



# Carbon Reduction Plan for P&J Live

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**positive  
planet**



# Our Commitment

P&J Live is committed to achieving Net Zero emissions by 2050.

## What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as “science-based” when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets.

## Our near-term targets:

- Reduce scope 1 and 2 emissions by 50% by 2030.
- To procure 80% renewable electricity by 2030 and 100% by 2035.
- Reduce Scope 3 emissions by 50% by 2030.
- Measure all scope 3 categories including fan and visitor travel by 2026.

## Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2045.
- Neutralise any residual emissions using verified carbon offsets by 2050.

**Scope 1 emissions:** direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

**Scope 2 emissions:** indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

**Scope 3 emissions:** all other indirect greenhouse gas emissions that occur in an organisation’s value chain, including emissions from upstream and downstream activities.

# Our Carbon Footprint

## Baseline Emissions Footprint

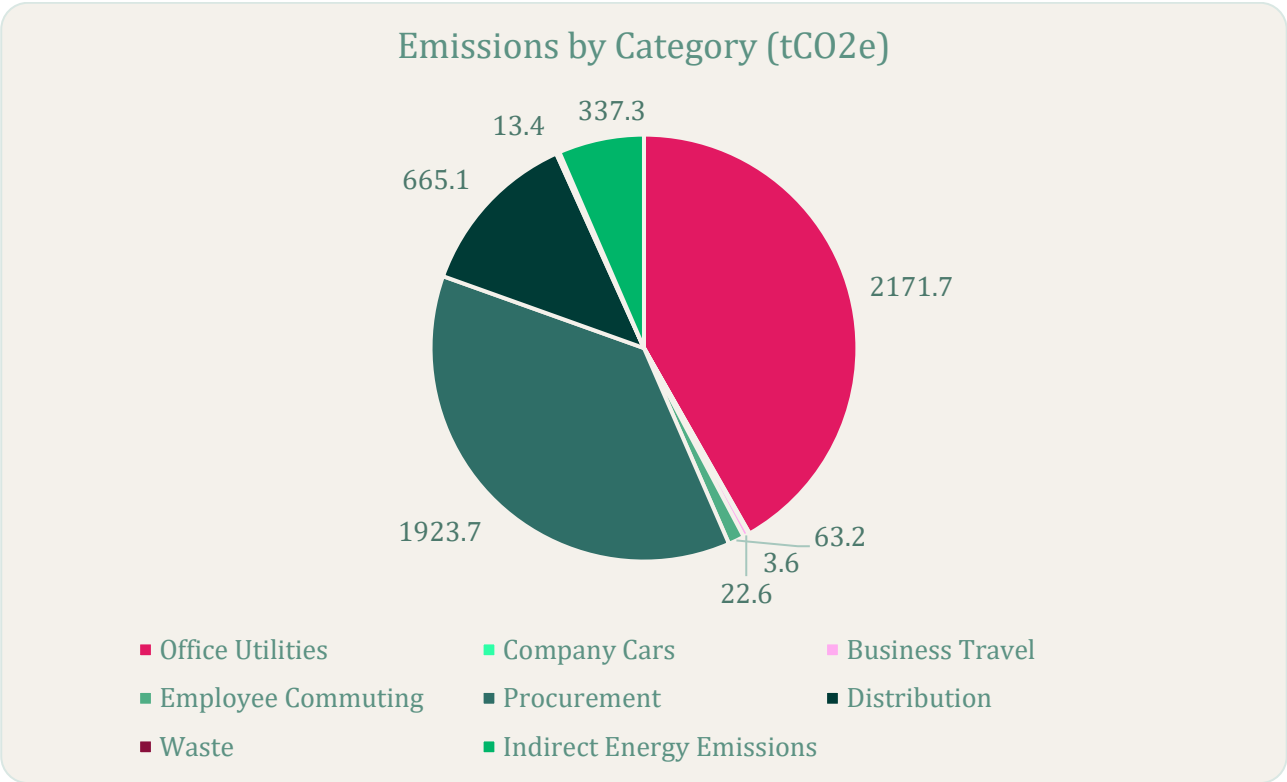
Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured. We have chosen to set our baseline year as January - December 2023.

Baseline Year: 2022-2023	
The current reporting year (January - December 2023) is the first year that we have measured and reported our carbon footprint and will serve as the baseline year for future measurements.	
Emissions	Total (tonnes CO <sub>2</sub> e)
Scope 1	23.4
Scope 2*	Market-based: 2,151.8 Location-based: 1,786
Scope 3 including: <ul style="list-style-type: none"><li>- Purchased Goods &amp; Services</li><li>- Capital Goods</li><li>- Fuel &amp; Energy Related Services</li><li>- Business Travel</li><li>- Transportation &amp; Distribution (Upstream &amp; Downstream)</li><li>- Employee Commuting &amp; Homeworking</li><li>- Operational Waste &amp; Water</li></ul>	3,025.3
<b>Total Emissions*</b>	<b>Market-based: 5,200.6</b> <b>Location-based: 4,834.7</b>

Our total emissions equate to a Carbon Intensity Metric of 77.6 tCO<sub>2</sub>e per full-time employee equivalent (FTE) based on 67 FTEs during the baseline period (using market-based emissions).

\*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

# Carbon Emissions Breakdown



# Carbon Reduction

## Our Net Zero targets

P&J Live is committed to achieving Net Zero by 2050. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year. To keep us on track, we have also set the following near-term targets to 2030.

## Our near-term targets:

- Reduce scope 1 and 2 emissions by 50% by 2030.
- To procure 80% renewable electricity by 2030 and 100% by 2035.
- Reduce Scope 3 emissions by 50% by 2030.
- Measure all scope 3 categories Including fan and visitor travel by 2026.

## Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2045.
- Neutralise any residual emissions using verified carbon offsets.

## Progress

There are no previous existing carbon emission reduction targets against which to report progress. The Carbon Reduction Plan and our Net Zero Roadmap will remain as working documents to measure, monitor and report progress on our annual carbon reduction Initiatives 2024 onwards.

## Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2023	1,2,3
Created a Green Team to lead initiatives. This team has been made up of members from different departments to support the roll out of initiatives and management of data, this includes sharing and collaborating throughout the organisation.	2023	1,2,3
16 members of staff have undertaken training and met all the requirements of the Carbon Literacy Standard.	2024	1,2,3

## Future Carbon Reduction Plans

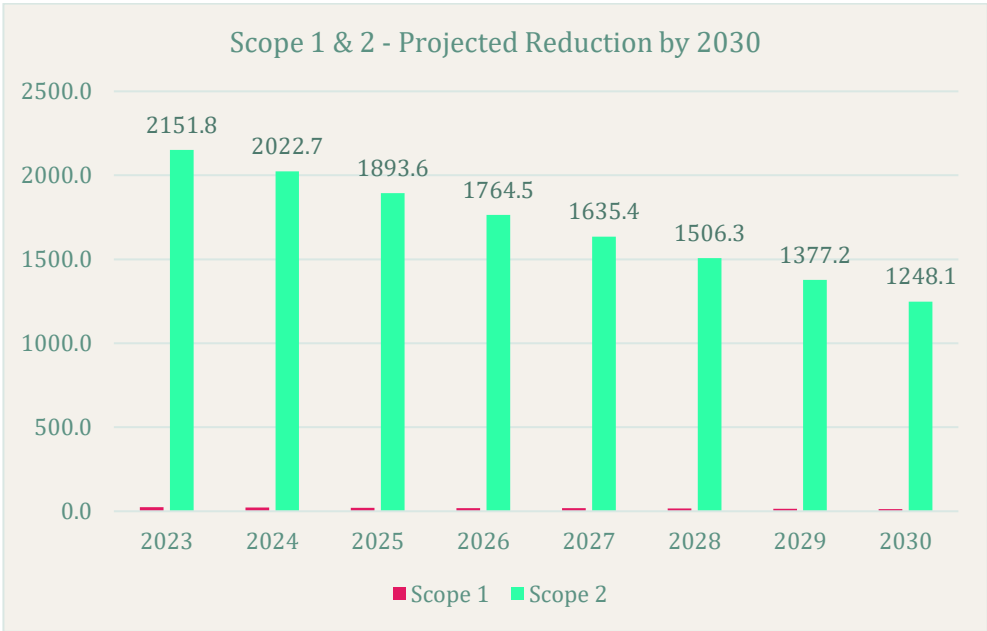
We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Reduction Plans – Scope 1 & Scope 2				
Activity No.	Activity	Target Date	% Reduction Target	Category
1	<p>As we are the operator of our premises, we have Influence over decision-making for the premises and facilities management.</p> <ul style="list-style-type: none"> <li>To consider low-cost options such as reducing the boiler temperature for Domestic Hot Water Systems.</li> <li>Consider planning for larger capital projects linked to Mechanical and Electrical Plant efficiencies.</li> </ul>	2027	10%	Purchased Utility
2	<p>Total <b>location-based</b> electricity emissions (National Grid energy mix) are still 1,786 tCO<sub>2</sub>e so there is an opportunity to reduce energy use.</p> <p>We will implement behaviour change initiatives within the workplace for reduction of emissions, including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate. We will assign roles and responsibilities to Green Team members.</p> <p>High-level monitoring of energy use is key to understanding further pinch points.</p>	2026	20% (location-based)	Purchased Electricity
3	<p>Implement energy efficiency measures to reduce the overall amount of electricity consumed at sites. Optimise operational procedures and implement energy efficiency measures.</p> <p>Examples of reduction measures include:</p>	Ongoing	10% (location-based)	Purchased Electricity

	<ul style="list-style-type: none"> <li>- Introducing further sensor lighting control, utilising absence detection for larger non controlled spaces.</li> <li>- reviewing and renewing inefficient equipment (when at end of life), and actively consider the energy efficiency of equipment when new purchases are required (eg laptops, fridges, dishwashers)</li> </ul>			
4	<p>To completely reduce market and location-based energy emissions to zero, install on-site renewable energy generation technologies such as solar PV panels or wind turbines,(following an energy audit to assess feasibility and payback periods), to generate 100% electricity demand.</p> <p>Engage the corporate landlord to assess and understand the feasibility of implementing an asset replacement programme to replace gas powered F&amp;B equipment with electric alternatives reducing the venues gas related carbon emissions to zero.</p>	2030	100% (location and market-based)	Purchased Utility
5	<p>Conduct a review of company vehicles including FLT's and MEWPS to outline a strategy for wider venue vehicle electrification:</p> <ul style="list-style-type: none"> <li>- determine which vehicles to electrify first, dependent on which vehicles are used most, which vehicles are most polluting, and which vehicles are oldest.</li> <li>- determine a timeframe for vehicle electrification and commit to this.</li> </ul>	2025	90%	Mobile Combustion Purchased Electricity (EVs)

6	Conduct a review of all refrigeration equipment and the global warming potential of their refrigerant gases to inform a replacement and procurement programme aimed at reducing the impact of the release of greenhouse gases.	2028	100%	Leaked Emissions
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Based upon the above completed and planned initiatives, it is projected that 2 carbon emissions will decrease in Scope 1 from 23.4 **tCO<sub>2</sub>e** to 13.6 **tCO<sub>2</sub>e** and Scope 2 from 2151.8 **tCO<sub>2</sub>e** to 1248.1 **tCO<sub>2</sub>e** by 2030.



We also aim to implement the further initiatives below to reduce Scope 3 emissions:

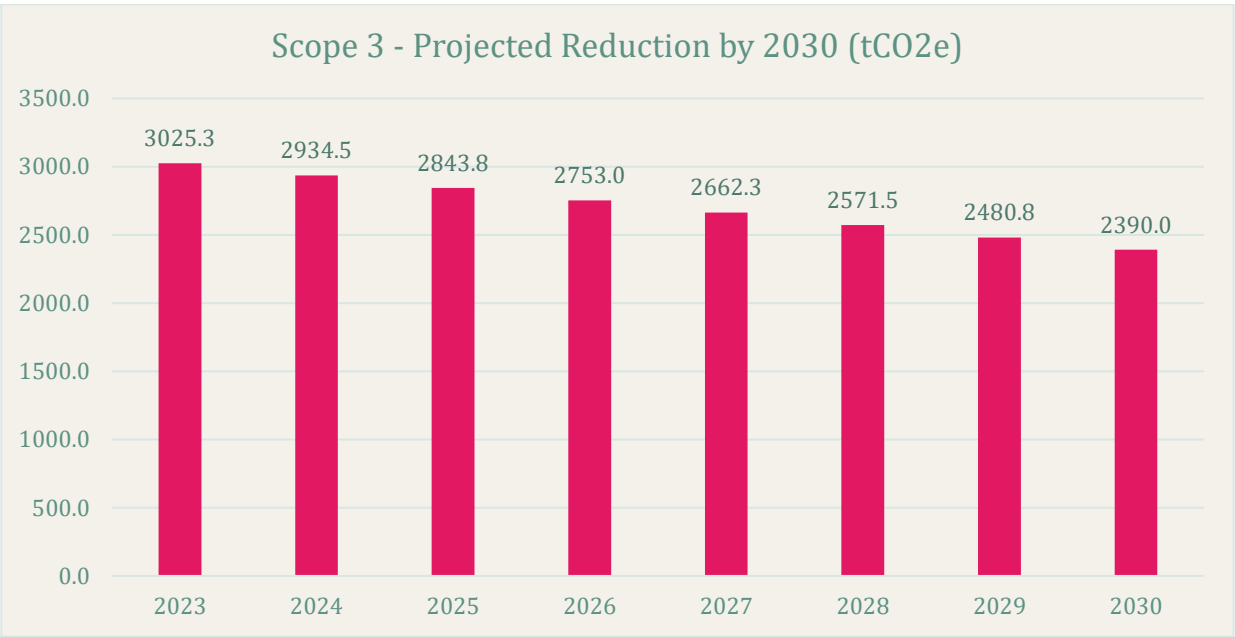
Reduction Plans – Scope 3				
Activity No.	Activity	Target Date	% Reduction Target	Category
1	<p>Commit to measuring the remaining downstream Scope 3 categories, meaning that year's carbon emissions measurement will be a full picture of P&amp;J Live's carbon impact.</p> <p>Currently, the largest missing categories are, visitor and fan travel alongside transportation &amp; distribution. Once these are measured, reduction activities targeted at these categories will be able to be created.</p>	2026	-	Downstream Commuting and Transportation & Distribution
2	<p>Consider training and engagement for the Green Team, leadership, and the wider employee base. Including and not limited to, creating spaces for environmental positive conversations (internal comms including publishing KPI's, Giki Zero competition, newsletters, Teams etc), certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.</p>	Ongoing	2.5 - 7.5%	Commuting & Home Working Business Travel
3	<p>Implement a Sustainable Procurement Policy. Encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms.</p> <p>Commit to a Sustainability Audit or Survey to request further information regarding credentials – Plan to send these to the top 10/20 suppliers by spend. This data collection will support reduction journey by gathering important data for year two measurement &amp;</p>	2024 - 2027	20%	Purchased Goods & Services

	<p>encourage supply chain integration towards Net Zero.</p> <p>Complete this audit within two phases:</p> <ol style="list-style-type: none"> <li>1. Identify suppliers for engagement</li> <li>2. Formulate and collect data (survey/scoring)</li> </ol> <p>Once completed prioritise suppliers with lower carbon footprints as part of the above phased approach. This may also involve purchasing second hand/refurbished (furniture, IT equipment) and extending the lifespan of purchased items.</p> <p>Develop and monitor procurement policy for all new suppliers to align to Net Zero goals.</p>			
4	<p>Review logistics partners/couriers and utilise the above Sustainable Procurement Policy. Work with providers to gather their emissions data, and/or switch to lower-carbon providers.</p> <p>Implement a logistics planning policy to improve the forward planning of deliveries from supplies to limit delivery mileage through fewer trips.</p>	2025 - 2028	20%	Upstream Distribution Downstream Distribution
5	<p>Develop and implement a Sustainable Travel Policy to support environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate.</p> <p>Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes, such as bike to work or car sharing opportunities.</p> <p>Utilise the emissions travel hierarchy:</p> <ul style="list-style-type: none"> <li>- Digital communication</li> <li>- Walking and cycling</li> <li>- Public and shared transport</li> <li>- EV's and car sharing/clubs</li> <li>- ICE vehicles and car sharing/clubs.</li> <li>- Air travel</li> </ul> <p>Consider creative ways to engage and support the workforce to influence change.</p>	2025-2028	15%	Business Travel Commuting

	Examples include setting an internal organisation carbon credit scheme (limit that to a number of tCO <sub>2</sub> e per year), extra holiday days for low emission travel choice, bonuses, subsidised travel, equal mileage payments for diesel/petrol/EVs/cycling.			
6	Liaise with key suppliers to see whether they can ship with the minimal amount of packaging needed to secure the product. Prioritising the reduction of plastic packaging.	2025-2030	25%	Waste
7	Consider driver-efficiency training for company car users – this should demonstrate a reduction in total fuel/electricity use.	2026	10%	Mobile Combustion Purchased Electricity (EVs)
8	Production and publication to employees of an Environmental Awareness Document designed to help understanding of the venue, its people and processes and the impact they can make.	2025		
9	Work with event organisers to educate them around the impact of their event on the carbon footprint of the venue, including measures they can take to reduce or eliminate their impact. This will include a post event report identifying the carbon emission of their event.	2025		Upstream Distribution Downstream Distribution
10	Develop a Waste management Plan to identify waste streams and how these can be reduced. Reduce paper waste from printing operations through the use of printer software requiring physical log in to release printed articles.  Pictorial signage to explain the waste segregation system in place.  Install two publicly accessible water stations to support the reduction of single use water bottles.	2026	25%	Waste
11	To develop a sustainable food and beverage policy with an associated action plan to reduce	2026	25%	Purchased Goods & Services

	<p>the environmental impact of food and beverage offerings.</p> <p>Instigate the inclusion of carbon measures on our F&amp;B menus to allow our clients and guests to make informed choices on the environmental Impact of their choice.</p>			
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Based upon the above completed and planned initiatives, it is projected that (as a minimum) Scope 3 carbon emissions will further decrease over the next seven years from the current normalised measurement of 3025.3 tCO<sub>2</sub>e to 2390.3 tCO<sub>2</sub>e by 2030. This is a **reduction of 21%** and will keep us on track to Net Zero.



# Declaration and Sign Off

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

This Carbon Management Plan has been reviewed and approved by P&J Live Executive Team.

**Signed on behalf of P&J Live:**



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**Name: Rob Wicks**

**Position: Managing Director**

**Date: 13/02/25**

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<sup>1</sup> <https://ghgprotocol.org/corporate-standard>

<sup>2</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>