



Carbon Reduction Plan

Supplier Name : **Bouygues UK Ltd**

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BUILDING FOR LIFE

A. Commitment to Achieving Net Zero

Bouygues UK is committed to achieving Net Zero emissions by 2050 for scopes 1, 2 and 3.

In order to achieve this commitment, we have further targeted to

- Achieve Net Zero as early as 2025 for scopes 1 & 2.
- Reduce our scope 3 emissions by 30% by 2030

B. 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.

Due to the variety of greenhouse gases and their different global warming potentials, they are communicated in carbon dioxide equivalent (CO2e).

In 2021, a companywide action plan was developed for our business with a focus on understanding carbon to educate all staff, at all levels and from all disciplines. In the same year, and given the weight of our projects' scope 3 targets, it was decided to equip employees with robust data capture tools in alignment with our industry recognised standard BSEN15978:2011.

Again in 2021, our engagement with the Science Based Target Initiative (SBTi) allowed us to refine our baseline, approach, and trajectory towards Net Zero 2050.

In alignment with our SBTi engagement, we have established the year 2021 as our baseline.

Figures for 2019 and 2020 are disclosed later in this publication for information under interim years as well as 2022 as the current year.

Baseline Reporting Year: 2021

Additional details relating to the baseline emissions calculations.

Since 2021, while striving to better understand our scope 3 emissions, some additional data became available from previous years and complemented our available set of data. In other occasions, our data collection system was improved, leading to more accuracy and robustness.

These changes are highlighted below in **bold** in order to identify them from 2020.

In 2021 and for scopes 1 & 2, our data comes from:

- Smart metering of our sites' and offices' electricity consumptions
- Metered gas usage on sites and in offices
- **Supplier's sales data from off-road fuels suppliers**
- **Integrated SAP module for claimed mileage on company cars (Concur)**
- Fuels reports from our on-road third party fleet managers for our corporate fleet
- FM reports for refrigerant leaks
- UK Government conversion factors for company reporting of greenhouse gas emissions (DBEIS)

As described above, 2021 was the year where Bouygues UK became equipped with robust tools to capture our projects' carbon footprints. Bouygues UK acquired a number of licenses with One Click LCA, a globally recognised leader in Life Cycle Assessments, bringing more confidence and data to our reporting processes. In 2021, our approach to grey fleet also evolved, capturing more data in regard to mileage (engine size, origin and destination of travel...). These actions have extensively streamlined our reporting exercise.

For year 2021 and for scope 3, our data comes from:

- **Bills of quantities for our projects (GHG2, GHG4)**
- **One Click LCA EPD database (GHG2, GHG10)**
- **Scopes 1 & 2 information (GHG3)**
- **Transportation modes for product deliveries (GHG4)**
- **RICS Whole Life Carbon Assessment for the Built Environment - Default Transport Scenario for UK Projects (GHG4)**
- Waste portals - Smartwaste (GHG5)
- Expense claims on business travel and mileage (GHG6)
- **Purchasing portals and business travel platforms - Egencia (GHG6)**
- **One Click LCA WLCA assessment model (GHG2, GHG 11, GHG12)**
- UK Government conversion factors for company reporting of greenhouse gas emissions (DBEIS)

Baseline year reported emissions: 2021

EMISSIONS	TOTAL (tCO ₂ e)	
Scope 1	1,185 tCO₂e	
Scope 2	1,455 tCO₂e	
Scope 3 (Included Sources)	Detail scope 3	2021
GHG1	1. Purchased goods and services*	9,098
GHG2	2. Capital goods	89,167
GHG3	3. Fuel- and energy related activities (not included in scope 1 or scope 2)	917
GHG4	4. Upstream T&D	4,715
GHG5	5. Waste generated in operations	125
GHG6	6. Business travel	672
GHG7	7. Employee commuting	293
GHG8	8. Upstream leased assets	-
GHG9	9. Downstream T&D	-
GHG10	10. Processing of sold products	39,905
GHG11	11. Use of sold products	84,526
GHG12	12. End-of-life treatment of sold products	3,955
GHG13	13. Downstream leased assets	-
GHG14	14. Franchises	-
GHG15	15. Investments	-
	Total	233,373
	<p>GHG: 9 - Downstream transportation of our sold products is not relevant in the construction industry as our products reside at their permanent location.</p> <p>* in order to build consistency in the figures and report on a comparable scope, emissions levels that are not available for a specific year are estimated based on the closest available year pro-rated to the turnover of Bouygues UK.</p>	
Total Emissions	236,013 tCO₂e	

C. Interim Emissions Footprint

Years 2019 and 2020 are listed here as interim as they have helped us to understand better our carbon footprint leading to a robust year 2021 which is used a baseline going forward and in alignment with our SBTi targets.

Interim Year: 2019

Additional details relating to the baseline emissions calculations.

We have been measuring our scopes 1 & 2 emissions since 2015 and each year we have improved our level of confidence in the completeness of the data.

Our data for scopes 1 & 2 in 2019 comes from:

- Billing from energy providers for our sites' and offices' electricity consumptions
- Billing from energy providers for gas usage on sites and in offices
- Recorded logs from off-road fuels deliveries
- Claimed mileage on company cars (BweegView)
- Fuel reports from our third party on-road fleet managers for our corporate fleet
- FM reports for refrigerant leaks
- UK Government conversion factors for company reporting of greenhouse gas emissions (DBEIS)

Our data for scope 3 in 2019 comes from:

- Waste portals - Smartwaste (GHG5)
- Expense claims on business travel and mileage (GHG6)
- UK Government conversion factors for company reporting of greenhouse gas emissions (DBEIS)

Interim year emissions: 2019

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	1,033 tCO ₂ e
Scope 2	1,291 tCO ₂ e

Interim year emissions: 2019

EMISSIONS	TOTAL (tCO ₂ e)	
Scope 3 (Included Sources)	Detail scope 3	2019
GHG1	1. Purchased goods and services*	7,033
GHG2	2. Capital goods*	68,932
GHG3	3. Fuel and energy related activities (not included in scope 1 or scope 2)*	709
GHG4	4. Upstream T&D	3,645
GHG5	5. Waste generated in operations	47
GHG6	6. Business travel**	808
GHG7	7. Employee commuting	503
GHG8	8. Upstream leased assets	-
GHG9	9. Downstream T&D	-
GHG10	10. Processing of sold products*	30,849
GHG11	11. Use of sold products*	65,344
GHG12	12. End-of-life treatment of sold products*	3,057
GHG13	13. Downstream leased assets	-
GHG14	14. Franchises	-
GHG15	15. Investments	-
	Total	180,927
<p>GHG: 9 - Downstream transportation of our sold products is not relevant in the construction industry as our products reside at their permanent location.</p> <p>* in order to build consistency in the figures and report on a comparable scope, emissions levels that are not available for a specific year are estimated based on the closest available year pro-rated to the turnover of Bouygues UK.</p> <p>** Business travel related to claimed mileage in personal cars is available for 2019. Nevertheless, business travel related to hotels, trains, flights is not and follows the rule described in * above.</p>		
Total Emissions	183,251 tCO₂e	

In 2020, a strategy was developed to respond to the growing climate emergency and our Energy Management System (EnMS) was developed.

Interim Year: 2020

Additional details relating to the reported year emissions calculations.

In 2020 and further to the development of our EnMS, some additional data became available and complemented our available set of data. In other occasions, our data collection system was improved, leading to more accuracy and robustness.

These changes are highlighted below in **bold** in order to identify them from 2019.

In 2020 and for scopes 1 & 2, our data comes from:

- **Smart metering of our sites' and offices' electricity consumptions**
- **Metered gas usage on sites and in offices**
- Recorded logs from off-road fuels deliveries
- Claimed mileage on company cars (BweegView)
- Fuels reports from our third party on-road fleet managers for our corporate fleet
- FM reports for refrigerant leaks
- UK Government conversion factors for company reporting of greenhouse gas emissions (DBEIS)

In 2020 and for scope 3, our data comes from:

- Waste portals - Smartwaste (GHG5)
- Expense claims on business travel and mileage (GHG6)
- UK Government conversion factors for company reporting of greenhouse gas emissions (DBEIS)

Interim year emissions: 2020

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	815 tCO ₂ e
Scope 2	1,259 tCO ₂ e

Interim year emissions: 2020

EMISSIONS	TOTAL (tCO ₂ e)	
Scope 3 (Included Sources)	Detail scope 3	2020
GHG1	1. Purchased goods and services*	7,657
GHG2	2. Capital goods*	75,046
GHG3	3. Fuel and energy related activities* (not included in scope 1 or scope 2)	772
GHG4	4. Upstream T&D	3,968
GHG5	5. Waste generated in operations	187
GHG6	6. Business travel	626
GHG7	7. Employee commuting	364
GHG8	8. Upstream leased assets	-
GHG9	9. Downstream T&D	-
GHG10	10. Processing of sold products*	33,585
GHG11	11. Use of sold products*	71,140
GHG12	12. End-of-life treatment of sold products*	3,329
GHG13	13. Downstream leased assets	-
GHG14	14. Franchises	-
GHG15	15. Investments	-
	Total	196,674
	GHG: 9 – Downstream transportation of our sold products is not relevant in the construction industry as our products reside at their permanent location.	
	* in order to build consistency in the figures and report on a comparable scope, emissions levels that are not available for a specific year are estimated based on the closest available year pro-rated to the turnover of Bouygues UK.	
Total Emissions	198,748 tCO₂e	

Reporting Year: 2021 → See Baseline emissions

Reporting Year: 2022

Additional details relating to the baseline emissions calculations.

In 2022 our business developed a full awareness campaign where more than 25 workshops were delivered to our staff. From the understanding of Climate Change to the actual identification of the carbon emissions within our activities with proposals to reduce our carbon footprint. Through this workshop, a wide range of topics were covered, leading to the definition of our scope 3 strategies.

In 2022 and for scopes 1 & 2, our data comes from:

- Smart metering of our sites' and offices' electricity consumptions
- Metered gas usage on sites and in offices
- Supplier's sales data from off-road fuels suppliers
- Integrated SAP module for claimed mileage on company cars (Concur)
- Fuels reports from our on-road third party fleet managers for our corporate fleet
- FM reports for refrigerant leaks
- UK Government conversion factors for company reporting of greenhouse gas emissions (DBEIS)

In 2022 and for scope 3, our data comes from:

- **Finance extracts on spent base (GHG1)**
- Bills of quantities for our projects (GHG2, GHG4)
- One Click LCA EPD database (GHG2, GHG10)
- Scopes 1&2 information (GHG3)
- Transportation modes for products deliveries (GHG4)
- RICS Whole Life Carbon Assessment for the Built Environment - Default Transport Scenario for UK Projects (GHG4)
- Waste portals - Smartwaste (GHG5)
- Expense claims on business travel/mileage (GHG6)
- Purchasing portals and business travel platforms - Egencia (GHG6)
- One Click LCA WLCA assessment model (GHG2, GHG 11, GHG12)
- UK Government conversion factors for company reporting of greenhouse gas emissions (DBEIS)

Reporting year emissions: 2022

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	828 tCO ₂ e
Scope 2	443 tCO ₂ e

Reporting year emissions: 2022

EMISSIONS	TOTAL (tCO ₂ e)	
Scope 3 (Included Sources)	Detail scope 3	2022
GHG1	1. Purchased goods and services	7,501
GHG2	2. Capital goods	58,183
GHG3	3. Fuel and energy related activities (not included in scope 1 or scope 2)	815
GHG4	4. Upstream T&D	4,842
GHG5	5. Waste generated in operations	158
GHG6	6. Business travel	889
GHG7	7. Employee commuting	340
GHG8	8. Upstream leased assets	-
GHG9	9. Downstream T&D	-
GHG10	10. Processing of sold products	35,786
GHG11	11. Use of sold products	52,413
GHG12	12. End-of-life treatment of sold products	2,720
GHG13	13. Downstream leased assets	-
GHG14	14. Franchises	-
GHG15	15. Investments	-
	Total	163,647
	<i>GHG: 9 - Downstream transportation of our sold products is not relevant in the construction industry as our products reside at their permanent location.</i>	
Total Emissions	164,918 tCO₂e,	

Reporting Year: 2023

Additional details relating to the baseline emissions calculations.

In 2023, our business continued to develop awareness campaigns, which were delivered to our staff to better understand and tackle our emissions. From the understanding of climate change to the actual identification of the carbon emissions within our activities with proposals to reduce our carbon footprint. Through this workshop a wide range of topics were covered, leading to the implementation of our scope 3 strategies through bespoke project Carbon Reduction Plans.

In 2023 and for scopes 1 & 2, our data comes from:

- Smart metering of our sites' and offices' electricity consumptions
- Metered gas usage on sites and in offices
- Supplier's sales data from off-road fuels suppliers
- Integrated SAP module for claimed mileage on company cars (Concur)
- Fuels logs from our on-road third party fleet managers for our corporate fleet
- FM reports for refrigerant leaks
- UK Government conversion factors for company reporting of greenhouse gas emissions (DBEIS)

In 2023 and for scope 3, our data comes from:

- Finance extracts on spent base (GHG1)
- Bills of quantities for our projects (GHG2, GHG4)
- One Click LCA EPD database (GHG2, GHG10)
- Scopes 1&2 information (GHG3)
- Transportation modes for products deliveries (GHG4)
- RICS Whole Life Carbon Assessment for the Built Environment - Default Transport Scenario for UK Projects (GHG4)
- Waste portals - Smartwaste (GHG5)
- Expense claims on business travel/mileage (GHG6)
- Purchasing portals and business travel platforms - Egencia (GHG6)
- One Click LCA WLCA assessment model (GHG2, GHG 10, GHG 11, GHG12)
- UK Government conversion factors for company reporting of greenhouse gas emissions (DBEIS)

Reporting year emissions: 2023

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	266 tCO ₂ e
Scope 2	220 tCO ₂ e

Reporting year emissions: 2023

EMISSIONS	TOTAL (tCO ₂ e)	
Scope 3 (Included Sources)	Detail scope 3	2023
	GHG1 1. Purchased goods and services	5,360
	GHG2 2. Capital goods	35,909
	GHG3 3. Fuel and energy related activities (not included in scope 1 or scope 2)	607
	GHG4 4. Upstream T&D	4,277
	GHG5 5. Waste generated in operations	67
	GHG6 6. Business travel	711
	GHG7 7. Employee commuting	299
	GHG8 8. Upstream leased assets	-
	GHG9 9. Downstream T&D	-
	GHG10 10. Processing of sold products	29,632
	GHG11 11. Use of sold products	115,338
	GHG12 12. End-of-life treatment of sold products	1,775
	GHG13 13. Downstream leased assets	-
	GHG14 14. Franchises	-
	GHG15 15. Investments	-
	Total	193,975
<p>GHG: 9 - Downstream transportation of our sold products is not relevant in the construction industry as our products reside at their permanent location.</p>		
Total Emissions	194,460 tCO₂e,	

Reporting Year: 2024

Additional details relating to the baseline emissions calculations.

There's been no change in 2024 in the way our carbon indicators are captured and built. They come from the same tools and processes than in 2023. This year we focused on creating visuals and dashboards to enable us to track and monitor them better, giving us the opportunity to react and adjust our behaviours when needed.

For scopes 1 & 2, our data comes from:

- Smart metering of our sites' and offices' electricity consumptions
- Metered gas usage on sites and in offices
- Supplier's sales data from off-road fuels suppliers
- Integrated SAP module for claimed mileage on company cars (Concur)
- Fuels logs from our on-road third party fleet managers for our corporate fleet
- UK Government conversion factors for company reporting of greenhouse gas emissions (DBEIS)

For scope 3, our data comes from:

- Finance extracts on spent base (GHG1)
- Bills of quantities for our projects (GHG2, GHG4)
- One Click LCA EPD database (GHG2, GHG10)
- Scopes 1&2 information (GHG3)
- Transportation modes for products deliveries (GHG4)
- RICS Whole Life Carbon Assessment for the Built Environment - Default Transport Scenario for UK Projects (GHG4)
- Waste portals - Smartwaste (GHG5)
- Expense claims on business travel/mileage (GHG6)
- Purchasing portals and business travel platforms - Egencia (GHG6)
- One Click LCA WLCA assessment model (GHG2, GHG 10, GHG 11, GHG12)
- UK Government conversion factors for company reporting of greenhouse gas emissions (DBEIS)

Reporting year emissions: 2024

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	232 tCO₂e
Scope 2	41 tCO₂e

Reporting year emissions: 2024

EMISSIONS	TOTAL (tCO ₂ e)	
Scope 3 (Included Sources)	Detail scope 3	2024
GHG1	1. Purchased goods and services	13,455
GHG2	2. Capital goods	32,022
GHG3	3. Fuel and energy related activities (not included in scope 1 or scope 2)	618
GHG4	4. Upstream T&D	4,084
GHG5	5. Waste generated in operations	137
GHG6	6. Business travel	586
GHG7	7. Employee commuting	311
GHG8	8. Upstream leased assets	-
GHG9	9. Downstream T&D	-
GHG10	10. Processing of sold products	39,273
GHG11	11. Use of sold products	94,985
GHG12	12. End-of-life treatment of sold products	2,453
GHG13	13. Downstream leased assets	-
GHG14	14. Franchises	-
GHG15	15. Investments	-
	Total	187,924
	<i>GHG: 9 – Downstream transportation of our sold products is not relevant in the construction industry as our products reside at their permanent location.</i>	
Total Emissions	188,197 tCO₂e,	

D. Current Emissions Reporting

Reporting Year: 2025

Additional details relating to the baseline emissions calculations.

There's been a minor change in 2025 in the way our carbon indicators are captured and built. We utilised ECCOLab along with OneClick LCA to report carbon our emissions on across projects. We have regularly used our internal dashboards to better track and monitor our emissions, giving us the opportunity to react and adjust our behaviours when needed.

For scopes 1 & 2, our data comes from:

- Smart metering of our sites' and offices' electricity consumptions
- Metered gas usage on sites and in offices
- Supplier's sales data from off-road fuels suppliers
- Integrated SAP module for claimed mileage on company cars (Concur)
- Fuels logs from our on-road third party fleet managers for our corporate fleet
- UK Government conversion factors for company reporting of greenhouse gas emissions (DBEIS)

For scope 3, our data comes from:

- Finance extracts on spent base (GHG1)
- Bills of quantities for our projects (GHG2, GHG4)
- One Click LCA EPD database and ECCOLab (GHG2, GHG10)
- Scopes 1&2 information (GHG3)
- Transportation modes for products deliveries (GHG4)
- RICS Whole Life Carbon Assessment for the Built Environment - Default Transport Scenario for UK Projects (GHG4)
- Waste portals - Smartwaste (GHG5)
- Expense claims on business travel/mileage (GHG6)
- Purchasing portals and business travel platforms - Egencia (GHG6)
- One Click LCA WLCA assessment model and ECCOLab (GHG2, GHG 10, GHG 11, GHG12)
- UK Government conversion factors for company reporting of greenhouse gas emissions (DBEIS)

Reporting year emissions: 2025

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	125 tCO ₂ e
Scope 2	69 tCO ₂ e

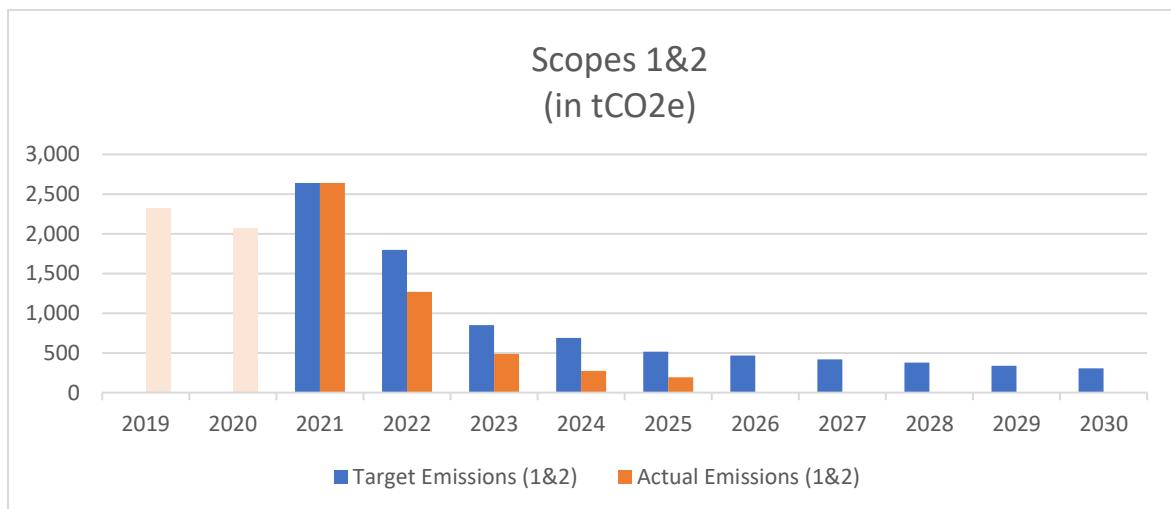
Reporting year emissions: 2025

EMISSIONS	TOTAL (tCO ₂ e)	
Scope 3 (Included Sources)	Detail scope 3	2025
GHG1	1. Purchased goods and services	11,040
GHG2	2. Capital goods	28,550
GHG3	3. Fuel and energy related activities (not included in scope 1 or scope 2)	589
GHG4	4. Upstream T&D	5,158
GHG5	5. Waste generated in operations	64
GHG6	6. Business travel	526
GHG7	7. Employee commuting	295
GHG8	8. Upstream leased assets	-
GHG9	9. Downstream T&D	-
GHG10	10. Processing of sold products	22,829
GHG11	11. Use of sold products	28,890
GHG12	12. End-of-life treatment of sold products	3,375
GHG13	13. Downstream leased assets	-
GHG14	14. Franchises	-
GHG15	15. Investments	-
	Total	101,316
	<i>GHG: 9 – Downstream transportation of our sold products is not relevant in the construction industry as our products reside at their permanent location.</i>	
Total Emissions	101,316 tCO₂e,	

E. Emissions Reduction Targets

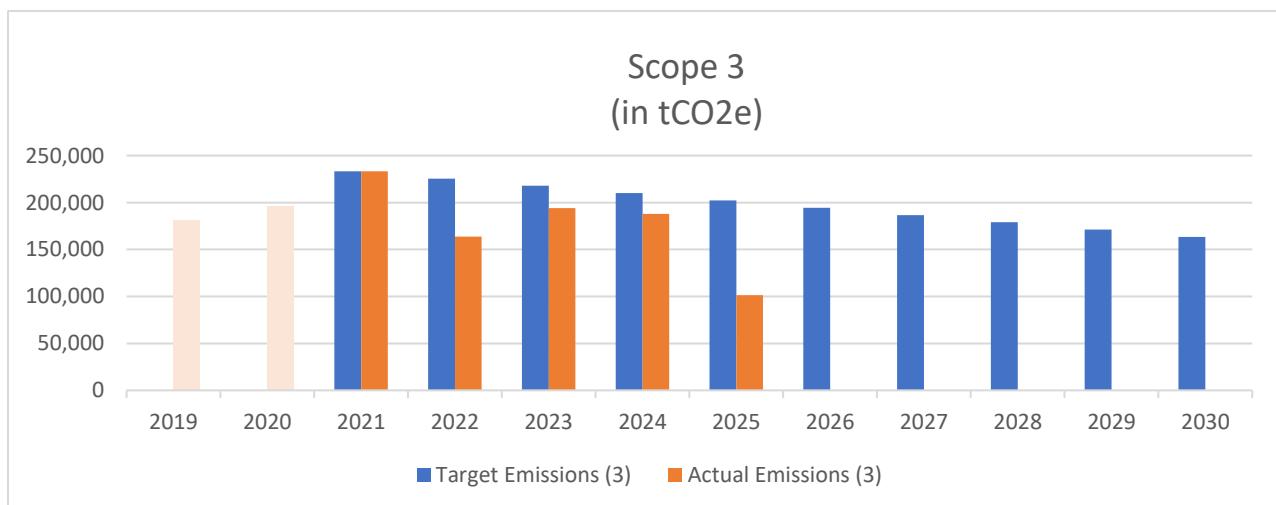
- Scope1 & 2 - Net Zero by 2025

In 2021 it was projected that carbon emissions would decrease to 305 tCO2e by 2030. This is a reduction of 87% against the reported baseline figures of 2021.



- Scope 3 - 30% by 2030

We project that carbon emissions will decrease over the next five years to 136,361 tCO2e by 2030. This is a reduction of 30% against the reported baseline figures of 2021.



In 2025, our portfolio of secured projects—particularly education projects such as secondary schools and higher education buildings with exceptionally low operational carbon—has enabled us to significantly reduce our Scope 3 emissions.

F. Carbon Reduction Projects

a. Completed Carbon Reduction Initiatives

Our carbon strategy is available on our [website](#).

The following environmental management measures and projects have been completed or implemented since the 2021 baseline.

- For scopes 1 & 2, the carbon emission reductions achieved by these schemes equate to 2,367 tCO2e, a -90% reduction against the 2021 baseline.
- For scope 3, the carbon emission reductions achieved by these schemes equate to 38,799 tCO2e, a -19% reduction against the 2021 baseline and the measures will be in effect when performing the contract.

Corporate initiatives

Engagement with SBTi

Science-based targets show companies how much and how quickly businesses need to reduce their GHG emissions to prevent the worst impacts of climate change, leading them on a clear path towards decarbonisation. By guiding companies in science-based target setting, SBTi enables them to tackle climate change while seizing the benefits and boosting their competitiveness in the transition to a net-zero economy. Bouygues have engaged with the SBTi and submitted their carbon reduction targets in 2022. In 2023, the trajectory was approved by the SBTi.

Carbon Reduction Plans

We develop Carbon Reduction Plans for all our projects, identifying key contributors from the early stages of our project and make sure actions are implemented on all our projects at all stages to minimise their carbon emissions.

ISO:14001

We operate an environmental management system certified under ISO:14001 that covers all our managerial and operational activities.

ISO:50001

We have implemented an energy management system certified to ISO:50001 for all our sites and head office premises that we occupy and manage. For our main head office, we have incorporated an advanced intelligent metering solution that produces real-time energy audits.

Cultural change and carbon literacy

Attitudes and behaviours are a vital part of reducing carbon through changing the way we work. One mechanism we use for achieving this is through the development and unrolling of a company training modules that have permitted the blueprint of our carbon reduction plans. These trainings modules are targeting 100% of our staff.

Supplier engagement

This process is already under way but it is a complex and long-term programme. We are seeking to work with our suppliers to raise awareness and to both help them reduce their own carbon footprints and to agree changes to products and services that enable us to meet our contractual obligations in a low-carbon way.

Early stage carbon analysis (LCA)

From the earliest stages, the projects perform a LCA in order to identify key contributors and ways to improve upon their carbon footprint. That LCA will feed into a Carbon Reduction Plan and will be updated further, capturing the project evolutions and good practices that are implemented by the team.

Scopes 1 & 2 initiatives

Smart technologies

Implement smart building measures (ByPulse/GAIA) on **100% of our sites and offices** to monitor, understand and minimise our energy use.

Electrification of fleet (company car policy)

In 2021, we introduced an amended company car policy designed to encourage staff who are entitled to a company car to opt for ultra low emission vehicles. With manufacturers developing EV options for larger vehicles, we anticipate full electrification of our commercial fleet by 2025.

Electrification of fleet (vans)

We have started to develop a replacement scheme for the diesel vans in our commercial fleet. They will progressively become electric vehicles (EVs) towards our target of Net Zero 2025 for scopes 1 & 2.

Provision of EV charging points

To accommodate our shift towards a fully electrified commercial fleet, Bouygues UK will make sure 100% of its sites and offices are equipped with a dual twin EV charging point.

Electrification of plant

As electric plant becomes more available on the market, our projects will progressively move towards electric plant on site and reduce the amount of fossil fuels that are used.

Make best use of the grid

We are removing our reliance on generators with early connections to the grid. The use of generators is always complemented by alternative mitigation measures (PV panels, power banks, peak shaving...)

Biofuels

We will make use of sustainable biofuels (HVO) on our site to minimise our CO2e emissions where electric plant is still out of reach for specific uses.

Green energy

Bouygues UK uses the services of a partner broker to procure 100% Green energy on all its sites and offices. This reinforces the demand to produce low carbon energy in the UK and minimises the carbon emissions of our business after all the measures implemented to reduce our energy consumptions.

Cabins performance

Energy efficiency is a main consideration during selection of site cabins for our projects. We have developed a tool to easily compare and visualise the environmental impact of our site installations.

Contribute to carbon removal and/or the restoration of carbon sinks to offset 100% of our residual emissions from 2025 onwards.

Scope 3 initiatives

Refurbishment / retrofit projects

New builds are more carbon intensive than retrofit/refurbishment projects. We intend to shift towards new business models, contributing to enhancing the lifespan and performance of existing buildings for non-negligible share of our activity.

Lean design

Minimising quantities of material through optimisation is the first step to carbon reduction. The hierarchy below should be followed wherever possible to achieve a reduction through design optimisation: build nothing, build less, build clever, build efficiently.

Top contributors

A strong engagement with our supply chain as well as our R&D and Innovation departments will enable us to tackle our top contributors, namely concrete, steel and partitions.

Timber construction

Timber construction has a significantly reduced carbon impact in comparison with concrete. We are currently developing projects in timber in order to seize that opportunity. Where relevant, our projects will integrate structural timber to minimise our carbon impact.

Reduced vehicle journeys

Since 2019, our flexible working policy has evolved and is now enhanced, giving more opportunity for our staff to work from home and organise their work without the daily need to commute to our offices. This measure associated with the development and adoption of digital tools has dramatically reduced the carbon emissions of our employees' commutes.

b. Future Initiatives

In the future we hope to implement further measures such as:

Scopes 1 & 2 targeted initiatives

Cabins performance

With the recognition that a major part of our energy is consumed within our own welfare, we will increase the energy performance of our site cabins through fabric improvement and system efficiencies to minimise their impact. We have developed a tool in order to easily compare and visualise the environmental impact of our site installations.

Innovation

Innovation is key to carbon reductions; we will implement alternative energy efficiency and recovery measures on our sites leading to subsequent carbon reductions.

Renewable energy generation

We will maximise free energy generation with the installation of solar panels on our sites.

Refrigerant leaks

We will develop and implement stricter maintenance routines on our assets to minimise refrigerant leaks in close collaboration our FM providers.

Scope 3 targeted initiatives

Sustainable employee commuting and business mileage

We ambition to implement a mileage expense claim policy which reinforces and praises good driving practices through a financial rebalancing. Mileage in cars above a certain level of CO2e might not benefit from the expense claim policy and mileage undertaken in Ultra Low Emission Vehicles will see their mileage claim rate been uplifted.

In 2025 we will be implementing a salary sacrifice scheme which will exclusively offer Electric and HPI cars to our employees, with the financial benefit of a salary sacrifice scheme. Not only we'll encourage our staff to drive environmentally friendly cars, but we'll also give them the means to materialise their low carbon ambitions.

Waste reduction / packaging

We will eliminate single use plastic from our procurement via take back or loop schemes in addition to make sure 100% of our plastic waste is made from recycled plastic and recyclable.

We will reinforce our approach to waste reduction through trainings and awareness, particularly following the Zero Avoidable Waste framework.

Supply chain engagement - Awareness

In 2022, we introduced supply chain awareness training in association with the Supply Chain Sustainability School as well as a carbon reporting module to help us capture better our supply chain scopes 1 & 2. This will be further developed in 2025.

Supply chain engagement - Products

We will reach out to our top suppliers to investigate with them their ability to supply at scale low carbon products for our industry as well as bio-sourced products, all of these maximising recycled content and recyclability as well as good practices in the manufacturing industry. This engagement will be reflected in our sustainable procurement policy.

Low carbon materials

Through a cautious and sensible product selection we will integrate a higher percentage of recycled content as well as maximise the use of bio-sourced and renewable materials, significantly reducing the carbon footprint of the products that we install.

Ambitious energy strategies

Developing energy strategies and starting with the 'fabric first' approach we will prioritise thermal insulation of the envelope as well as air tightness the energy demand of our projects. This will be further complemented by fossil fuel free efficient systems and free energy generation to make our buildings more autonomous.

Robustness of specified products

Our projects will identify opportunities to use materials that have a high durability / robustness and a longer lifespan.

Declaration and Sign Off

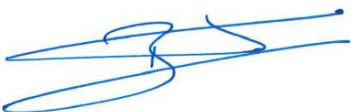
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG reporting protocol corporate standard¹ and uses the appropriate government emission conversion factors for greenhouse gas company reporting².

Scope 1 & 2 emissions have been reported in accordance with SECR requirements, and the 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.

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:



Philippe Bernard

Chair & CEO

Date: 4th February 2026

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>



BUILDING FOR LIFE