



Cabinet Office

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 targets by 2035.¹ In line with the Group validated Science Based Targets.

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 2025 CDP submission was awarded a B score for climate.

The GHG Calculation Methodology is available on our [website](#). The methodologies for each Scope 3 category required to be reported in this Carbon Reduction Plan, are 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 larger number of our strategic suppliers. Spend is multiplied by supply-chain emission factors issued by United States Environmental Protection Agency (US EPA) that define the GHG emissions per unit of currency spent on a specific good or service
- Category 5 – Waste Generated in Operations: Hybrid (Spend and average-data) methodology is used. Currently, AtkinsRéalis occupies both owned and leased premises in the United Kingdom.

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

Where we capture waste spend, this is multiplied by supply-chain emissions factors issued by US EPA that define the GHG emissions per unit of currency spent on a specific good or service. This is used alongside an average-data methodology for our office waste emissions are calculated using waste generation values issued by the Department for Energy Security and Net Zero (DESNZ), Intergovernmental Panel on Climate Change IPPC(IPCC), and other published sources are used to estimate the volume of waste an employee in an office may generate on each site. The number of employees in the office each month is calculated using the insight gained from the employee commuting survey and headcount data.

- 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. Our travel booking partner provides individual trip data that contains travel insight including distance travelled, and travel class. This information is used to identify the country specific emissions factor to calculate emissions. For hotel nights stayed in a specific country are provided and the country specific nightly GHG emission factor is used to calculate emissions. Additionally, spend is multiplied by supply chain emission factors issued by US EPA that define the GHG emissions per unit of currency spent on a specific good or service.
- Category 7 – Employee Commuting: Average-data methodology is used. AtkinsRéalis uses data obtained in a global travel behavior survey and is supplemented by data captured in our global VOX employee engagement survey. Using this data, the emissions arising from commuting to the office and from working from home are calculated. An employee commuting survey provides data to allow us to calculate a country specific average monthly commuting emissions (using the reported commuting distance, method of transport, the number of days commuting per week). Where country data is not available then a global average is used as a proxy. Home working energy consumption is calculated using published energy consumption estimates for home workers and are used with the headcount, employee commuting survey and emissions factors issued by DESNZ.
- 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 is informed by the GHG Protocol Standards and Technical Guidance 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.
<ul style="list-style-type: none"> • 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 summarised below. For the 2025 GHG emissions inventory, AtkinsRéalis has updated its emission factors used to calculate emissions related to purchased goods and services and capital goods, under the spend-based method. • The previous factors had become outdated and no longer reflected global economic and technological changes. Because these updates result in more than a 1% variation in our 2019 base-year emissions inventory, we are required to recalculate and restate our base year, as

per the Company's recalculation policy. Updating the base year ensures the Company can accurately track and communicate progress toward net zero and maintain transparency in our reporting.

- We are currently revising our base year emission calculation to reflect these changes and intend to disclose the updated amount in next year's annual integrated report. This recalculation and restatement process is informed by the GHG Protocol, SBTi expectations and our philosophy of continuous improvement in data quality and accuracy. As a result, we have not included a narrative on our GHG performance this year relative to our base year and prior period emissions.
- Our established financial platforms are the principal sources of secondary data that is used 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 the best available data.
- The GHG Emissions Inventory is subject to external limited assurance annually. These are available on our [website](#).

Base year emissions: 2019

EMISSIONS	TOTAL (t CO ₂ e)
Scope 1	1,674
Scope 2	1,873
Scope 3 (Included Sources)	Category 4 - Upstream transportation and distribution: 99 Category 5 - Waste generated in operations: 546 Category 6 - Business travel: 14,343 Category 7 - Employee commuting: 4,296 Total scope 3 (Category 4-7): 19,284
Total Emissions	25,970

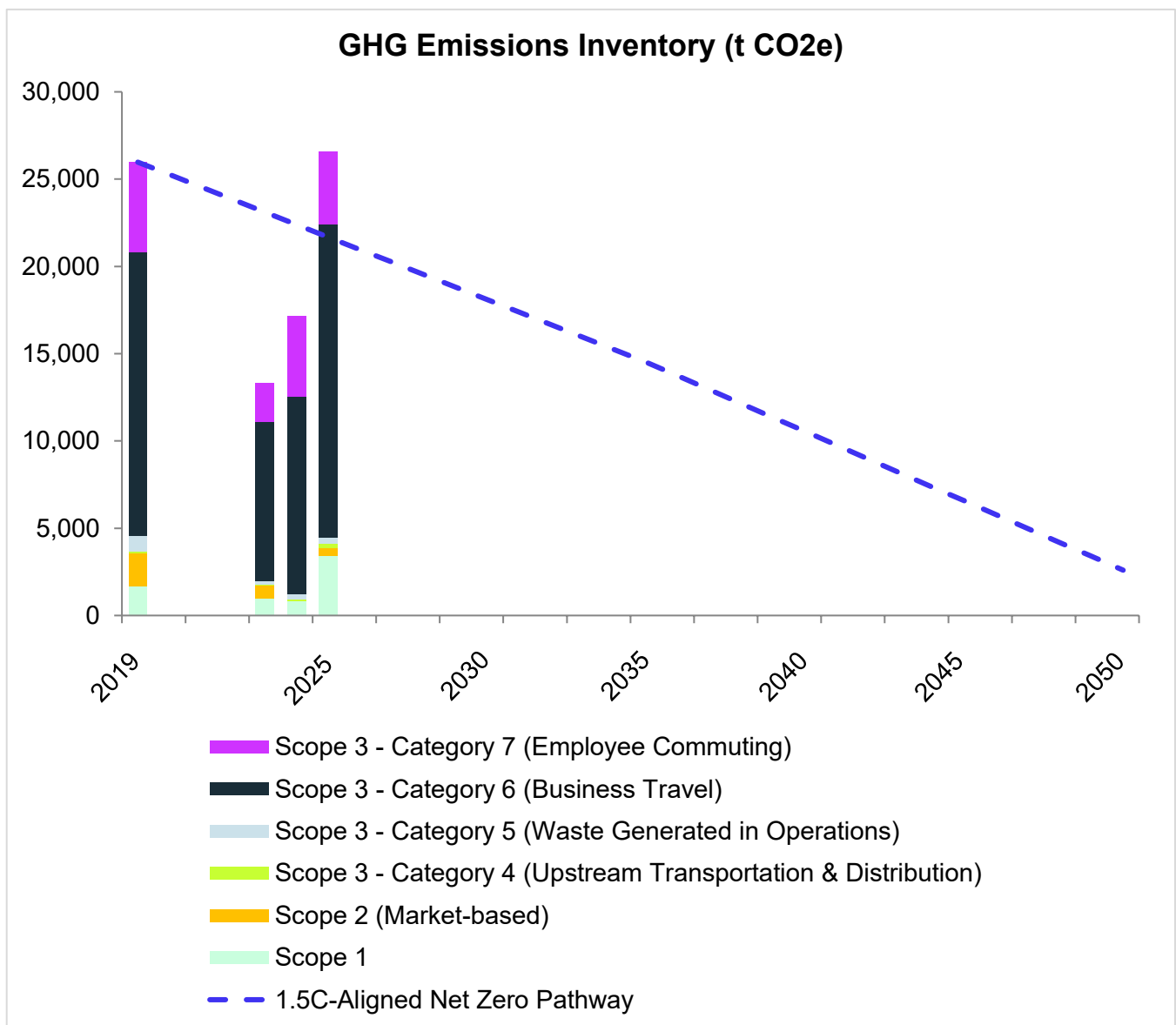
Current Emissions Reporting

Reporting Year: 2025	
EMISSIONS	TOTAL (t CO ₂ e)
Scope 1	3,402
Scope 2	735

Scope 3 (Included Sources)	Category 4 - Upstream transportation and distribution:	246
	Category 5 - Waste generated in operations:	311
	Category 6 - Business travel:	17,519
	Category 7 - Employee commuting:	4,160
	Total scope 3 Category (4-7):	22,236
Total Emissions	26,806	

Emissions reduction targets

AtkinsRéalis goal is to achieve Net Zero carbon emissions by 2050 and our near-term targets by 2035 in line with the SBTi commitment. 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.



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 initiatives (SBTi):** AtkinsRéalis has validated its SBTi with a near term target of [2035](#) and a net zero target for [2050](#).
- **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 allocated Rail and Transit as an entity within our submission. The ESOS action plan required for Phase 3 has been developed in the regional Sustainability Management Action Plan (SMAP).
- **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 decarbonising the key markets we work in. Further training like the Whole Life Carbon Management Modules, have also been developed. Additionally, AtkinsRéalis have developed an internal Carbon Academy training course, two cohorts of employees have completed the course to date. The course will continue to run as an online tool in the future.
- **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.
- **Net Zero Superheroes:** First launched in 2020, this seizing the opportunity to use the extensive knowledge held by our colleagues to help inspire young pupils to consider a career in STEM and engineering Net Zero. Our volunteer's partner with primary schools across the country to deliver various Net Zero teaching resources prepared by the organising team and introduce the competition task to students in Years 5 and 6. We then support the students in brainstorming, preparing and submitting their entries.
- **The Sustainability Management Action Plan (SMAP):** The SMAP is a structured framework designed to embed sustainable development and corporate social responsibility practices into business strategy and daily operations across all sectors and regions of the organisation. SMAPs serve as the cornerstone for driving, tracking, and reporting initiatives that create long-term environmental, social, and economic value, ensuring that every team is aligned with the company's broader sustainability objectives. This plan includes workstreams such as resource management and GHG emissions and energy.
- **Climate Transition Plan (CTP):** AtkinsRéalis released its [Climate Transition Plan](#) in 2026 in line with our SBTi targets as the company has recognised the need to address climate change and aspires to lower its greenhouse gas emissions, build its business resilience to climate-related risks and explore climate-related opportunities across its operations.

Carbon Reduction Initiatives Planned

Our longer-term decarbonisation journey (For 2026 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 are informed by the GHG Protocol Corporate Accounting and Reporting 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 CEO UK & Europe

Date: 19 June 2026

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