



EGIS UK CONSULTING & ENGINEERING LTD

CARBON REDUCTION PLAN

21 March 2024

Issue 1

1 INTRODUCTION

Egis UK Consulting and Engineering Ltd is a multi-disciplinary consulting, construction engineering and operating firm.

We are proud to be helping develop and operate critical infrastructure and services which benefit clients and communities across the nation. Together, we're helping the UK build smarter and greener. From motorways to tramways, nuclear power plants to smart cities, clients choose Egis to help them solve their most complex challenges, safely and collaboratively.

Our key areas of expertise:

- Aviation
- Energy
- Rail & urban transit
- Roads
- Smart cities & urban development

The delivery of sustainable development is a core value embedded in how Egis UK Consulting and Engineering Ltd operate our business and the professional services we deliver to our clients in the infrastructure sector. Our Sustainability Policy and Strategy sets out our goals and commitments for protecting the environment and delivering positive social and economic outcomes for all our stakeholders including our clients, our employees, our supply chain and the local communities we work in. A key focus is contributing to delivery of the United Nations Sustainable Development Goals and supporting the UK transition to a Net Zero economy. We do this by focusing on both reducing our own operational greenhouse emissions and by providing consulting services to our clients that embed low carbon solutions into the design, construction and operation of infrastructure assets. Our expertise includes advising clients on carbon reduction initiatives, including the incorporation of PAS 2080 into the design process, whole life cycle assessment/cost analysis to ensure optimum low carbon solutions are embedded into projects.

2 EGIS UK CONSULTING AND ENGINEERING LTD COMMITMENT TO NET ZERO CARBON EMISSIONS

Egis UK Consulting and Engineering Ltd is fully committed to achieving Net Zero carbon emissions by 2050. We will achieve this by implementing a robust net-zero carbon strategy addressing our greenhouse gas emissions across all our workplaces and operations. The initiatives Egis UK Consulting and Engineering Ltd are currently undertaking or are planned for implementation are detailed in Sections 5 and 6 of this plan.

3 EGIS UK CONSULTING AND ENGINEERING LTD COMMITMENT TO MEASURING OUR UK BASELINE CARBON EMISSIONS

Egis UK Consulting and Engineering Ltd began measuring its baseline greenhouse gas emissions in Jan 2023. This is broken down into Scope 1, Scope 2 and Scope 3 emissions across the UK business lines. The UK sustainability strategy published in 2024 requires Egis UK Consulting and Engineering Ltd to hit net zero by 2050, reducing Scope 1, 2 & 3 emissions by 50% by 2030. This will be facilitated by the sign-up to the Science-Based Targets Initiative (SBTi) and compliance with the CSRD.

Our baseline data below has been collected with robust evidence and then collated using carbon and ESG data platform Sweep for further analysis and insights. Using Sweep, we are able to categorise our emissions into the correct Scope and identify our hotspots which are indicated in the table below. The 2023 data calculated on Sweep will constitute as the Egis UK Consulting and Engineering Ltd baseline data.

Table 1: Our Baseline

| | |
|---|--------------|
| Baseline Year: 2023 | |
| Additional Details Relating to the Baseline Emissions Calculations | |
| <p>Our 2023 baseline emissions have been collated using carbon and ESG data platform, Sweep (explained above).</p> <p>Carbon source hotspots (Top 3 sources) during 2023 have been identified as the following:</p> <ol style="list-style-type: none"> 1. Purchased goods and services= 2709.37 tCO₂ (e) 2. Employee commuting = 519.71 tCO₂ (e) 3. Business travel = 485.28 tCO₂ (e) | |
| EMISSIONS, TOTAL (tCO₂e) Estimated Baseline Year 2023 | |
| Scope 1: (Included sources: Direct GHG emissions from stationary combustion, Direct GHG emissions from mobile combustion, Direct fugitive GHG emissions) | 28.69 |

| | |
|--|--------------|
| Scope 2: (Included sources: Indirect GHG emission from imported electricity) | 51.45 |
| Scope 3: (Included sources: Purchased goods and services, Capital goods, Fuel- and energy-related activities not included in scope 1 or scope 2, Waste generated in operations, Business travel and Employee commuting) | 3770 |
| Total Emissions, (tCO₂e) | 3850 |

Total tCO₂ (e) 2023 = 3850

Total number of Egis UK Consulting and Engineering Ltd employees = 566 (end 2023)

tCO₂ (e) per employee = 6.8

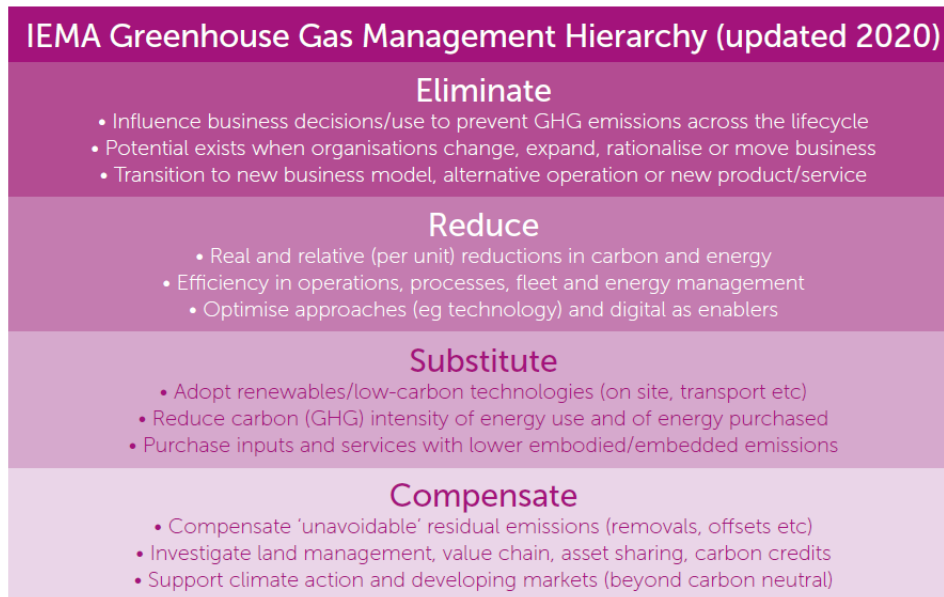
4 CURRENT EMISSIONS REPORTING

Egis UK Consulting and Engineering Ltd began measuring the carbon baseline data in 2023. The current plan and process for 2024 is to collect data on a quarterly basis. We are in the process of collating our emissions for Q1 2024 and therefore the current emissions reporting is still in progress.

5 COMPLETED CARBON REDUCTION INITIATIVES & OUR APPROACH TO GHG MANAGEMENT

Our Environmental Management System which is certified to ISO14001:2015 contains our management processes and measures to reduce our environmental impacts including the reduction of carbon emissions. In addition, we have used the Institute of Environmental Management and Assessment (IEMA) publication "Assessing Greenhouse Gas Emissions and Evaluating their Significance" as a guide to our approach to assessing and reducing our emissions. We are using their Greenhouse Gas Management Hierarchy as illustrated in Figure 1 below to set out our approach to reducing greenhouse gases associated with our operations.

Figure 1: Institute of Environmental Management and Assessment (IEMA) Greenhouse Gas Management Hierarchy



Updated from original IEMA GHG Management Hierarchy, first published in 2009

To date we have already completed the following environmental measures and carbon reduction initiatives:

- Supported our staff that wish to have a hybrid working pattern or where feasible, a full-time home working pattern.
- Leased a new main head office premises in January 2023 (3 Valentine Place - London) which includes energy saving measures such as light sensors and flexible heat and air-cooling systems.
- Implemented a paperless office regime in our offices.
- To support the implementation of our Egis UK Sustainability Strategy we have established an ESG and Innovation Steering Group. This is supported by various Sustainability Working Groups These groups consist of representatives from across our teams (including Director level leads) who actively promote I sustainability and carbon reduction in our operations.
- Delivered carbon management training and awareness to staff by our UK Head of ESG .
- Trained key members of staff in the use of the Sweep tool to identify carbon hotspots at and assist in reducing carbon impact.
- Became a Silver member of the Supply Chain Sustainability School which provide construction industry leading training and best practise guidance on a range of sustainability topics including carbon. Where appropriate managers include training via the school in staff personal and CPD objectives.

- Invested in an industry leading site reporting system provided by Inndex. The system is a cloud-based application that provides multiple services, such as briefing recording, quality control tools such as defects registers and inspection and test plan reporting, close call reporting and time and fatigue management functions. Moving to a cloud-based system not only provides efficient live and up-to-date information to our management team, but significantly reduces our waste in relation to site-based paperwork.
- Sustainable Business Travel Policy. Introduced a clear approval policy for business related travel to encourage employees to take the lowest environmental, social and economic travel impact options where possible.

6 PLANNED FUTURE CARBON REDUCTION INITIATIVES

Since Egis UK Consulting and Engineering Ltd began to conduct a corporate carbon emissions baseline, the company has been examining a number of internal initiatives which would ensure the reduction of our absolute carbon emissions by 2050, with the remaining emissions offset to zero via quality certified carbon off-setting schemes. As part of this process, Egis UK Consulting and Engineering Ltd are identifying our particular carbon “hotspots” which offer the greatest opportunities for absolute greenhouse gas emissions reduction. Our path to net zero will involve reducing our operational footprint, including our business travel as well as strengthening the way in which we embed carbon reduction within our supply chain and our client services. We aim to reduce our absolute emissions (Scope 1, 2 and 3) by 50% by 2030 based on our 2023 baseline. The company will also look to achieve the net zero emissions goal by 2050.

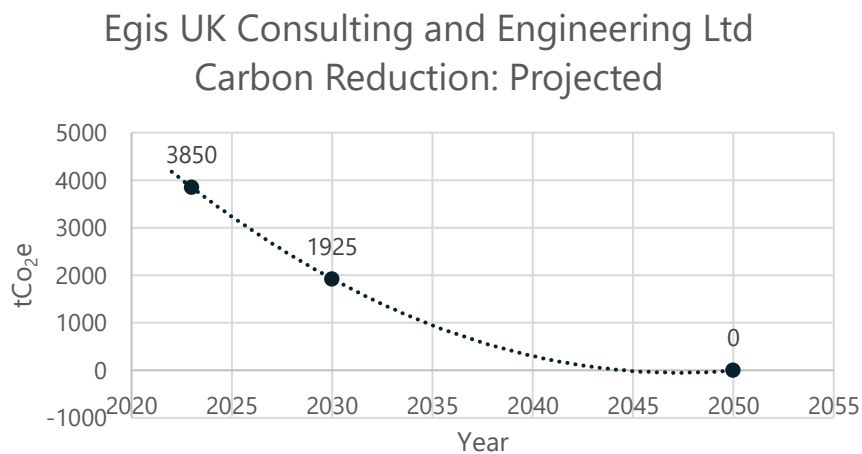
The following additional carbon reduction initiatives are planned for implementation over the next 3 years:

- **2024-2025: Procurement.** Review our procurement and supply chain processes to identify specific areas for carbon reduction associated with the goods and services we procure.
- **2024-2025 Supply Chain Management.** Egis UK Consulting and Engineering Ltd will continue to work with the Supply Chain Sustainability School on the development and implementation of a supply chain sustainability programme in order to engage with our suppliers to achieve our net zero carbon targets. We will set targets for supplier decarbonisation and will also report our progress towards zero carbon emissions on annual basis via a non-financial scorecard.
- **2025: Company Growth.** As the company continues to grow in terms of turnover and number of employees, Egis UK Consulting and Engineering Ltd are likely to relocate to additional or larger leased office space. This will enable us to secure “greener office leases” including increased energy efficiency offices and opportunities to switch to 100% renewable energy sources as part of all new lease agreements, as well as mandating the selection of office floorspace with energy saving measures such as light sensors and flexible heat and air-cooling systems.
- **On going: Hybrid working.** Egis UK Consulting and Engineering Ltd will continue to encourage flexibility in our employees’ working practices, enabling staff to avoid car journeys

to work wherever practicable. Egis UK Consulting and Engineering Ltd will continue to schedule remote working meetings using Microsoft Teams and video conferencing facilities.

- **2025: Commitment to science based targets.** We will sign up to the Science Based Targets Initiative (SBTi) including the SBTi net zero carbon target .
- **On-going: Employee engagement.** In order to drive towards a net zero carbon target, it is critical that we continue to empower and educate our staff as part of this process. This will include company-wide sustainable behaviour change and training programmes in order to embed wider sustainability issues and projects into our business-as-usual working practices. This will include becoming a Carbon Literate Organisation (Bronze level by the end of 2024 and Silver level by end of 2025) by achieving the required certification from the Carbon Literacy Project.
- **2025-2030: Quality certified carbon offsetting.** Egis UK Consulting and Engineering Ltd will explore and evaluate various certified carbon offsetting schemes that focus on global biodiversity and ecosystem services including the UN ecosystem restoration programme 2021 – 2030 and the LEAF Coalition (Lowering Emissions by Accelerating Forest Finance) initiative.

7 EMISSIONS REDUCTION TARGETS



In order to progress to net zero by 2050 we are aiming to achieve 50% reduction in our emissions by 2030 based on our 2023 baseline.

We anticipate that through the implementation of the initiatives outlined in this plan, together with regular review of our progress and introduction of new initiatives where required, we will achieve net zero by 2050 as illustrated by our forecast from 2023 baseline in the above graph.

8 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.

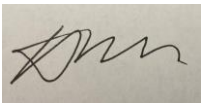
Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the *GHG Reporting Protocol corporate standard*¹ and uses the appropriate *Government emission conversion factors for greenhouse gas company reporting*².

Scope 1 and Scope 2 emissions 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) Standard³. All our Scope 1, 2 and 3 GHG emissions are reported in accordance with the GHG Protocol reporting requirements and the 2019 HM Government Environmental Reporting Guidelines.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

This plan will be reviewed annually and published on our website so that it is publicly accessible.

Signed on behalf of Egis UK Consulting and Engineering Ltd:



Amy Dickinson

ESG Director, Europe and Africa

Date: 25.03.24

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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