



Scope 3 emissions report 2025



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When we set out our ambition to decarbonise our business, we did it because it needed to happen. But we didn't have a clear plan on how it would or could happen.

In this, our 4th annual Scope 1, 2 and 3 Carbon report, our carbon reductions have plateaued. In previous years, we have been able to achieve meaningful reductions in both absolute (total) carbon and carbon intensity (kgCO₂e per £ of turnover), but for the first time our 2025 absolute carbon emissions increased.

While we continued to make significant reductions in our carbon intensity, meaning we emitted less carbon for every pound of turnover, we weren't able to fully mitigate the impact of delivering a substantially greater volume of work.

This gives us mixed feelings. We are proud of the significant reductions in carbon intensity achieved on our projects, but so what, if after a huge amount of

smart and hard work, our total carbon emissions in 2025 was greater than 2024? Have we, and much of our supply chain, taken the easy wins in decarbonising in the previous three years and now we are getting to the harder bits of the puzzle? In short, probably yes. The next phase will be harder. Clients continue to demand lower carbon projects and we're serious about our carbon commitments, so we will and must keep pushing.

With the release of the [UK Net Zero Carbon Building Standards](#) fit out embodied carbon requirements, and with the table published showing the year-on-year required 'upfront' carbon reductions, it's hard to see how the fit out sector will be able to keep pace with the required reductions by just choosing 'product A' over 'product B'. The real reductions are only going to be achieved through more fundamental changes in how fit out and refurbishment projects are done. How can we, as a sector, produce spaces using much less material

and fewer products than we do right now? And how can we rethink procurement models to maximise higher levels of reuse?

But we can make great strides, we can help create a sector that drives reuse more effectively, which increasingly seems the only way to achieve the necessary reductions.

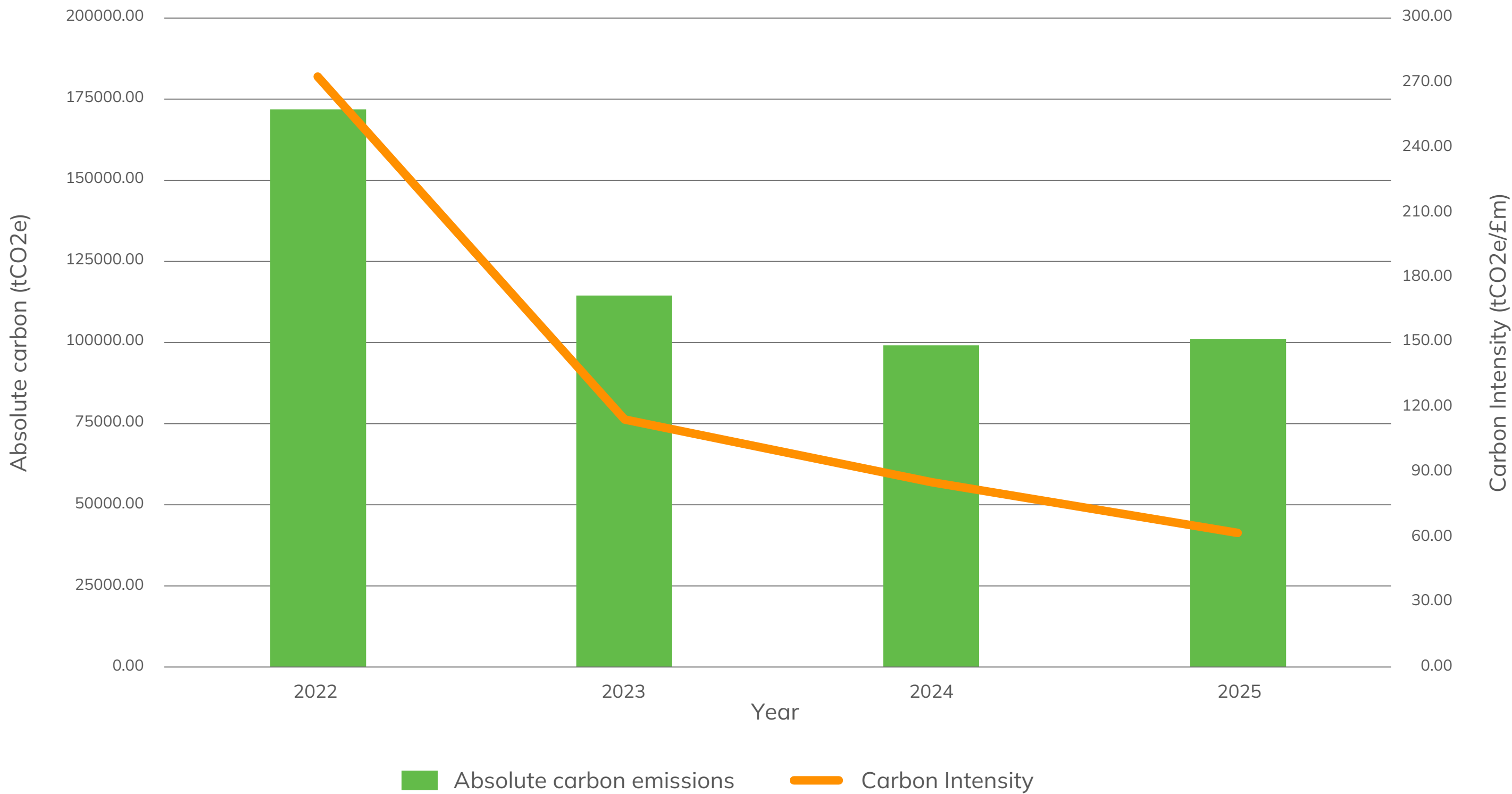
In the last 12 months, we have been lucky enough to work with more and more clients that are demanding reused products on their projects. This has supported us in encouraging manufacturers to rethink their own business models to offer take-back-refurbish-resell models alongside their new product lines. We've worked with some brilliant reuse partners who are doing clever things to make reuse an easier option to access and incorporate into projects. But we have also seen some reuse businesses cease trading because they haven't been able to sustain their new business

model in a sector where currently, buying new is often cheaper and nearly always simpler.

We offer this report to the sector to hold ourselves accountable but also to encourage others to follow suit. The more of the sector that publishes true scope 3 (including purchased goods and services), the more the supply chain will see the opportunity to innovate and offer lower carbon and/or refurbished products back to the market.

For anyone in the sector who has spent any time trying to understand the [current carbon impact of the UK Fit Out market](#) and what a fundamentally lower carbon market would look like, it gets complicated, messy and tricky quickly. At a recent event I was at on Barriers to Reuse in the Fit Out Sector, a competitor eloquently and intelligently stated ‘the biggest barrier is the sheer number of barriers’. It is hard not to agree. If it was easy, we would have done it already. Working for some superb clients demanding more reuse, has taught us that many of these barriers are very much surmountable. The sector is blessed with some world-class problem solvers across clients, designers, engineers, project managers, quantity surveyors and of course sustainability managers. When they apply their considerable problem-solving minds to the task they can and do achieve great things.

Overbury absolute carbon emissions and carbon intensity



Absolute (total) carbon

The total carbon emissions generated by a business, measured in tonnes of carbon dioxide equivalent (tCO₂e).

Carbon intensity (kgCO₂e per £ of turnover)

The amount of carbon emissions generated for every £ of revenue, showing how efficiently a business operates as it grows.

Scope 1 emissions	2024 (tCO ₂ e) (reported figures)	2024 (tCO ₂ e) (recalculated)	2025 (tCO ₂ e)	% change	% of total emissions
Why the actual change? We procured significantly less fuels this year compared to last. Last year the number was particularly high as we paid for all the fuel used on a legacy project we took over from ISG, and so, though it was not Overbury who burnt the fuel, we felt it prudent to report it in our inventory.	130.18	N/A	12.18	 -91%	0.01%
Scope 2 emissions (location based)	2024 (tCO ₂ e) (reported figures)	2024 (tCO ₂ e) (recalculated)	2025 (tCO ₂ e)	% change	% of total emissions
Why the methodology changed? Following discussions internally with Morgan Sindall, and with our auditor, we agreed that site energy doesn't sit in Scope 2, as we don't buy it ourselves. We decided to move it from Scope 2 to category 3.8 Upstream Leased Assets.	777.94	97.08	94.14	 -3%	0.09%
Scope 2 emissions (market based)	2024 (tCO ₂ e) (reported figures)	2024 (tCO ₂ e) (recalculated)	2025 (tCO ₂ e)	% change	% of total emissions
Why the methodology changed? Following discussions internally with Morgan Sindall, and with our auditor, we agreed that site energy doesn't sit in Scope 2, as we don't buy it ourselves. We decided to move it from Scope 2 to category 3.8 Upstream Leased Assets. Why the actual change? All office energy is now fully covered by a REGO and so we can confirm it all comes from renewable sources.	709.09	28.23	0.00	 -100%	0.00%
Scope 3 emissions	2024 (tCO ₂ e) (reported figures)	2024 (tCO ₂ e) (recalculated)	2025 (tCO ₂ e)	% change	% of total emissions
Why the methodology changed? There have been several methodology changes for how we calculate some scope 3 categories, these are explained later in the table.	98,629.71	99,003.82	101,069.11	 2%	99.99%

Categories 3.2 (Capital Goods), 3.9 (Downstream Transportation and Distribution), 3.10 (Processing of Sold Products), 3.13 (Downstream Leased Assets), 3.14 (Franchises) and 3.15 (Investments) are not relevant to Overbury's business activities. Therefore, no emissions have been reported for these categories.

Purchased goods and services	2024 (tCO ₂ e) (reported figures)	2024 (tCO ₂ e) (recalculated)	2025 (tCO ₂ e)	% change	% of total emissions
Why the actual change? Due to our increase in turnover in 2025, we expected these emissions to increase. We are enthused that these emissions have decreased, demonstrating we are separating carbon emissions from turnover. This is down to various reasons, the primary ones being improvements in low carbon materials options provided by our supply chain and a focus on incorporating reused items in our projects.	78,551.34	N/A	70,322.81	 -10%	69.57%
Fuel and energy related activities not included in scopes 1 and 2	2024 (tCO ₂ e) (reported figures)	2024 (tCO ₂ e) (recalculated)	2025 (tCO ₂ e)	% change	% of total emissions
Why the methodology changed? Last year we accounted for site energy in scope 2, and so the WTT and T&D emissions of that energy were included within this category (3.3). This year, site energy was moved to category 3.8 - Upstream Leased Assets - see explanation in scope 2. Due to this, it is no longer accounted for in 3.3; as based on the GHG Protocol this only accounts for Scope 1 and 2 emissions. Why the actual change? This is directly linked to scope 1 and 2. We procured far less fuel this year, and so this has led to a drop in the emissions in this category.	287.79	63.62	39.30	 -38%	0.04%
Upstream transportation and distribution	2024 (tCO ₂ e) (reported figures)	2024 (tCO ₂ e) (recalculated)	2025 (tCO ₂ e)	% change	% of total emissions
Why the actual change? This calculation is based on transport of products from tier 1 suppliers. In 2025 our spend with these suppliers increase by 7%. In addition, in 2025 we received a greater depth of transport data from suppliers, especially from one of our key suppliers of timber and building materials. Compared to 2024, this resulted in a higher benchmark which we use to calculate the transport related emissions from our tier 1 suppliers.	742.06	N/A	1,173.05	 58.1%	1.16%

Waste generated in operations	2024 (tCO ₂ e) (reported figures)	2024 (tCO ₂ e) (recalculated)	2025 (tCO ₂ e)	% change	% of total emissions
Why the actual change? Though our turnover increased by 40% in 2025, the actual volume of waste we produced decreased by 7%. This is a result of less strip out waste in 2025, and a meaningful focus on the reuse of materials. The slight increase in emissions from waste is due to a higher quantity of waste types that have higher carbon factors associated with them.	496.47	N/A	514.71	↑ 3.67%	0.51%
Business travel	2024 (tCO ₂ e) (reported figures)	2024 (tCO ₂ e) (recalculated)	2025 (tCO ₂ e)	% change	% of total emissions
	643.28	N/A	714.07	↑ 11.0%	0.71%
Employee commuting	2024 (tCO ₂ e) (reported figures)	2024 (tCO ₂ e) (recalculated)	2025 (tCO ₂ e)	% change	% of total emissions
Why the methodology changed? Upon comparing the results from the 2024 and 2025 commuting surveys, there was an entry which showed considerably higher diesel car miles in 2024 for a member of staff. This in turn impacted the calculations and benchmarks, exaggerating the diesel car emissions. This was amended to accurately show the actual mileage, and the numbers were altered in line with this. Why the actual change? Our annual commuting survey showed a significant decrease in the mileage undertaken in cars as part of commutes of our office-based staff.	477.61	395.03	347.64	↓ -12%	0.34%

Upstream leased assets	2024 (tCO ₂ e) (reported figures)	2024 (tCO ₂ e) (recalculated)	2025 (tCO ₂ e)	% change	% of total emissions
Why the methodology changed? As per scope 2 emissions, it was agreed to move site energy to this category as we do not pay for it. Why the actual change? The benchmark we produced for 2025, based on site energy records for actual usage, was higher this year. This coupled with a considerable increase in turnover in 2025 (the calculation is based on turnover) resulted in a big increase for this category.	N/A	680.86	1,094.62	 60.77%	1%
Use of sold products	2024 (tCO ₂ e) (reported figures)	2024 (tCO ₂ e) (recalculated)	2025 (tCO ₂ e)	% change	% of total emissions
This comprises Design & Build (D&B) projects where we have full design responsibility for the systems installed Why the actual change? This category is based on the m2 of Design and Build projects we delivered in the reporting year. We use different EUI benchmarks based on if we fitted out projects with just local services or core services too. In 2025, we fitted out far more m² on D&B projects. In addition in 2025 we fitted out a high proportion of projects where we changed the core services, which uses a higher EUI, this resulted in a big increase in emissions under this category.	5,455.38	N/A	15,769.85	 189%	16%
End of life treatment of sold products	2024 (tCO ₂ e) (reported figures)	2024 (tCO ₂ e) (recalculated)	2025 (tCO ₂ e)	% change	% of total emissions
Why the actual change? The built in end of life emissions factors in CarboniCa were updated to reflect industry benchmarks, this resulted in a decrease in emissions.	11,975.78	N/A	11,093.07	 -7%	11%



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