Arcadis UK& I Carbon Reduction Plan 2025 - UK

Supplier name: ......Arcadis…………………………………………………..

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Commitment to achieving Net Zero

Arcadis is committed to achieving Net Zero emissions across global operations by 2035.

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. These baseline emissions have been updated to include the emissions associated with the acquisitions of 2022/23.

Furthermore, the dataset has changed from previous years, as we are now using data, where available, from the Sphera database which is populated globally as part of the Arcadis NV carbon footprint tracking and reporting activities and is externally audited as part of this process. This brings this document in line with Arcadis NV figures but does therefore show a deviation from previous plans.

Baseline Year: 2019
Additional Details relating to the Baseline Emissions calculations.
The carbon emissions baseline has been aligned with the Global business; each country has contributed to the Net Zero approach and will demonstrate how they will achieve a reduction in carbon emissions. The global approach has been to use Science Based Targets in demonstrating how we will meet the 1.5C reduction. To provide a fair summary against normal work activities for the business we have a baseline against our 2019 figures. These figures are pre-pandemic and when the business was fully operational and undertaking normal work in the office, sites and foreign travel activities as part of our everyday activities.
Baseline year emissions 2019:

EMISSIONS	TOTAL (tCO$_2$e)
Scope 1	426
Scope 2	695
Scope 3 **(excludes categories 1,2 and 4 which are unavailable for this year)**	Category 1 - not available Category 2 - not available Category 3 - 129 Category 4 - not available

	Category 5 – not available
	Category 6 - 4,976
	Category 7 - not available
	Category 8 – 15 – not considered relevant by Arcadis NV
Total Emissions	6,226

Current Emissions Reporting

Reporting Year: 2024
Additional Details relating to the Baseline Emissions calculations.
The dataset below uses data, where available, from the Sphera database which is populated globally as part of the Arcadis NV carbon footprint tracking and reporting activities and is externally audited as part of this process. This brings this document in line with Arcadis NV figures but does therefore show a deviation from previous CRPs. Water and waste data are now included in Sphera, and include estimations for serviced buildings and those where no data was previously available, therefore the data has changed from previous years that were taken from readings and documentation provided by the Workplace team. Arcadis NV calculate Scope 3 categories 1- 4 by spend and apportion by FTE; these have been included in the table below. Categories 8-15 are deemed not relevant, therefore no calculations are made for these categories.

EMISSIONS	TOTAL (tCO$_2$e)
Scope 1	203
Scope 2	196
Scope 3	Category 1 - 37,265
	Category 2 - 932
	Category 3 - 250
	Category 4 - 248
	Category 5 - 33
	Category 6 - 5,280
	Category 7 - 3,380
	Category 8 – 15 – not considered relevant by Arcadis NV
Total Emissions	47,788 (Direct comparison to 2019 - 5,930)

For information only

Scope	Emissions Source	2024 tCO2e	2023 tCO2e	2019 tCO2e
Scope 2	Electricity Consumption [market based]	0	1	1,043

It should be noted that the 2024 figures demonstrate an increase in some categories following a continued return to normal operations after these were skewed by the impact of the pandemic and the restrictions imposed by governments to protect personnel from the effects of COVID-19. They also include an increase due to business acquisitions and changes to business structure throughout 2023, which has led to a number of UK based employees having a global remit and associated increased international travel. Scope 2 emissions include estimated emissions associated with serviced buildings, based on calculations against leased area. Scope 3 emissions include categories 1-4 which are calculated using spend within these categories.

Other notable trends include:
- Scope 1 – the 3.5% reduction in total scope 1 emissions is related to our policy of exiting less efficient buildings that use gas for heating, and entering more efficient buildings with smaller footprints as there has been an increase in fleet usage, despite our policy of reviewing our fleet vehicles attending site to complete works (target to replace all by EVs by 2030). Overall, this represents a reduction of 52% from the emissions recorded in 2019 (our baseline).
- Scope 2 – our location-based emissions from electricity in 2024 is at 196 tCo2e, a 12% reduction on the previous year, again as a result of our office strategy to move into environments that are sustainable and SMART. This also includes an estimated usage for serviced buildings where no metered usage is available, reflecting the Arcadis NV position. This represents a reduction of 72% from the emissions recorded in 2019 (our baseline).
- Scope 2 - we have included the Scope 2 market-based emissions, to demonstrate our commitment in procuring green electricity where we are directly responsible.
- Scope 3 – the 34% increase in total scope 3 emissions is predominantly related to the increase in Category 1 Purchased Goods. There is no comparison to the Baseline year of 2019, as emission data was not collected for this year in categories 1-4 and 7.
- Scope 3 (excluding Categories 1-4) – there has been a 19% increase in emissions associated with Categories 5-7, relating to increase in project working activities, global expansion and associated business travel. As one of our objectives is to reduce Air Travel, this data set is being reviewed closely at regular periods throughout the year, and is highlighted to senior management levels.
- Scope 3 - since 2022, we have included emissions associated with working from home and commuting – these are estimated from survey responses to an annual global survey issued by Arcadis in Q4.
- Total Scope 1, 2 and 3 – overall, there has been a 34% increase across all the scopes since 2023.
- Total Scope 1, 2 and 3 (excluding Categories 1-4) – overall, there has been a 18% increase since 2023 across Scopes 1, 2 and 3 but excluding Scope 3 Categories 1-4.
- Comparison of the same categories as available in 2019 shows a 16% increase in emissions in 2024.

Emissions reduction targets

To continue our progress to achieving Net Zero, we adopted the following carbon reduction targets, in line with Arcadis NV.

- Net zero across value chain by 2035 (90% reduction in Scope 1,2 and 3 emissions
- 70% reduction in absolute scope 1 & 2 global GHG emissions by 2026
- Reduce flight emissions by 50% by 2025

- 35% reduction of scope 3 (GHG) business travel related emissions by 2025 from 2019 base year
- Transition fleet vehicles to electric by 2030
- Reviewing and reducing office space
- Purchase 100% renewable electricity for offices
- 45% Reduction in absolute Scope 3 global GHG emissions by 2029
- No net biodiversity loss will occur at Arcadis sites (based on land intake changes and mean species abundance scores)
- For Arcadis sites with > 20% open area, Arcadis will deliver a biodiversity net gain of 10% by 2030

We project that carbon emissions would decrease to 12,845 tCO2e by 2030. This is higher than the original baseline, however we are now including carbon emissions associated with purchased goods, capital goods, waste, commuting and working from home, together with estimated consumptions for serviced areas. Our emissions have also increased due to our acquisitions and business changes including more employees based in the UK having a global focus which requires more international travel.

We will continue to review the Scope 3 categories and data used to ensure this figure is as accurate as possible.

As we intend to reduce our emissions at source, and approach our target date, we are aware that the final percentage may become difficult to remove, at which point we will review alternative methods of removal, which may include a form of offsetting. This will be completed as a larger Group activity.

Progress against these targets can be seen in the graph below:
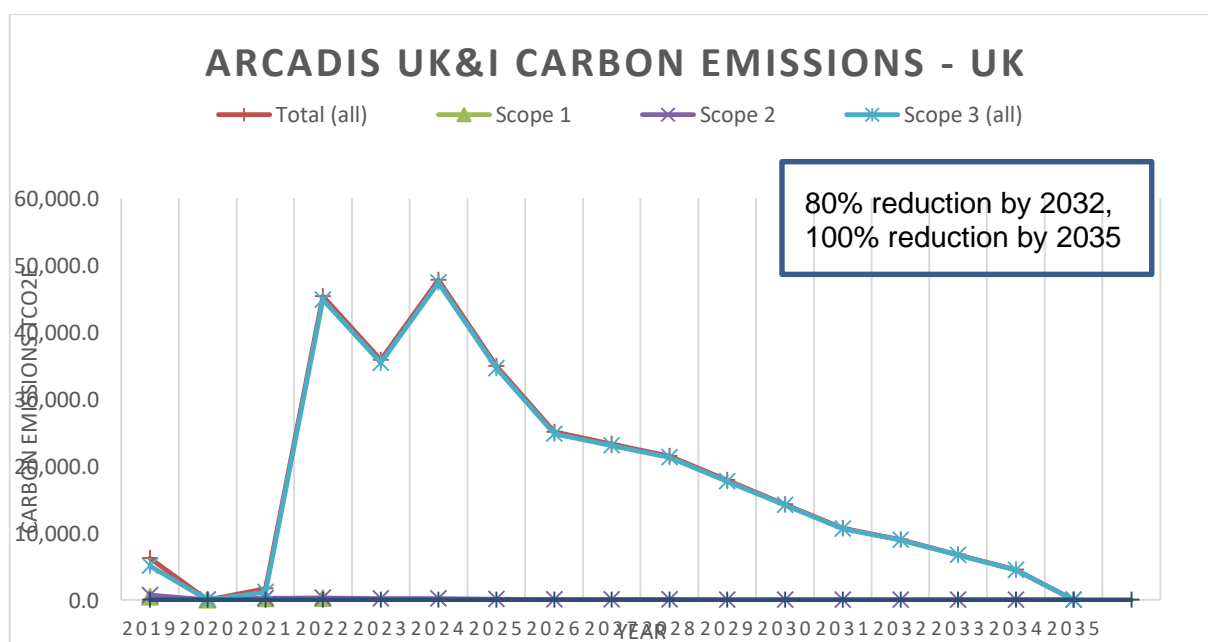
Carbon Reduction Projects and Initiatives

Arcadis is certified to ISO 14001 and maintain an integrated management system; within this we have objectives and targets that are reviewed and challenged each year and which demonstrate continuous improvement. Arcadis have set a Science Based Target Initiative approved commitment, are part of the Pledge to Net Zero and UN Race to Zero campaigns. Due to acquisitions, business changes and office consolidations, Arcadis resubmitted Science Based Target plans in 2024. Furthermore, the 2019 baseline has been reviewed in line with the recent acquisitions and discussions have started on aligning future carbon reduction plans and projects.

As part of our commitment to achieving net zero emissions across our global operations, we have implemented a carbon management policy which has been signed off by Senior Management and cascaded throughout the organisation.

During 2024, we implemented PAS2080 Carbon Management in Infrastructure, rolling out requirements across the whole of our business to ensure compliance for relevant projects, and achieved certification as a designer of projects in August, ahead of our original deadline.

The following environmental management measures and projects have been identified in the UK:

- Operational (offices and procurement)
    - Where Arcadis is in control of procuring energy supply, renewable electricity is the preferred option, and we continue to work with landlords to encourage the switch to renewable electricity. We continue to monitor all electrical usage in our offices, this enables to monitor the cost and consumption for each office and identify any potential issues or opportunities. Arcadis NV procure offsets for all offices where renewable energy is not procured as part of a global initiative. (Scope 2&3).
    - Reducing the natural gas consumption in the office environment by 100% by 2025 (Scope 1)
    - Any office move that takes place where interim offices are required, we aim to use WeWork offices who have a sustainability policy and approach to each of their offices, so that we continue to fulfil our obligations.
    - During 2024 we have continued to work hard to reduce our energy consumption and associated carbon emissions, particularly in our buildings, this is an initiative that began in 2020. This has seen a move in a number of our offices that were not as Carbon and Energy efficient as others; to date we have moved from or about to move to Smart buildings at the following locations:
        - Cardiff (smaller and improved office)
        - Cumbria (upgrades undertaken)
        - Edinburgh (new serviced location)
        - Glasgow (new improved office, upgrades undertaken)
- Travel
    - Baseline figure established to verify 50% reduction in Air travel by 2025 (Scope 3)
    - Carbon budgets were implemented in 2024 and will be further developed in 2025 to help support our travel related targets. A travel ban was implemented late 2023 which led to some reductions, however this will be driven further in 2025 by Arcadis NV ELT cascading specific requirements. Regular reporting undertaken to highlight areas for potential improvement (Scope 1 & 3)
    - Promoting the use of public transport, to achieve a 75% reduction in travel emissions, when engaging with clients and attending the office by 2030 (Scope 1&3)
    - Transition our company fleet to electric vehicles by 2030, or sooner. This includes an expectation that when hiring vehicles they will be electric vehicles. (Scope 1&3)
- Home working
    - A written and approved new ways of working document, that enables employees to be flexible in the way in which they work and how we deliver projects with our clients. This way of working includes working from home initiatives. Although we recognise that through working from home, we are still contributing to carbon emissions and we have taken this into account in our figures. (Scope 3)
- Biodiversity
    - Continue to review our office space for opportunities to increase biodiversity

The carbon emissions in 2024 have decreased by 12.9% over 2023 figures due to the decrease in emissions associated with purchased goods and waste.

A new database was developed in early 2023 which has provided more detailed travel emission data allowing more targeted efforts to reduce the number of flights taken. We continue to regularly report on emissions providing updates that are cascaded throughout the business. Individuals also receive personal quarterly travel footprints, with carbon budgets to be rolled out throughout the business. A travel ban was implemented late 2023 which we are monitoring the results of, and we encourage

purposeful travel globally, challenging ourselves to think critically about the necessity of travel, the tools we have for virtual collaboration, and how we can positively contribute to the communities we engage with.

We submitted our ESOS Phase 3 report ahead of the deadline and intend to submit annual action plans as required.

A Climate Change Risk Review was created in 2023 and extended in 2024 following meetings with the Occupational Health Director and individual Business Area Directors and key senior Leaders.

Future plans

Arcadis are planning to continue to reduce our property portfolio where possible, which will provide further energy savings as new locations are likely to be smaller and more energy efficient.
We continue to regularly report on energy usage as well as waste generation and water consumptions as part of a global reporting tool. Workplace Facilities Team will carry out the following activities as part of their sustainability plan, including:

- Monitor and recording any energy saving activities
- Bi-annual monitoring of appliances not turned off when not in use
- Review any EPC reports for new properties or renewed and consider activities for plan in 2023
- Implement ESOS Action Plan initiatives

In April 2025, the Workplace team are being outsourced to ISS, and we will be working with them to deliver activities to support our targets, utilising their skills and knowledge.
As part of our commitment to achieving net zero emissions across our global operations, we have implemented a carbon management policy which has been signed off by Senior Management and cascaded throughout the organisation. We will continue to review our climate change risk review against our planned longer terms planned activities.

We are aware that travel emissions continue to rise, despite our targets relating to reductions by 2025. We will continue to regularly report on emissions providing monthly updates, which are cascaded throughout the business. Individuals also receive personal quarterly travel footprints, and we will review the implemented carbon budgets throughout the business. We encourage purposeful project related travel globally, challenging ourselves to think critically about the necessity of travel, the tools we have for virtual collaboration, and how we can positively contribute to the communities we engage with.
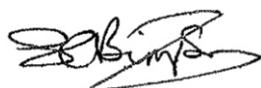
Declaration and Sign Off

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 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[3].

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Arcadis:

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Simon Bimpson – Country Director

Date: …21/11/2025……………………………….

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[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