



Cabinet Office

Carbon Reduction Plan

Supplier name: Faithful+Gould Limited (hereafter Faithful+Gould)

Publication date: 30 September 2023

On 12 September 2023 SNC Lavalin Group Inc, parent company of Faithful+Gould Ltd brought together all of its global trading entities under a single global brand, AtkinsRéalis. This report is for the data in line with the CRP requirements using data sets from 2022, for the supplier stated above. This report refers to the trading entities of 2022, SNC Lavalin and Faithful+Gould.

Commitment to achieving Net Zero

Faithful and Gould is committed to achieving Net Zero emissions by 2030.

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.

SNC Lavalin 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 and 2 emissions as well as the following Scope 3 emissions:

- Category 6: emissions related to business travel.
- Category 8: emissions associated with offices – upstream leases where we don't have control of (Heating Ventilation and Air Conditioning (HVAC) systems.

SNC Lavalin's 2023 CDP report has been verified by a third-party, and can be consulted [here](#).

The Scope 3, category 8 emissions are not required by PPN 06/21 and are therefore not presented below for the baseline and current reporting year. However, there are a number of Scope 3 emission sources required by PPN 06/21 that are not routinely reported in the CDP: category 4 (Upstream transportation and distribution), category 5 (Waste generated in operations), category 7 (Employee commuting) and category 9 (Downstream transportation and distribution). SNC Lavalin has developed a methodology and provided estimates for each Scope 3 category required to be reported in this Carbon Reduction Plan, as follows:

- Category 4 – upstream transportation and distribution: distance-based method is used. At the moment, SNC Lavalin does not engage with suppliers or value chain partners in order to evaluate emissions in relation to purchased goods. Estimates of the distance of travel for the delivery of purchased goods (office supplies, computer, PPE, furniture, other) to our offices were prepared and emissions calculated based on the distances and number of purchases per supplier. Purchases made for projects on behalf of clients are excluded from the estimates.
- Category 5 – waste generated in operations: waste-type-specific method is used. At the moment, SNC Lavalin does not aggregate the waste generated during its normal operations and activities. However, data on the quantity of waste produced and the type of waste generated have been gathered for the UK Region and used to inform this report.
- Category 7 – employee commuting: distance-based method is used. SNC Lavalin has not yet evaluated these emissions at the global scale. Travel surveys looking at staff commute were undertaken for UK and Europe in 2020 and again in 2022. The 2021 reporting year was marked with a few periods of lockdown and also with periods of the easing of sanitary measures, therefore an estimate of emissions has been made by considering the average of the responses from both 2020 and 2022.
- Category 9 - downstream transportation and distribution: not relevant to our operations since SNC Lavalin does not manufacture products and therefore does not have any transportation and distribution activities.

The SNC Lavalin GHG emissions inventory is recorded centrally per region rather than at the trading entity level. The approach used to apportion the UK region emissions to each bidding entity is by the number of full-time equivalent (FTE) per entity. This method has been used to estimate the baseline and current emissions for Faithful+Gould.

Baseline Year: 2019	
Additional Details relating to the Baseline Emissions calculations.	
<p>SNC-Lavalin, established a new baseline following the acquisition of Atkins and the subsequent alignment of methodologies which was completed in 2019.</p> <p>Information on the methods used for the baseline emissions calculations were provided previously (above).</p> <p>Please note while compiling this CRP, an error was identified in the commuting calculation that resulted in an under calculation of this scope 3 category. The baseline footprint below has been corrected to reflect the recalculated emissions from commuting.</p>	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	114
Scope 2	204
Scope 3 (Included Sources)	Business travel: 743 Employee commuting: 1,672 Waste generated in operations: 11 Upstream transportation and distribution: 81 Total scope 3: 2,507
Total Emissions	2,826

Current Emissions Reporting

Reporting Year: 2022¹	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	36
Scope 2	94
Scope 3 (Included Sources)	Business travel: 215 Employee commuting: 985 Waste generated in operations: 2.8 Upstream transportation and distribution: 128 Total scope 3: 1,330
Total Emissions	1,461

Emissions reduction targets

In early 2021, SNC-Lavalin 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](#)). In order to achieve Net Zero by 2030, we adopted the following carbon reduction targets for the UK, including Atkins:

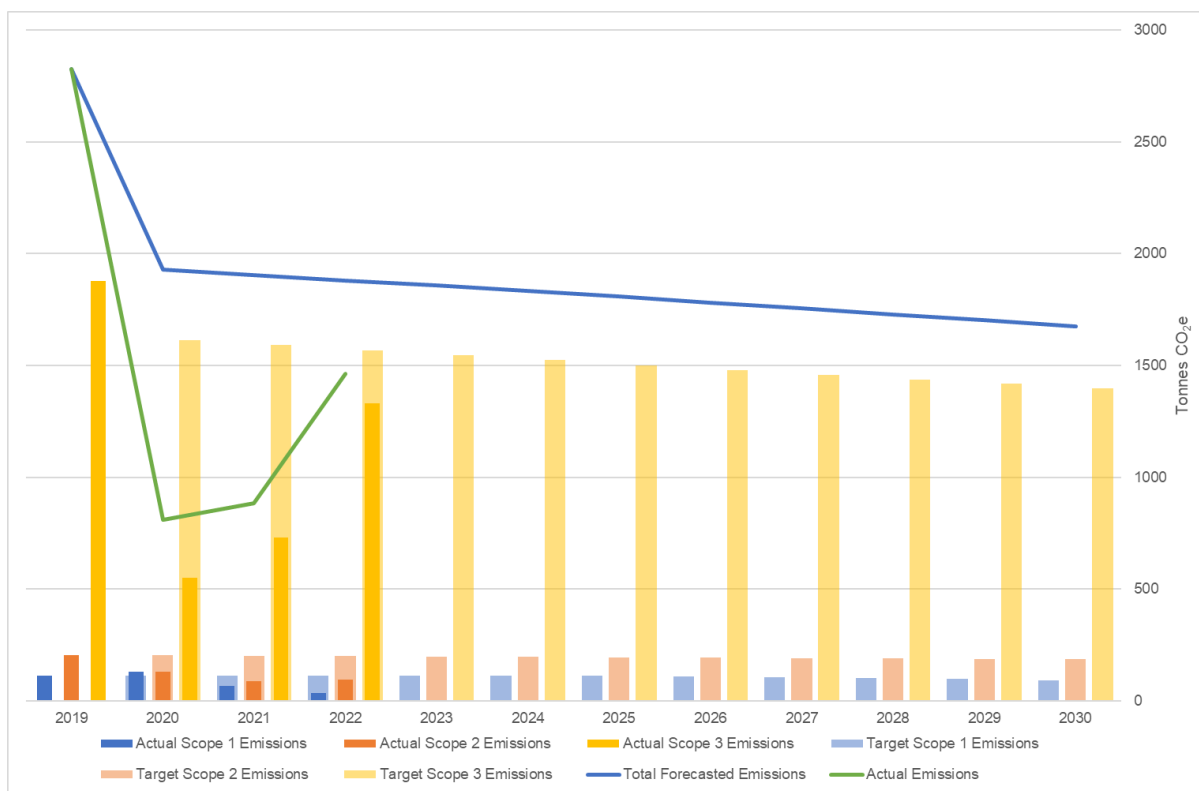
- Scope 1: reduction of 18.61% by 2030 from base year
- Scope 2: reduction of 9.19% by 2030 from base year
- Scope 3 (business travel and upstream leases): reduction of 33.82% by 2030 from base year

For scope 3 emissions, the target took into consideration measures related to emissions from business travel and those associated with offices (upstream leases) where SNC-Lavalin does not have operational control of HVAC systems. SNC-Lavalin's plan is to undertake a detailed gap analysis and set up new systems to collate the remaining scope 3 emissions data and include this in our annual ESG Report (see our 2022 report [here](#)), CDP reporting and external verification programme, and thereby adopt corresponding emission reduction targets for our global and regional operations.

The emissions reported for 2022 show a significant decrease in comparison to the base year: Scope 1 with a reduction of 68%, Scope 2 with a reduction of 54% and Scope 3 with a reduction of 47%. In 2020, our actual emissions exceeded our forecasted target for that year largely due to the effect of the pandemic in reducing scope 2 and 3 (business travel) emissions. In 2021, the pandemic played a role once again, with restrictions in place for part of the year. Also, in late 2021, office space in several older properties was replaced with new slightly smaller buildings. Business travel was also reduced, with a significant decrease in all modes of transportation.

Our 2022 emissions have shown an upturn from 2021 as we return to business as usual post pandemic in our scope 2 and 3 emissions, which reflects our new way of working with our clients and colleagues. It shows a marked decrease from our baseline and gives a realistic path on our Carbon Routemap. However, we have still surpassed the 2030 targets set out in our 2021 Carbon Routemap; this is the product of a range of factors as set out above. As part of our commitment to the Science-based Targets initiative, our carbon reduction pathway and targets are being reviewed and updated.

¹ Most recent reported carbon emissions data are for 2022, as set out the SNC Lavalin (AtkinsRéalis) 2023 CDP Report.



Faithful + Gould UK Carbon Routemap

Note: Scope 3 emissions include business travel and emissions associated with upstream leases.

Carbon Reduction Projects

After SNC Lavalin 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, SNC Lavalin 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 short summary of some of our current carbon reduction initiatives:

- **Science Based Targets:** In March 2022 SNC Lavalin signed up to the Science-based target initiative.
- **Race to Zero:** SNC Lavalin is signed up to the Race to Zero global campaign.
- **ISO14001:** Faithful+Gould 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:** Faithful+Gould 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 a number 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.
- **Staff Awareness and Training:** in January this year 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,

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 of 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 have to 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.

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 and the Corporate Value Chain (Scope 3) Standard⁴.

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 & Europe
Date: 30th September 2023

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

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

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