliers have been **excluded** from the spend data where they have been counted in other emissions categories: • Travel-related expenses • Utility bills • Rent payments • Contingent labour (travel and commuting/homeworking of contractors) Similarly, some spend amounts are **excluded** from the data as they do not represent spending on goods or services: • Spend associated with car lease payments and car fuel/electricity charges • Carbon credits, SAF, energy attributes and other sustainability-related purchases used by Deloitte to reduce and/or mitigate its environmental impact • Charitable contributions and sponsorship • Deposits, investments, loans & other financial security payments • Employee benefits such as payroll and payroll-related payments, health examinations, gym memberships, immigration and relocation services, membership dues for professional organizations and clubs, daycare reimbursements, etc. • Fines and legal settlements • Imprest/Petty cash/Tips • Insurance payments • Interfirm transactions	

Reported metric	Definition and scope	Methodology and any applicable estimations	Units
		• M&A activity • Pension payments • Recruiting expenses • Rent • Tax payments • Meals and entertainment	

7.4 Other Environmental Metrics

Reported metric	Definition and scope	Methodology and any applicable estimations	Metric value
Water Use	Water usage in our offices	Water consumption data is sourced from one of the following, in order of priority: 1. Automatic Meter Readers (AMR) which take readings of consumption data on a repeated, periodic basis 2. Manual meter readings taken by local building management teams 3. Consumption data as provided by utility providers. Wherever possible, data is obtained for the Deloitte UK occupied space (whether this is the whole building or a leased part). Where actual data for the Deloitte office space is not available, one of the following methods of **estimation** is followed (in priority order): 1. For all offices that have reported water data, and this data has been validated, an NSE office benchmark (m^3/headcount) is created by dividing their consumption in that year by the headcount in that year. This benchmark is multiplied by the headcount of the offices that have been unable to report, to infer missing gaps and ensure there are no gaps in the data. There are no **exclusions** for this metric.	m^3
Waste Produced	Waste produced in our offices, split by method of disposal: • Mixed Recycling • Paper Recycling • Food • Residual Waste to Energy, and • Residual Waste to Landfill	Waste production data is sourced from one of the following, in order of priority: 1. On-site weighing of our waste containers 2. Aggregated supplier data that needs to be apportioned to our demise 3. Counting the # of bags of specific waste types being collected, and applying an average weight for each type of waste Wherever possible data is obtained for the Deloitte occupied space (whether this is the whole building or a leased part). Where actual data for the Deloitte office space is not available, one of the following methods of **estimation** is followed (in priority order): 1. For all offices across NSE that have reported waste data, and this data has been validated, an office benchmark (t/headcount) is created by dividing consumption in that year by the headcount in that year. This benchmark is multiplied by the head count of the offices that have been unable to report, to infer missing gaps and ensure there are no gaps in the data.	tonnes

Reported metric	Definition and scope	Methodology and any applicable estimations	Metric value
		2. The exception is with food waste. Here it is assumed the above method should only apply to offices >5,000m^2 as these are the ones most likely to have dedicated catering (and so producing food waste) contracts in place. There are no **exclusions** for this metric.	

7.5 Normalising factors/ denominators

Reported metric	Definition and scope	Methodology and any applicable estimations	Metric value
FTE	The full-time employees figure returned at year-end, used as a normalisation factor for intensity metrics.	The following FTE figures are sourced from the UK Management Accounts team: • All full-time equivalent employees • All employees on paternity or maternity leave This figure is the average for the financial year and may differ slightly to FTE figures elsewhere in Deloitte's reporting (e.g. Financial Statements) due to different sourcing dates/ compilation methodologies.	absolute
Floor area	The total floor area over which Deloitte has significant control or impact, used as a normalisation factor for intensity metrics.	The total floor area includes the aggregation of the following: • All sites where Deloitte has sole occupancy; and • The floor area of the occupied space on all sites where Deloitte is not the sole tenant Floor area data for each tenanted site is gathered from the Head of Estates in the UK via the Global Estates List. This data is used to apply apportionment where necessary and reviewed on a 6-monthly basis.	m^2

7.6 Targets: Net Zero and supporting World*Climate* targets

Reported metric	Definition and scope	Methodology and any applicable estimations	Metric value
Percentage reduction in total Scopes 1,2 & 3 emissions **Target 90% by 2040**	The difference in absolute Scope 1,2 & 3 emissions between current FY and the baseline year FY19	Scope 1,2 & 3 emissions are consolidated by the NSE reporting team as described above. The difference between absolute Scope 1,2 & 3 emissions for the current reporting year and the baseline year (FY19) is divided by the equivalent baseline year emissions to give the percentage change between the two years.	%
Percentage reduction in Scopes 1&2 emissions Target 70% reduction by 2030	The difference in absolute Scope 1&2 emissions between current FY and the baseline year FY19	Scope 1 and 2 emissions are consolidated by the NSE reporting team as described above. The difference between absolute Scope 1&2 emissions for the current reporting year and the baseline year (FY19) is divided by the equivalent baseline year emissions to give the percentage change between the two years.	%
Percentage reduction in Scope 3 business travel emissions per FTE **Target 55% reduction per FTE by 2030**	The difference in Scope 3 business travel emissions per FTE between current FY and the baseline year FY19.	Business travel emissions are calculated by the NSE reporting team as per the processes discussed above. The difference between per FTE business travel emissions for the current reporting year and the baseline year (FY19) is divided by per FTE business travel emissions from the baseline year to give the percentage change between the two.	%
Percentage of company vehicles that are Electric or Plug-in hybrids **Target 100% by 2030**	The number of electric and plug in hybrid vehicles as a proportion of total fleet	Fleet inventory figures are submitted to the NSE team as part of the annual reporting process. The number of Electric vehicles (EVs) is added to the number of Plug-in Hybrid vehicles (PHEVs). This figure is divided by the total number of vehicles in the fleet, giving the percentage of company vehicles that are EV/PHEV.	%

Percentage of electricity that is sourced from renewable sources **Target 100% by 2030**	The percentage of energy that Deloitte consumes which is covered by Green Tariffs or Energy Attribute Certificates (EACs).	From FY20, all electricity procured has either been purchased on REGO-backed green tariffs or covered by the purchase of Energy Attribute Certificates (EACs). Electricity consumption data is submitted by geographies with the proportion of consumption covered by Green Tariffs disclosed. EACs are purchased for consumption not covered by Green Tariffs. Evidence in the form of Renewable Energy Certificates (RECs) or Renewable Energy Guarantees of Origin (REGOs) is collated to validate these renewable energy claims. Consumption covered by Green Tariffs is added to consumption for which EACs are purchased. This is then divided by total electricity consumption, calculating the percentage of energy from renewable sources.	%

7.7 Estimations

Data collection processes are revised and improved each year, wherever practicable. However, achieving full coverage of actual data across emissions sources is an ongoing effort.

Where data is not available or not considered reliable, estimations are used to fill gaps in data. Estimations are generally based either on extrapolation from actual data, or NSE averages (see Section 7.1 – 7.6 for specific estimations used). See the Data Confidence section below for more on estimated and actual data proportions.

7.8 Exclusions

Where categories have been excluded from our reporting, our reasoning is below:

Scope 1	**Reason for exclusion**
Fuel combustion	-
Owned/leased vehicle fleet (ICE)	-
Fugitive gas emissions	Excluded as not a historically material source of emissions
Backup generators	Excluded as not a historically material source of emissions
Scope 2	
Electricity (market-based)	-
District heating and cooling	-
Vehicle fleet (Electric)	-
Scope 3	
Upstream scope 3 emissions	
Purchased goods and services	-
Capital goods	Reported in the PG&S calculation
Fuel- and energy- related activities	Excluded as not material (calculated ~0.5% of emissions)
Upstream transport and distribution	Reported in the PG&S calculation.
Waste generated in operations	Excluded as not material (calculated <0.1% of emissions)
Business travel (excl. radiative forcing)	-
Employee commuting and homeworking	Reported and offset from FY22
Upstream leased assets	Reported in the PG&S calculation
Downstream scope 3 emissions	
Downstream transport and distribution	Not relevant. Deloitte does not sell or transport products
Processing of sold products	Deloitte's business does not include processing of physical products.
Use of sold products	Deloitte's business does not include sale of physical products.
End-of-life treatment of sold products	Deloitte's business does not include end-of-life treatment of physical products.
Downstream leased assets	Downstream asset leasing is only done in rare circumstances. Emissions assumed to be negligible compared to overall footprint
Franchises	Not relevant. Deloitte does not own franchises
Investments	Not relevant according to the GHG protocol as Deloitte is not a financial institution

8. Data Confidence

Data comes from various sources – with some being more detailed and mature than others. Below we have outlined the confidence we have in the emissions reported in each category based on the proportion of those emissions that were calculated using actual activity data.

The confidence levels Deloitte UK use are developed in line with Deloitte NSE and are as follows: Low [1-34%], Medium [34-67%] and High [67-100%]

Scope 1	**Confidence**
Fuel combustion	High
Vehicle fleet (ICE)	High
Scope 2	
Electricity (market-based)	High
District heating and cooling	High
Vehicle fleet (Electric)	High
Scope 3	
Purchased goods and services	Low
Employee commuting and homeworking	Low
Business travel (excl. radiative forcing)	High
Other Metrics	
Waste	High
Water	High

9. Restatement Policy

In instances where, due to a change in calculation methodology, a structural change to the organisation, new acquisitions or divestments or improvements in data accuracy, our emissions are materially misstated, Deloitte UK will update these figures in the subsequent annual reporting.

A material misstatement is deemed to be that returning a variance of greater than or equal to **5%** at the (UK) Scope 1, 2 or 3 level. The restatement will be accompanied with an explanation as to why the data quality has improved. This applies to the baseline year and all subsequent reported years.

10. Emission factors

The UK (and other NSE geographies) report their annual activity data centrally to the NSE reporting team, where emissions factors are applied to calculate GHG emissions. Deloitte uses emissions factors published by DESNZ (UK) and the IEA; in certain cases, we use other specific emissions factors. These are reviewed and benchmarked against other international GHG emissions sets each year in collaboration with Deloitte Global.

Factors are updated each year in line with guidance of the issuing bodies. Where the reporting period covered by the emissions factor set differs from Deloitte's reporting year, the set which covers the larger proportion of Deloitte's reporting year is used.

All factors used are noted in the relevant emissions sources in sections 7.1 - 7.3 above.

GHG emissions are reported in tonnes of CO_2e. These Emissions factors aggregate both CO_2 and the other greenhouse gases listed in the IPCC Fourth Assessment Report (AR4 - 100 year), to create a CO_2 equivalent (CO_2e) total. The GWP factors used are CO_2 = 1; CH_4 = 25; N_2O = 298

11. Validation procedures

The UK (and other NSE geographies) is responsible for validation and integrity procedures over the data submitted, as part of NSE reporting. This includes trend analysis, comparison with prior year data and sample testing over material consumptions.

NSE has established a year-on-year variance threshold of 15% and where variances exceed these, geographies (including the UK) are required to provide an explanation. UK data is reviewed by a senior person followed by a Leadership review, and prior to submission to NSE.

The NSE team then collate and consolidate data from geographies and convert the activity data into emissions. The NSE team follow up gaps and significant variances identified with the local teams before sharing the data with our assurance provider. The assurance provider conducts limited assurance over the data (see section 6). Quality reviews of the NSE data are performed by senior members of the NSE sustainability team and the final emissions data is approved by NSE leadership before publication.

12. Materiality assessment

For the purpose of Deloitte's ESG inventory, 5% of the total of a published indicator is considered to be material for the UK member firm (with the same threshold applicable to NSE). This threshold has been identified as appropriate for evaluating materiality, as it is consistent with the GHG Protocol's definition of 'significant.'

To reflect how our GHG emissions data is managed, tracked, and externally published, we combine the following indicators:

- Combined Scope 1 and 2 (market-based) GHG emissions
- Scope 3 (all categories) GHG emissions
- Total energy usage (reported in kWh)

All emission sources are assessed on a periodic basis to determine whether the omission of smaller sources have a material impact on the UK emissions.

13. Beyond Value Chain Mitigation/ 'Offsets'

Since FY23 we have implemented a structured Beyond Value Chain Mitigation (BVCM) strategy, in line with Science-Based Targets Initiative guidance. Our voluntary policy is to purchase CERs ('carbon offsets) equivalent to 50% of our total gross emissions. and Deloitte UK additionally provide direct investment and skills-based support to projects that will drive the net zero transition outside of our value chain.