



Cabinet Office

# Carbon Reduction Plan

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

Publication date: **30 June 2024**

On 12th September 2023, AtkinsRéalis was launched as a unified brand, consolidating the former SNC-Lavalin Group Inc, and bringing together all its global trading entities, including Atkins UK Ltd and Atkins International Ltd. This report is for the data in line with the CRP requirements using data sets from 2023, for the supplier stated above. This report refers to the trading entities of 2023, AtkinsRéalis UK Limited & AtkinsRéalis UK International Ltd under AtkinsRéalis Group Inc.

Reference to the “Company” or to “AtkinsRéalis” means, as the context may require, SNC-Lavalin Group Inc. and all or some of its subsidiaries or joint arrangements or associates, or SNC-Lavalin Group Inc. or one or more of its subsidiaries or joint arrangements or associates.

## Commitment to achieving Net Zero

AtkinsRéalis UK Ltd and AtkinsRéalis UK International Ltd are committed to achieving Net Zero emissions by 2030<sup>1</sup>.

## 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. Our baseline emission year is 2019.

AtkinsRéalis currently prepares its annual greenhouse gas (GHG) emissions inventory for its global operations, which has been published on the Carbon Disclosure Project (CDP) platform since 2009. Our GHG emissions inventory follows the methods outlined in The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard. Emission sources in the inventory include scope 1, 2 and 3 emissions.

AtkinsRéalis’ 2023 CDP report has been verified by a third-party, and can be consulted [here](#). Note: The AtkinsRéalis 2024 CDP report is under external verification and will be available on the CDP website on completion of their verification, using the link above.

---

<sup>1</sup> Net zero target includes scope 1, scope 2 and scope 3 categories 6 & 8.

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 does not engage with suppliers or value chain partners to evaluate emissions in relation to purchased goods.
- 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.
- Category 6 – Business Travel: Evidenced-based and spend-based methodology is used. AtkinsRéalis currently measures carbon emissions from business travel using data obtained from our travel booking partner and employee expense claims.
- Category 7 – Employee commuting: Average-data methodology is used. AtkinsRéalis undertook the first global travel behaviour survey in 2023. 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 transportation and distribution activities to distribute manufactured products.

For our 2023 GHG emissions inventory, we seized the opportunity to thoroughly review and redesign our existing GHG emissions inventory processes and reporting, datasets, models, and calculation methodologies. This revised GHG emissions inventory process has been established on foundations aligned with the GHG Protocol, which in turn is based on the requirements of the ISO standard. The new 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 review of how we capture and calculate our GHG emissions inventory resulted in changes in our GHG emissions inventory. In making these changes we believe that we can better demonstrate that the inventory meets the GHG Protocol Principles, which are relevance, completeness, consistency, accuracy, and transparency. The main changes made relate to the use of:

- Our established financial platforms as the principal sources of data to input into new GHG calculation models.
- Detailed transactional data from our travel booking partners to provide more accurate and insightful business travel data that is now calculated using actual travel distances and nights stayed in hotel.
- Various other data sources such as employee surveys and Fleet Lease Management were used to obtain more accurate data; mature GHG calculation model for energy consumption across our leased estate (where we do not hold operational control) by using contemporary geographic specific energy intensity factors against our estate footprint. This has resulted in a notable change in our upstream leased assets emissions; and
- A full review of our application of the operational control approach in defining the organizational boundary in compliance with the GHG Protocol.

### **Baseline year emissions: 2019**

<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>										
<b>Scope 1</b>	1,693										
<b>Scope 2</b>	1,873										
<b>Scope 3 (Included Sources)</b>	<table> <tr> <td>Category 4 - Upstream transportation and distribution:</td> <td>101</td> </tr> <tr> <td>Category 5 - Waste generated in operations:</td> <td>586</td> </tr> <tr> <td>Category 6 - Business travel:</td> <td>16,249</td> </tr> <tr> <td>Category 7 - Employee commuting:</td> <td>4,464</td> </tr> <tr> <td><b>Total scope 3:</b></td> <td><b>21,400</b></td> </tr> </table>	Category 4 - Upstream transportation and distribution:	101	Category 5 - Waste generated in operations:	586	Category 6 - Business travel:	16,249	Category 7 - Employee commuting:	4,464	<b>Total scope 3:</b>	<b>21,400</b>
Category 4 - Upstream transportation and distribution:	101										
Category 5 - Waste generated in operations:	586										
Category 6 - Business travel:	16,249										
Category 7 - Employee commuting:	4,464										
<b>Total scope 3:</b>	<b>21,400</b>										
<b>Total Emissions</b>	24,967										

## Current Emissions Reporting

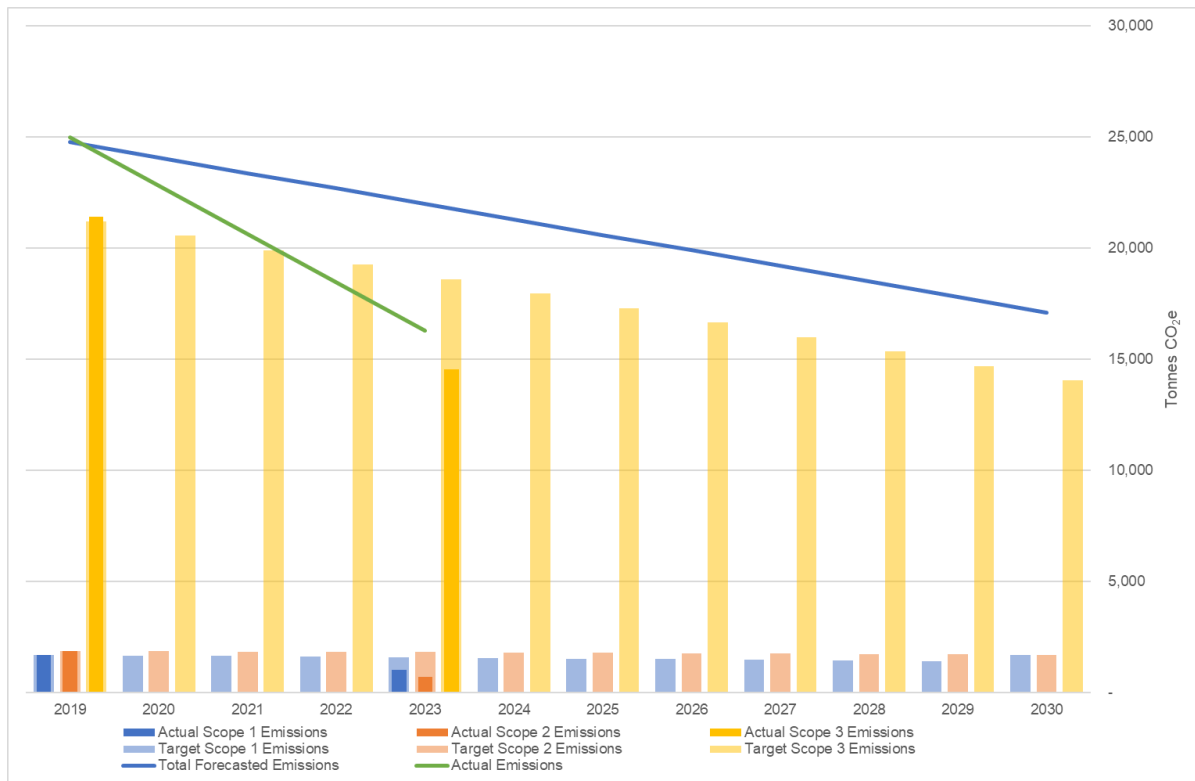
Reporting Year: 2023	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	1,012
Scope 2	713
Scope 3 (Included Sources)	Category 4 - Upstream transportation and distribution: 66 Category 5 - Waste generated in operations: 396 Category 6 - Business travel: 9,202 Category 7 - Employee commuting: 4,891 <b>Total scope 3: 14,555</b>
<b>Total Emissions</b>	16,280

## Emissions Reduction Targets

In early 2021, AtkinsRéalis released its targets and objectives set to reach Net Zero carbon emissions by 2030 (our route map can be consulted [here](#) and high level targets documentation [here](#)).

For scope 3 emissions, the target took into consideration measures related to emissions from business travel and those associated with offices (upstream leases) where AtkinsRéalis does not have operational control of HVAC systems.

The emissions reported for 2023 show a significant decrease in comparison to the base year:



AtkinsRéalis UK Ltd & AtkinsRéalis UK International Ltd Carbon Routemap

## Carbon Reduction Projects

After AtkinsRéalis acquired Atkins in August 2017, it was decided not to establish a new global emission target before first aligning both entities' policies and methodologies as well as establishing a new combined GHG emissions baseline. After the integration took place in 2018, and year 2019 was established as the new baseline, the Company worked on new global targets through 2020. In Early 2021, AtkinsRéalis published its Net Zero Routemap which outlines how the Company will achieve net zero carbon emissions by the end of 2030 and what the residual emissions will be by that time.

## Carbon Reduction Initiatives Implemented

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

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

- **Science Based Targets:** In March 2022 AtkinsRéalis signed up to the Science-based target initiative.
- **Race to Zero:** AtkinsRéalis is signed up to the Race to Zero global campaign. The information can be found [HERE](#).
- **ISO14001:** AtkinsRéalis are certified to the ISO 14001:2015 Environmental Management System. As part of this commitment, we produce an annual sustainability implementation plan which amongst other things sets out annual targets and objectives for our Engineering Net Zero Programme.

- **Flexible Working:** Our strong flexible working policy and 'Workplaces for the Future' initiative, as well as changed working patterns resulting from Covid give staff increased flexibility over where they work; this in turn decreases the need for travel, and is reducing the demand for office space, driving a reduction in Scope 1 and 2 emissions, as well as those Scope 3 emissions associated with business travel and employee commute. We have worked hard to manage the 'bounce back' of travel emissions post COVID and will continue to address travel emissions moving forward.
- **Our Estate:** Where we have control over our energy suppliers, we already source our electricity from renewable sources. We have successfully worked with our catering suppliers to remove single use plastics from our canteens and vending machines. In addition, our current office furniture supplier in the UK, servicing our office moves and refurbishments is committed to reuse, repurpose, and recycle old furniture under the terms of their contract and have also removed single use plastics from our offices. In relocating to new offices, building energy efficiency ratings and accessibility by public transport are key considerations in the decision-making process.
- **Our Global Estate Portfolio Rationalisation Strategy** puts in place a 10-year reduction plan for our global footprint, including reducing sqft/sqm whenever possible. As part of the strategy, we will be looking at how in transitioning from existing offices and facilities we can select more energy efficient or low carbon alternatives. As well as reducing energy consumption by optimising office space and occupancy levels, we will improve energy metering across our offices. This will include collaborating with landlords across our leased office portfolio to reduce energy consumption. In addition, we are looking to increase occupancy performance ratios metering across our offices. This will include collaborating with landlords across our leased office portfolio to reduce energy consumption. In addition, we are looking to increase occupancy performance ratios.
- **PAS 2060:** Our UK & Europe business was carbon neutral in 2021 in accordance with the requirements of PAS2060.
- **2021 Behavioural Change Initiative:** Atkins partnered with Do Nation to run a three-month behavioural change initiative in the run up to COP26; this was open to all staff in the UK & Europe and was targeted at actions individuals could take to help drive a reduction in our corporate carbon footprint in relation things like waste, energy use and business travel, as well as looking at their own personal carbon footprint.
- **2022 Behavioural Change Initiative:** We ran an internal carbon reduction competition from Q4 2022 to Q1 2023.
- **Net Zero Carbon Travel Policy:** We are in the process of revising our travel procedures to deliver better management of employee travel, to ensure that digital meetings are prioritised and that lower carbon transport alternatives are selected wherever possible to reduce carbon emissions associated with business travel.
- **Fleet Management:** within the UK we have introduced electric fleets on several of our key contracts including that with Heathrow Airport. In addition, we rolled out an electric vehicle salary sacrifice scheme for our staff in Autumn 2022, to give more staff cost effective access to electric vehicles.
- **Cycle to work scheme:** This is a salary sacrifice scheme created to incentives commuting to work on a bicycle instead of private vehicle. This reward scheme allows employees to lease a bicycle tax efficiently and national insurance free. This salary sacrifice scheme has run for over 18 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 literacy across our business and equipping staff with a common understanding of the benefits our Engineering Net Zero approach can deliver across all sectors and geographies. As well as looking at the basic scientific principles of climate change, the Training explores the challenges and opportunities that arise from decarbonizing the key markets we work in. Find the course brochure [here](#).

## Carbon Reduction Initiatives Planned

Our longer-term decarbonisation for plan (2023 to 2030) sets out a phased approach to future carbon reduction and includes the following measures:

- **Business Travel:** We will develop travel dashboards displaying progress towards meeting the reduction targets and engage with travel industry suppliers including airlines and hotels to explore solutions that further drive down emissions from business travel.
- **Estate Portfolio Rationalisation:** Supply of gas. We will review all our buildings worldwide supplied by gas and will either vacate buildings, moving into all electric buildings, or work with the landlord to find alternative solutions.
- **Digital Technologies:** we will further increase virtual reality and drone techniques for site visits, fieldwork, and audits.
- **Transport Procurement:** As countries decarbonise electricity supply, establish electric vehicle leasing and all electric taxis frameworks.
- **Travel Booking:** Prioritise air travel providers using low carbon fuels and aircraft. Prioritise travel itinerary and class yielding lower carbon emissions.
- **Behavioural Change:** Ongoing programme of behavioural change to influence approaches to business travel and to reduce demand for energy consumption.
- **Digital Project Execution:** If we must undertake projects in energy-intensive regions, base the project team remotely in a region which has been decarbonised and base a small client-facing team on site.
- **PAS2080 Verification:** In 2024, AtkinsRéalis have commissioned external verification to PAS2080.
- **ISO50001:** AtkinsRéalis have committed to doing a gap analysis to ISO50001 in 2024 to manage energy and carbon compliance through our own internal activities.

Through 2024, AtkinsRéalis will be reviewing the carbon reduction plans across the business utilising the improved insight gained across the value-chain provided by the review of our GHG emission inventory processes, procedures, and methodologies.

## 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 Standard<sup>2</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>3</sup>.

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 and the Corporate Value Chain (Scope 3) Standard<sup>4</sup>.

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:



Richard Robinson – CEO UK and Europe

Date: 30 June 2024

---

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

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

<sup>4</sup> <https://ghgprotocol.org/standards/scope-3-standard>