

Carbon Reduction Plan

Supplier name: **AtkinsRéalis UK Ltd & AtkinsRéalis UK International Ltd**

Publication date: **30 June 2025**

In line with the Carbon Reduction Plan requirements, detailed in PPN06/21, this report has been written using data and insight from our 2019 base year and the most recent reporting year 2024. This report refers to the wholly owned subsidiaries of AtkinsRéalis Group Inc: AtkinsRéalis UK Ltd & AtkinsRéalis UK International Ltd.

Commitment to Achieving Net Zero

AtkinsRéalis UK Ltd & AtkinsRéalis UK International Ltd are committed to achieving Net Zero emissions by 2050 and near-term science-based targets by 2035.¹

Base Year Emissions Footprint

Base year emissions are a record of the greenhouse gases that have been produced in the past and prior to the introduction of any strategies to reduce emissions. Base year emissions are the reference point against which emissions reduction can be measured. Our base year is 2019.

AtkinsRéalis currently prepares its annual greenhouse gas (GHG) emissions inventory for its global operations which has been disclosed through the Carbon Disclosure Project (CDP) since 2009. Our GHG emissions inventory follows the methods outlined in the GHG Protocol: A Corporate Accounting and Reporting Standard and each associated standard and guidance documents. Emission sources in the inventory include Scope 1, 2, and 3 emissions.

AtkinsRéalis' CDP reports are available on our [website](#). The CDP report is available in Q4 annually following the submission deadline set by CDP. The scoring of the annual submission is released in Q1 of the following year. The AtkinsRéalis 2024 was awarded a B score for climate, an improvement from a D score for our 2023 submission.

AtkinsRéalis has developed a methodology and provided emissions for each Scope 3 category required to be reported in this Carbon Reduction Plan, as follows:

- Category 4 – Upstream Transportation and Distribution: Spend-based methodology is used. Currently, AtkinsRéalis has only limited engagement with suppliers (or value chain partners) to evaluate emissions in relation to purchased goods. Work continues to expand this engagement to a far larger number of our strategic suppliers.
- Category 5 – Waste Generated in Operations: Average-data methodology is used. Currently, AtkinsRéalis occupies both owned and leased premises in the United Kingdom. The calculation methodology has been reviewed and updated in 2023 to create better insight and a more complete calculation of waste emissions associated with the waste we generate.

¹ Net Zero target includes our full value-chain emissions (scope 1, scope 2, and scope 3).

- Category 6 – Business Travel: Evidenced-based and spend-based methodology are used. AtkinsRéalis currently measures carbon emissions from business travel using data obtained from our travel booking partner, employee expense claims, and spend captured within our financial platforms.
- Category 7 – Employee Commuting: Average-data methodology is used. AtkinsRéalis uses data obtained in a global travel behavior survey in 2023 and is supplemented by data captured in our global 2024 VOX employee engagement survey. Using this data, the emissions arising from commuting to the office and from working from home are calculated.
- Category 9 - Downstream Transportation and Distribution: Not relevant to our operations since AtkinsRéalis does not manufacture products and therefore does not have any material transportation and distribution activities to distribute manufactured products.

The revised GHG emissions inventory process meets the requirements of the GHG Protocol and seeks to align with the requirements of the ISO standard 14064-1. The process is intended to deliver the enhanced insight required by our people at local, national, regional, global levels, as well as inventories specific to our business and legal structure.

Baseline Emissions Reporting

Baseline Year: 2019

Additional details relating to the baseline emission calculations.

The inventory meets the GHG Protocol Principles, which are relevance, completeness, consistency, accuracy, and transparency. These principles are applied to each dataset to ensure each are deemed suitable to be included in the calculation of our inventory. A few of our key datasets and inventory processes are summarized below. The full GHG Calculation Methodology is available on our [website](#).

- Our established financial platforms are the principal sources of secondary data that is used to within several GHG calculation models, across all scopes and categories.
- Detailed transactional data provided by our travel booking partners allows the use of this primary data, in the form of: distances travelled, class of seat, and number of nights stayed in hotels in each country to calculate accurate emissions and present greater insight to the business.
- Several other data sources such as employee surveys, fleet lease partners' data, and site energy consumption data are used to ensure our inventory is calculated using high-quality data.
- The GHG calculation model for energy consumption across our leased estate (Scope 3, Category 8), where we do not hold operational control, has matured through the inclusion of contemporary geographic specific energy intensity factors. This has resulted in a notable change in our upstream leased assets emissions.
- During the review of the GHG emissions inventory, the foundational step of setting the organizational boundary for the inventory was reviewed with improvements made to ensure the process met the requirements of the GHG Protocol. The importance of this step is evidenced through an external review of the process and the completed boundary assessment was undertaken by the Carbon Trust in 2023, in addition to the assurance of our full inventory by Deloitte LLP in 2024 and 2025. These assurance reports can be viewed on our website here, within the additional documents section.
- There are some trivial changes to the base year emissions reported in this CRP due to corrections undertaken in the allocation of carbon within the organization due to incorrect assignment being identified during a recent business restructuring.

Base year emissions: 2019	
EMISSIONS	TOTAL (t CO ₂ e)
Scope 1	1,693
Scope 2	1,873
Scope 3 (Included Sources)	Category 4 - Upstream transportation and distribution: 101 Category 5 - Waste generated in operations: 918 Category 6 - Business travel: 16,249 Category 7 - Employee commuting: 5,136 Total scope 3: 22,404
Total Emissions	25,970

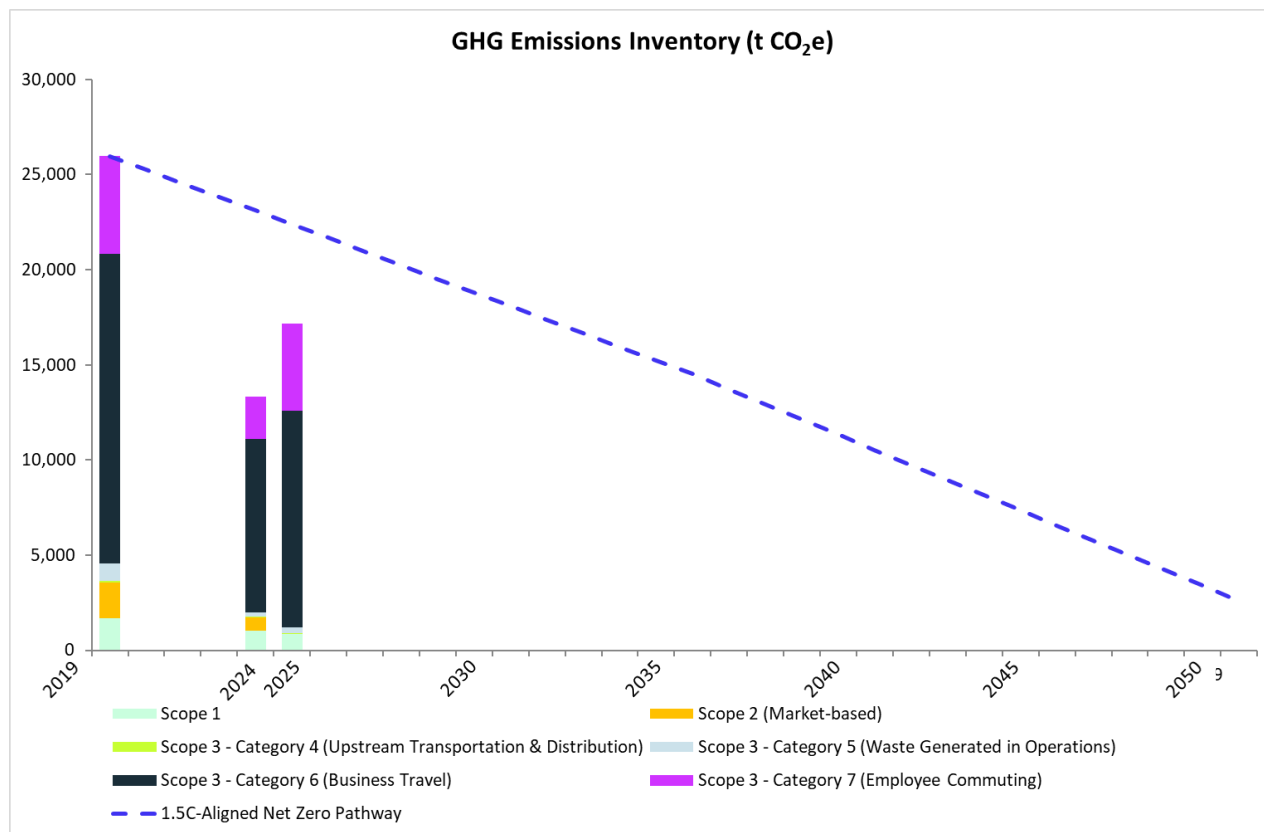
Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	TOTAL (t CO ₂ e)
Scope 1	850
Scope 2	0
Scope 3 (Included Sources)	Category 4 - Upstream transportation and distribution: 73 Category 5 - Waste generated in operations: 296 Category 6 - Business travel: 11,351 Category 7 - Employee commuting: 4,599 Total scope 3: 16,319
Total Emissions	17,169

Emissions reduction targets

In late 2024, AtkinsRéalis board agreed to set Science-based Net Zero and Near-term Targets, to be validated by the Science-based Targets Initiative (SBTi) in 2025. Our ambition is to achieve Net Zero carbon emissions by 2050 and our near-term targets by 2035. Our AtkinsRéalis Net Zero Road Map can be found [HERE](#). Other resources related to our Net Zero ambitions including GHG inventory, Integrated Annual Report, and GHG Calculation methodologies can be found [HERE](#), within the additional documents section.

The emissions reported for 2024 show a significant decrease in comparison to the 2019 base year, but a slight increase on 2023 data.



AtkinsRéalis UK Ltd & AtkinsRéalis UK International Ltd GHG emissions inventory data

Carbon Reduction Initiatives Implemented

The following environmental management measures and projects have been implemented since the 2019 baseline.

Below is a short summary of some of our current carbon reduction initiatives:

- **Science-based Targets:** AtkinsRéalis has announced its ambition to reach science-based near-term and net zero targets within the [2024 Integrated Annual Report](#). These targets have been submitted to SBTi for validation.
- **Race to Zero:** AtkinsRéalis is a signatory of the Race to Zero global campaign.
- **ISO 14001:** AtkinsRéalis Ltd are certified to the ISO 14001:2015 Environmental Management System. As part of this commitment, we produce an annual Sustainability Management Action Plan (SMAP) that details all actions to support sustainability improvement across ten themed areas, including topics such as Net Zero/climate change adaptation, emissions, and energy use. An ISO 50001 Energy Management Standard gap analysis was completed in June 2024 outlining recommendations to the business to manage energy through our existing ISO 14001 management systems.
- **Flexible and Hybrid Working:** At AtkinsRéalis we have a strong flexible working protocol and guidance. Flexible working decreases the need for travel, and reduces the demand for office space, driving a reduction in Scope 1, 2, and Scope 3 emissions associated with business travel and employee commute.
- **Energy Use in Our Offices:** Where we have control over our energy suppliers, we source electricity from renewable sources. We have submitted our notification of compliance to phase 3 of the Energy Saving Opportunity Scheme (ESOS) and included all energy saving opportunities in the regional Sustainability Management Action Plan (SMAP), energy use workstream.
- **Catering Suppliers:** We have successfully worked with our catering suppliers to remove all single-use plastics from our canteens and vending machines. The catering supplier for our Epsom and

Bristol offices has criteria to supply sustainable produce as well requirements to report on waste and carbon.

- **Office Furniture:** Pi Group Furniture (our supplier) report on carbon for us as part of the furniture package of our office fit-outs. They will provide carbon emissions for new products including the transportation, plus the impact of reusing existing items to demonstrate the carbon avoided through reuse.
- **Estate Portfolio:** We will be looking at transitioning from existing offices and facilities and providing more energy efficient or low carbon alternatives. Furthermore, reducing energy consumption by optimising office space, occupancy levels, and accessible public transport. This will include collaborating with landlords across our leased office portfolio to reduce energy consumption. Sustainability forms part of our office selection criteria. We look for this in both the building certification such as BREEAM and in operation. Where possible and appropriate, our fit-outs will be supportive of such certifications. We will use building energy performance certificates to help in assessment and to continually drive up the standard of the portfolio.
- **Carbon Insights:** AtkinsRéalis have developed a platform to encourage carbon management discussions with our value-chain and are recorded to inform decisions within the project governance to actively reduce carbon. This supports principles of PAS 2080.
- **Encouraging Low Carbon Travel:** We have revised our travel procedures to deliver better management of employee travel. Employees are advised, at time of booking, the carbon emissions of their travel choices to allow the lower carbon transport alternatives to be selected wherever possible. Low carbon options are prioritized within the system as a first choice, in-policy, option.
- **Fleet Management:** Within the UK we have introduced electric and hybrid fleets on several of our key contracts including those with Heathrow Airport and for our internal work fleet. In addition, we rolled out an electric vehicle salary sacrifice scheme for our staff in Autumn 2022, to give more staff access to electric vehicles (EV). This salary sacrifice system is measured through the number of electric vehicles leased by employees monthly. An internal project, started in 2025; to look at electric grey fleet vehicles, long-term leased/owned vehicles and company hire vehicles. New company cars in the UK will be EV by 2028.
- **Cycle to Work Scheme:** This is a salary sacrifice scheme created to encourage incentives commuting to work on a bicycle instead of private vehicle. This salary sacrifice scheme has run for over 19 years and is measured monthly through the number of bicycles leased.
- **Staff Awareness and Training:** In January 2022 we launched a global training module: An Introduction to Net Zero aimed at building carbon knowledge and understanding across our business. The basic scientific principles of climate change, the training explores the challenges and opportunities that arise from decarbonizing the key markets we work in. AtkinsRéalis have developed an internal Carbon Academy training course, two cohorts of employees have completed the course to date.
- **PAS 2080:2023 Carbon Management in Infrastructure Certification:** In October 2024, AtkinsRéalis achieved external certification to PAS 2080. Ongoing surveillance audits to monitor carbon management principles are scheduled.
- **Carbon Management Plans (CMP's):** Since 2023, the transportation business unit has been completing CMP's on several projects in the aim to create carbon reductions throughout the project's lifecycle.
- **Low Carbon Materials Hub:** The Low Carbon Materials Hub was created to help navigate the material technologies emerging across our industry in response to the global carbon crisis. The hub provides AtkinsRéalis employees insights into the carbon credentials, opportunities, risks, and considerations. This is listed through a materials library which is updated and maintained regularly.

Carbon Reduction Initiatives Planned

Our longer-term decarbonisation journey (For 2025 to 2050) sets out a phased approach to future carbon reduction and includes the following measures:

- **Business Travel:** Rationalisation of business travel to support greener modes of travel for business where practical with a reduction in air travel.
- **Estate Portfolio Rationalisation:** New Leases will prioritise sustainable buildings that are close to sustainable transport hubs. Working with landlords and facilities management to find alternative solution and properties where gas supply is still an energy source. We are actively looking at ways to increase office occupation and to help ensure buildings are being used as much as possible. Where opportunities exist, we will look to co-occupy with clients or delivery partners to improve utilisation of space, and on occasion, consolidate into smaller spaces allowing parts of the office to be held as vacant reducing energy consumption.
- **Digital Technologies:** we will further increase virtual reality and drone techniques for site visits, fieldwork, and audits.
- **Behavioural Change:** Ongoing programme of behavioral change to influence approaches to business travel and to reduce demand for energy consumption through regular communications. CBRE, our facilities management partner, are also advocates the use of smaller social value enterprises within our account for example The Cheeky Panda who are committed to use of sustainable products Cheeky Panda Bamboo Toilet Paper, Join the Bamboo Revolution.
- **Supplier Engagement:** Working with suppliers on carbon reduction meeting the principles of PAS 2080.
- **Innovation in Low Carbon Energy:** Focus to increase efficiency and innovation in the nuclear sector design, build, and operations to reduce the carbon emissions per unit of energy generated in current and future projects (Scopes 1, 2 and 3).
- **Adoption of Low Carbon Energy Design:** Implement lower carbon design that delivers reduced carbon emissions per unit of energy generated into new nuclear designs and builds (Scopes 1, 2, and 3).
- **Carbon Capture Exploration:** Assess opportunities for carbon capture to neutralize residual emissions (Scopes 1, 2, and 3).

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard² and uses the appropriate Government emission conversion factors for greenhouse gas company reporting³.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans, the Scope 2 Guidance⁴, the Corporate Value Chain (Scope 3) Standard⁵, and the Technical Guidance for Calculating Scope 3 Emissions⁶.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



Chris Ball President, UK & Ireland

Date: 18 June 2025

² <https://ghgprotocol.org/corporate-standard>

³ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁴ <https://ghgprotocol.org/sites/default/files/2023-03/Scope%20%20Guidance.pdf>

⁵ <https://ghgprotocol.org/standards/scope-3-standard>

⁶ https://ghgprotocol.org/sites/default/files/2023-03/Scope3_Calculation_Guidance_0%5B1%5D.pdf