



Colecar Strategic Land

Sustainability Strategy

August 2025





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1 Foreword

Welcome to our Sustainability Strategy, which we adopted in August 2025. The strategy provides the detail behind our vision to become a sustainable developer in a rapidly changing world, outlining our responsibilities, targets and commitments.

We recognise that the future of development must be both responsible and resilient. As a company shaping the built environment, we have a profound impact, not only on landscapes and infrastructure, but on communities, ecosystems, and economies. That's why we've developed a comprehensive Sustainability and ESG Strategy.

This strategy reflects our commitment to integrating sustainability into every stage of our projects, from planning and design through to long-term operation. It's not just about reducing carbon emissions or improving energy efficiency; it's about creating places that are inclusive, ethical, and future proof.

We've listened to our stakeholders, assessed our environmental footprint, and considered the social value we can deliver. Our ESG framework ensures we are transparent in our governance, proactive in our environmental responsibilities, and intentional in our social impact.

By embedding these principles into our business, we aim to drive innovation, attract responsible investment, and contribute to a more sustainable built environment. This strategy is a declaration of our values and a roadmap for how we intend to grow responsibly, with integrity and purpose.

We are proud to take this step and look forward to working with our partners, clients, and communities to deliver meaningful change.



Tom Cardwell
Founder & Managing Director | Colecar Strategic Land



2 Introduction

Colecar Strategic Land (Colecar) has created this Sustainability Strategy to guide our business operations, project promotion and stakeholder engagement. As a land promoter, we play a critical role in shaping the frameworks that guide development by having an influence on planning applications, appeals and partnerships. This Strategy ensures that sustainability is embedded in projects from the outset.

The Strategy has been developed through an analysis of key drivers and frameworks that shape the environment in which Colecar operates. The process has included assessment of global frameworks, evaluation of industry-specific sustainability standards and capturing stakeholder expectations. This analysis has established a robust understanding of the strategic landscape and informs the identification of material

sustainability issues. Building on this foundation, the Strategy outlines clear sustainability objectives and requirements that are aligned to Colecar's overarching business strategy. These priorities are embedded across the organisation to guide decision making and support long term value creation.

The Sustainability Strategy acts as a delivery plan to support and enable communication with a range of stakeholders, including local authorities, consultants, communities and potential clients and buyers. It defines the strategic direction and framework for Colecar, serving as a guide for implementing our sustainability commitments and aligning them with our business objectives.

3 Global Context and Frameworks

3.1 Alignment to the UN Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs)¹ provide a global framework for addressing the environmental, social and economic challenges. The SDG goals are embedded throughout the five key themes of our Sustainability Strategy, Our People, Our Community, Our Operations, Our Projects and Our Planet. Each of the themes contributes to specific SDGs, ensuring that our actions are

globally aligned while being locally relevant. For example, Our Projects promote SDG7 Affordable and Clean Energy, SDG9 Industry, Innovation and Infrastructure and SDG13 Climate Action through our advocacy for net zero and sustainable design. Although these goals are of global measure, Colecar will strive to maximise our contribution to the achievement of the Goals through a structured and measurable approach.

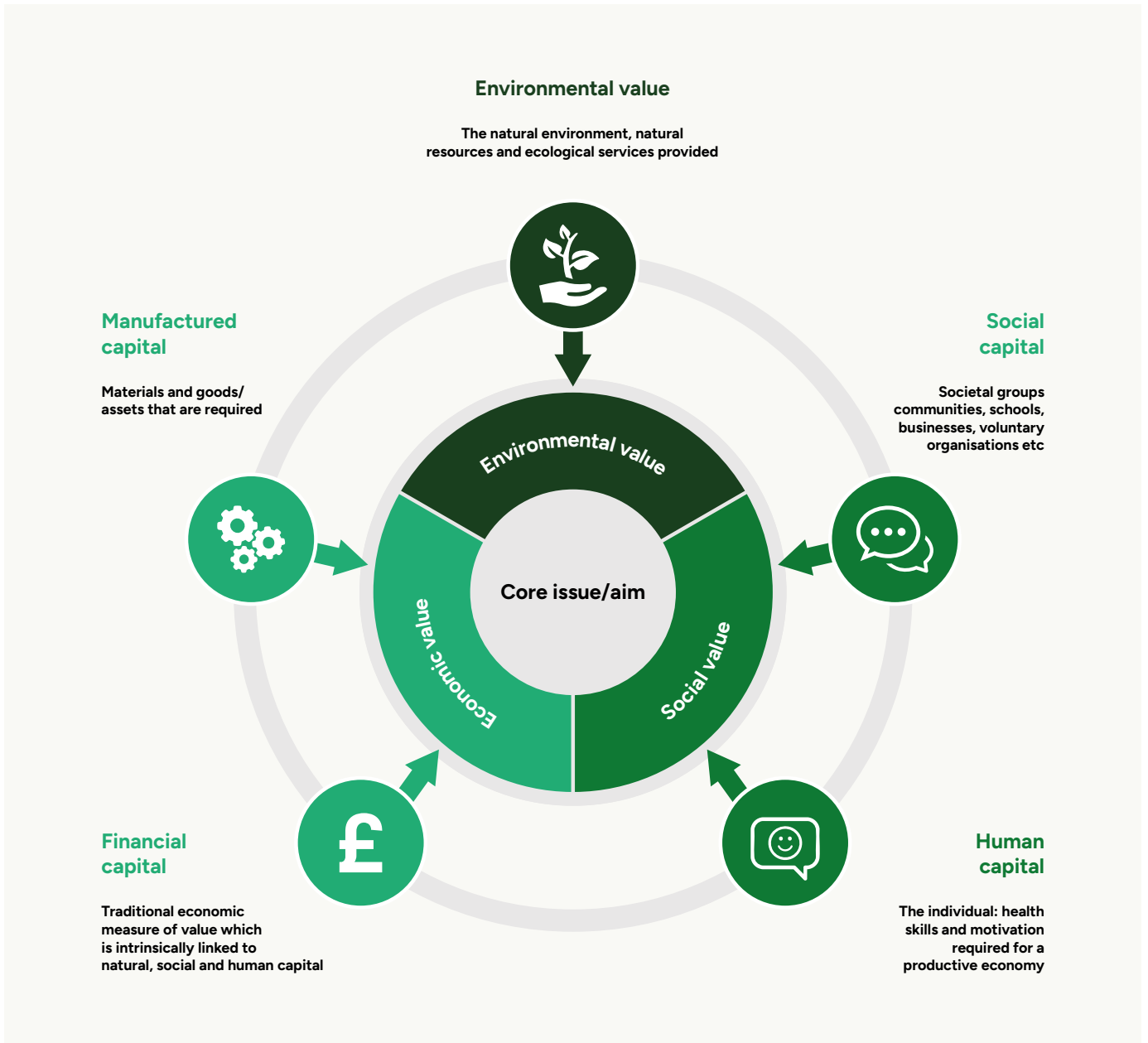


3.2 Five Capitals Model

Providing more direct guidance on the Sustainability Strategy in comparison to the influence of the SDGs, the Five Capital Modelⁱⁱ helps organisations understand sustainability through the lens of economic value creation. To further guide our Sustainability Strategy, we have adopted the Five Capitals Model as a framework to align our Goals, Themes and Objectives. Each of our five strategic themes, Our People, Our

Community, Our Operations, Our Projects and Our Planet, aligns with one or more of these capitals.

This dual alignment with the SDGs and the Five Capitals Model ensures that our Strategy is both globally relevant and locally actionable. It provides a robust foundation for delivering long-term value to our stakeholders and the communities we help to shape.





4 Industry Context

Incorporating the broader industry context is vital to ensuring that our Sustainability Strategy aligns with recognised best practice and emerging standards. This approach enables us to respond proactively to evolving regulatory requirements, market expectations and stakeholder priorities. The following frameworks, models, benchmarks and standards are relevant to the Sustainability Strategy.

4.1 National Design Guideⁱⁱⁱ

The National Design Guide sets out the government's priorities for well-designed places in England. The Guide is part of the National Planning Policy Framework (NPPF) and demonstrates design quality during land promotion and development planning stages. It defines ten characteristics of good design that contribute to a sustainable, healthy and inclusive built environment, including context, identity, built form, movement and resources. Sustainability is embedded throughout, with emphasis on environmental performance, efficient use of resources and resilience to climate change.

4.2 UK Green Building Council Guidance^{iv}

The UK Green Building Council (UKGBC) provides industry-leading guidance, frameworks and toolkits to support the built environment sector in embedding sustainability across all stages of development. UKGBC's work is structured around five key impact areas: climate change mitigation, climate change adaptation, nature and biodiversity, resource use and health, wellbeing and social value. UKGBC guidance is widely adopted across the industry and helps organisations translate high-level sustainability goals into practical, site-specific actions.

The UKGBC Net Zero Whole Life Carbon Roadmap^v provides a framework for decarbonising the built environment and supporting information for reducing operational carbon for new buildings. The Roadmap emphasises whole life carbon assessment, sector-wide collaboration and actionable policy and industry recommendations for reducing carbon emissions.

Additional key tools from the UKGBC such as the Net Zero Carbon Buildings Framework^{vi} and Guide for Delivering Social Value^{vii} reports offer structured approaches to designing developments that are low carbon, climate resilient and support the delivery of social value. These resources can inform land promotion strategies by ensuring that future developments are aligned with industry expectations, planning priorities and the transition to a net zero, nature-positive economy.

4.3 RIBA 2030 Climate Challenge^{viii}

The RIBA 2030 Climate Challenge Targets provide voluntary performance targets for operational energy, embodied carbon, water use and health indicators. The targets are progressively tightened to align with 2030 goals and encourage ambitious but realistic carbon reductions. The Framework is widely referenced by developers, planners and land promoters to guide decision making that supports low carbon, high performance development.

4.4 Low Energy Transformation Initiative^{ix}

Low Energy Transformation Initiative (LETI) is a network of housing associations, architects, planners and built environment professionals providing a pathway to a zero-carbon future for the UK. LETI publishes highly regarded resources such as the Climate Emergency Design Guide^x and Embodied Carbon Primer^{xi}, which provides practical design guidance and performance targets. These documents are particularly relevant at the master planning and early design stages, helping land promoters and developers make informed decisions about building form, orientation, materials and energy systems from the outset.



5 Policy and Regulatory Context

A clear understanding of the policy and regulatory landscape is fundamental to ensuring that our land promotion activities align with current legal requirements and policy updates. The following policy and regulations are relevant to the Sustainability Strategy.

5.1 National Planning Policy Framework^{xii}

The NPPF sets out the Government's overarching planning policy for England. In order to transpose national legislation into local policy, local planning authorities must take into account the NPPF when developing their planning policies.

The NPPF maintains the "presumption of sustainable development". Paragraph 161 of the NPPF explains that the planning system should: "support the transition to net zero by 2050 and take full account of all climate impacts including overheating, water scarcity, storm and flood risks and coastal change".

It should help to: "Shape places in ways that contribute to radical reductions in greenhouse gas emissions, minimise vulnerability and improve resilience, encourage the reuse of existing resources, including the conversion of existing buildings and support renewable and low carbon energy and associated infrastructure".

5.2 Planning Practice Guidance^{xiii}

The Planning Practice Guidance (PPG) provides further details on policies in the NPPF. The PPG advises how to identify suitable mitigation measures in the planning process to address the impacts of climate change. Paragraph 007 Reference ID: 6-007-20140306 states that "every area will have different challenges and opportunities for reducing carbon emissions from new development such as homes, businesses, energy, transport and agriculture related development".

5.3 Climate Change Act 2008 (as amended 2019)^{xiv}

The Climate Change Act 2008 established the context for government action on climate change, providing a legally binding framework for the UK to reduce GHG emissions and develop the UK's ability to adapt to climate change. In 2019, the Climate Change Act 2008 was amended to include a revision of the previous aim of 80% reduction of GHG emissions compared to 1990 levels by 2050. The Act now mandates a net zero target by 2050, specifically stating "the net UK carbon account for the year 2050 is at least 100% lower than the 1990 baseline".

5.4 Environment Act 2021^{xv}

The Environment Act was passed to protect and enhance the UK's environment by restoring natural habitats, increasing biodiversity and reducing waste. The Environment Act requires most developments in England to deliver a 10% Biodiversity Net Gain (BNG) to ensure developments are leaving the environment better than their previous state.

5.5 UK Net Zero Strategy^{xvi}

In October 2021, the UK Government published the Net Zero Strategy, bringing forward the government's commitment to a fully decarbonised power system. The following key policy objectives are relevant to energy:

"To take action so that by 2035, all our electricity will come from low carbon sources, subject to security of supply, bringing forward the government's commitment to a fully decarbonised power system by 15 years.

Aiming to phase out the installation of new and replacement natural gas boilers by 2035 in line with the natural replacement cycle, once costs of low carbon alternatives have come down, including any hydrogen-ready boilers in areas not converting to hydrogen, to ensure that all heating systems used in 2050 are compatible with net zero".



5.6 National Building Regulations - Part L (Conversion of Fuel and Power)^{xvii}

The UK's international commitments are transposed into National Building Regulations. The energy efficiency requirements of the Building Regulations are set out in Part L (Conservation of Fuel and Power) which states that new development is encouraged to reduce carbon emissions in accordance with the energy hierarchy of reducing energy demands in the first instance, supplying energy efficiently and finally the provision of appropriate renewable and low carbon energy technologies.

The Updated 2021 addition was published in December 2021 and established primary energy targets and carbon emissions rate targets for all new buildings. Changes to the Building Regulations Part L include a significant tightening of standards to better equip buildings for a low and zero carbon future with consideration of thermal comfort in modern buildings. This is seen as a stepping stone to zero carbon and the proposed Future Homes Standard.



6 Our Strategy

Vision: Shaping Communities with Sustainable Roots

Our vision reflects how we support our people and how we influence the design and delivery of sustainable places.

6.1 The Colecar Way

At Colecar, sustainability is not a standalone initiative. It is embedded in how we operate, promote land and engage with stakeholders. Our approach is defined by the following principles:

Influence through Planning: As a land promoter, we do not build homes ourselves, but we shape the frameworks that guide their delivery. We influence the planning process through applications, appeals and partnerships.

Spheres of Control and Influence: We distinguish between what we can directly control, such as our operations and our staff development and what we can influence, such as project outcomes and environmental performance of developments. This distinction guides our Strategy and delivery mechanisms to ensure they are both ambitious and realistic.

Grounded in Global and Holistic Principles: We align with the Five Capitals Model and UN Sustainable Development Goals to ensure that our actions contribute to both local impact and global processes.

6.2 Themes, Goals, Objectives

Sphere of Control

Our People - Supporting our employees' development and wellbeing

Our sustainability vision begins with fostering a workplace culture that supports professional growth, wellbeing and shared purpose. We are committed to providing opportunities for continuous learning, including support for professional development and training on our Sustainability Strategy. We will also support career progression through mentoring, CPD opportunities and access to industry events.

To promote wellbeing, we will explore flexible working arrangements, mental health support and regular staff engagement surveys. These initiatives will be monitored and evaluated to ensure they meet the evolving needs of our team.

Our Community - Creating positive community partnerships

Colecar is committed to being a responsible and engaged partner in the communities where we operate. We aim to create lasting social value by supporting local organisations, volunteering frequently and offering early career opportunities.

We will quantify our community contributions and report on the impact of our support. Staff will be encouraged to participate in at least one volunteering day annually, with outcomes shared publicly to inspire wider engagement.

We will also provide structured opportunities for early careers, including T Level placement opportunities and work experience, to help build local capacity and inspire future talent in planning and development.

Our Operations - Managing our business footprint

As a land promotion business, our operational footprint may be modest, but our influence is significant. We are committed to leading by example in how we manage our own operations, embedding sustainability into procurement, travel and resource use.

We will prioritise low carbon travel methods, particularly train travel for business journeys. We will use tools such as Trainline Business xviii to monitor and report on our emissions. We will also implement a Responsible Procurement Policy to govern procurement for our business operations, which can include a 100% renewable energy tariff for the Colecar office and the use of local SME businesses in supporting business operations.



Sphere of Influence

Our Projects - Delivering sustainable projects

Colecar's core business offers a powerful platform to influence sustainable development. While we may not directly build developments, we shape the frameworks that guide their delivery. Our objective is to promote net zero energy strategies for all developments we bring forward.

We will develop and share guidance with our partners on zero operational carbon, energy hierarchy principles and sustainable construction practices. These guides will be practical, accessible and updated regularly to reflect best practice.

We will also advocate for gender inclusive play spaces, sustainable drainage systems (SuDS) and embodied carbon assessments in planning applications. These measures are important in delivering sustainable developments.

Our Planet- Delivering sustainable projects

Our commitment to the planet is embedded in our approach to land promotion. By embedding environmental considerations into every stage of the planning process, we aim to leave a positive legacy, enhancing nature, reducing emissions and supporting healthier, more resilient communities.

We will seek to secure at least a 10% BNG on all sites, going beyond statutory requirements where possible.

We will also promote early identification of carbon sequestration opportunities and advocate for active travel infrastructure in all developments.

6.3 Delivery Initiatives

To deliver on our sustainability objectives, we will take a proactive and structured approach across both our sphere of control and sphere of influence.

Within our direct control, we will embed sustainability into the day-to-day operations of the business. This includes developing and delivering a comprehensive staff training on sustainability by Q4 2025. This will ensure all employees understand the Sustainability Strategy and their role in delivering it. From 2026 onwards, this training will be integrated into the onboarding process for all new starters. We will also implement a Responsible Procurement Policy that reflects our values and supports our sustainability goals. In parallel, we will monitor and report our business travel emissions.

In our sphere of influence, we will work to embed sustainability objectives into planning submissions and design codes. We will advocate for sustainable energy strategies, SuDS and minimum 10% BNG in all projects. These priorities will be communicated clearly to our partners and stakeholders through guidance documents and engagement sessions.

We have designed a programme of delivery initiatives aligned to the achievement of our Sustainability Strategy objectives. A full roadmap of these initiatives is provided in Appendix A. Key items planned for H2 2025 include:

- Launch of the Colecar Toolkit which provides details on delivery of net zero operational carbon and the energy hierarchy principles
- Development of Sustainability Training
- Identifying Colecar Charities and increase volunteering options, charitable donations and overall support
- Collate existing T Level placement for 2024 and 2025



6.4 Reporting and Monitoring

Monitoring will be conducted annually to track progress, demonstrate accountability and inform continuous improvement of the Sustainability

Strategy. **Table 5.1** shows the indicators which will be used to monitor our Themes, Goals and Objectives.

Table 5.1: Sustainability Indicators

Our People	<ul style="list-style-type: none"> • % of staff completing sustainability training • Number of hours on professional development activities • Staff wellbeing survey results
Our Community	<ul style="list-style-type: none"> • Number of volunteering days delivered • Value and impact of charity support • Number of early career placements and work experience opportunities
Our Operations	<ul style="list-style-type: none"> • % of business travel by train • CO2 emissions from travel • % of procurement spend aligned with Responsible Procurement Policy
Our Projects	<ul style="list-style-type: none"> • % of development promoting all-electric, net zero operational carbon strategies • Number of planning applications with sustainability deliverables such as embodied carbon assessments
Our Planet	<ul style="list-style-type: none"> • % of sites achieving greater than 10% BNG • % of sites incorporating SuDS • % of residents with access to amenities via active travel routes

6.5 Governance

To ensure effective implementation of the Strategy, a governance structure will be established. This will outline the roles, responsibilities and relationships within Colecar, providing a framework for decision-making and ensuring effective implementation of the Strategy and its goals.

Colecar’s key internal stakeholders are the Managing Director and Planning Director. The Managing Director acts as Sponsor for the Strategy, providing strategic oversight and ensuring alignment with the company’s broader business objectives. The Planning Director will be

responsible for day-to-day delivery and reporting, ensuring that sustainability is embedded into project workflows and operational decisions.

As the business grows, there will be opportunities to expand the governance structure. This may include appointing a dedicated Sustainability Champion to coordinate delivery across themes, or assigning Theme Leads to oversee specific areas such as Our People or Our Planet. These roles would act as internal advocates, helping to embed sustainability into everyday decision making and ensuring that each theme receives focused attention.



7 Summary

The Sustainability Strategy outlines Colecar's commitment to responsible and sustainable practices across five key pillars:

- **Our People** – Supporting our employee's development and wellbeing
- **Our Community** – Creating positive community partnerships
- **Our Operations** – Managing our business footprint
- **Our Projects** – Delivering sustainable projects
- **Our Planet** – Minimising environmental impact

These pillars are aligned with the UN Sustainable Development Goals and the Five Capitals Model, ensuring our Strategy delivers maximum positive environmental, social, and economic impact.

Colecar is dedicated to the monitoring, reporting and governance of these themes to align themselves with leading industry standards and national planning policies and legislation.

Appendix 1 – Roadmap



Sustainability Strategy

Shaping communities with sustainable roots



Our People

Supporting our employees' development and wellbeing



Our Community

Creating positive community partnerships



Our Operations

Managing our business footprint



Our Projects

Delivering sustainable projects



Our Planet

Minimising environmental impacts

Objectives

Training for all staff on Colecar's Sustainability Strategy providing staff with a common language

Objectives

Support organisations and charities local to sites

Provide staff with the opportunity to take part in volunteering

Provide opportunities for early careers and work placements

Objectives

Prioritise train travel for business journeys

Implement a Responsible Procurement Policy to govern procurement for business operations

Objectives

Promote/target all electric energy strategies for the operational phases of developments

Promote/target net zero operational carbon ready energy strategy for developments

Promote the principles of gender-inclusive play spaces for children and teenagers

Promote sustainable construction approaches that minimise material consumption and deliver schemes with a lower embodied carbon impact

Objectives

Secure at least a 10% biodiversity net gain for all sites

Promote incorporation of Sustainable Drainage Systems (SuDS) for all sites to manage surface water run-off. SuDS also deliver co-benefits for nature and biodiversity, amenity and health and wellbeing

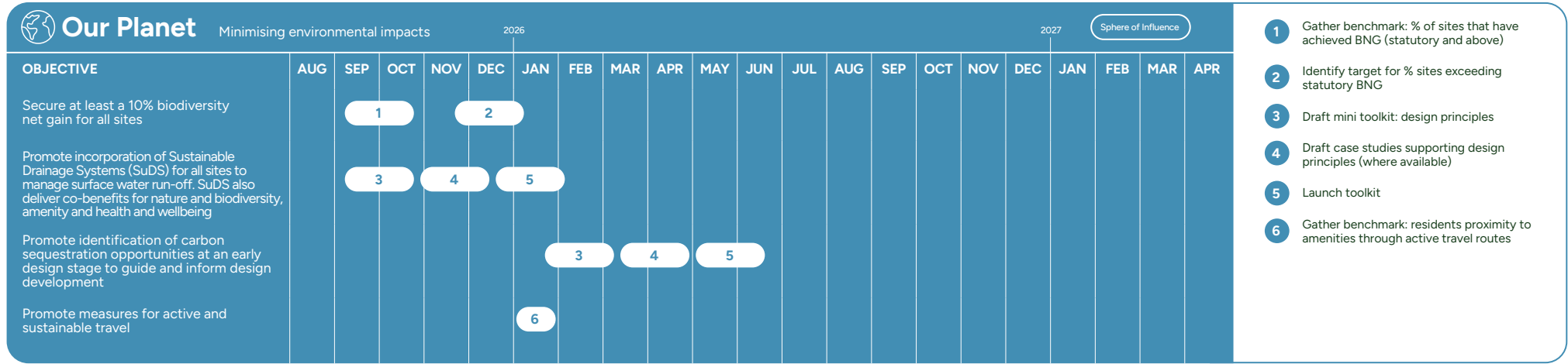
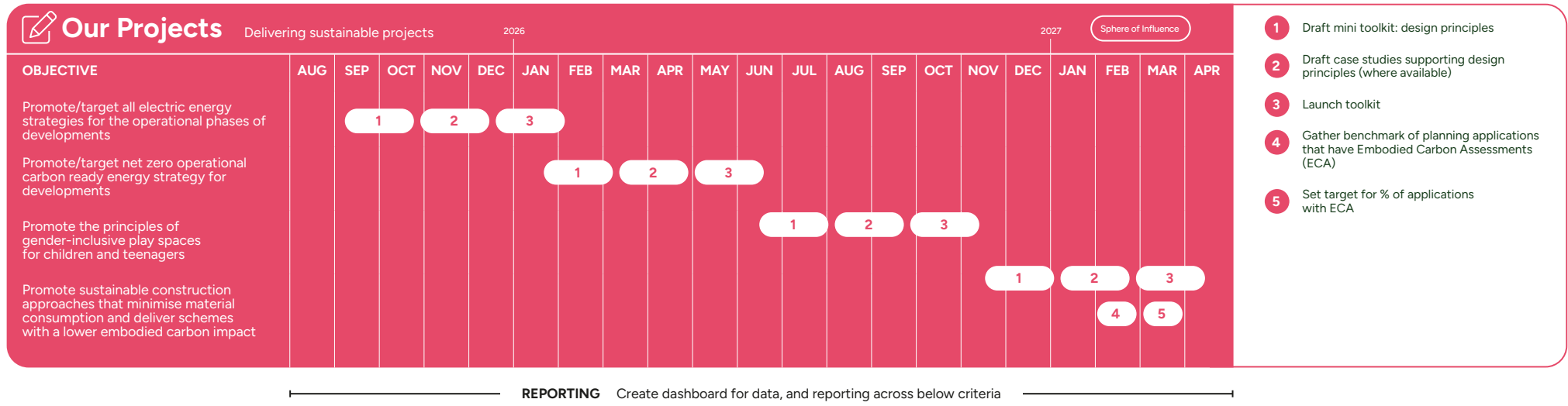
Promote identification of carbon sequestration opportunities at an early design stage to guide and inform design development

Promote measures for active and sustainable travel

Colecar Sustainability Strategy Delivery Roadmap

OBJECTIVE	2026												2027				Sphere of Control	<ol style="list-style-type: none"> Develop Sustainability Training Deliver Sustainability Training for lead team 					
	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV			DEC	JAN	FEB	MAR	APR
Our People Supporting our employees' development and wellbeing																							
Training for all staff on Colecar's Sustainability Strategy providing staff with a common language			1					2															
Our Community Creating positive community partnerships																							
Support organisations and charities local to sites			1				2																<ol style="list-style-type: none"> Identify current charities supported by Colecar and opportunities to increase these or add new Map 2026 FY charitable donations & support Gather team input on type and location of volunteering opportunities Map volunteering opportunities and vote Create calendar of volunteering days Collate existing T Level placement for 2024/2025 Forecast for T Level placement 2026
Provide staff with the opportunity to take part in volunteering				3		4		5	6														
Provide opportunities for early careers and work placements		7																					
Our Operations Managing our business footprint																							
Prioritise train travel for business journeys											1		2			3				4	5		<ol style="list-style-type: none"> Build database of clients, distances, locations, feasibility of train travel Identify target clients and locations for train travel Draft Business Travel Policy Set up Trainline Business account for all teams Launch Business Travel Policy Identify suppliers: energy, catering, suppliers Draft criteria for supply chain: locality, transport, sources Draft Procurement Charter / Policy & checklist for supply chain Launch Procurement Charter
Implement a Responsible Procurement Policy to govern procurement for business operations									6				7				8				9		

Colecar Sustainability Strategy Delivery Roadmap





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