

Sweco UK & Ireland

Carbon Reduction Plan

Revision: 4
Date: February 2026

Revisions

Revision:	Date Issued:	Notes:
1	January 2023	Created
2	October 2024	Updated
3	March 2025	Updated
4	February 2026	Updated

Carbon Reduction Plan

Commitment to achieving Net Zero

Sweco UK & Ireland is committed to achieving Net Zero emissions by 2040.

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.

Baseline year: 2019

Additional details relating to the baseline emissions calculations

Sweco UK & Ireland’s baseline emissions involved the assessment of scope 1, 2 and 3 emissions. The emission sources considered in the 2019 baseline assessment go beyond the requirements of UK’s Streamlined Energy Carbon Reporting and include the following:

Scope 1	<ul style="list-style-type: none"> • Mobile fuel combustion (company-owned vehicles) • Stationary fuel combustion (gas and refrigerants)
Scope 2	<ul style="list-style-type: none"> • Electricity
Scope 3	<ul style="list-style-type: none"> • Purchased Goods and Services • Capital Goods • Fuel and Energy Related Activities • Waste • Business Travel • Commuting

The 2019 baseline carbon footprint assessment and the respective methodology undertaken by Sweco UK & Ireland follows Sweco Group Carbon Accounting Principles which leads on best practice and is in accordance with EU Corporate Sustainability Reporting Directive requirements. Sweco UK & Ireland’s methodology has also been verified by a third-party. The verification established a robust baseline with a verified and data-sound methodology.

This Carbon Reduction Plan has been compiled to meet the requirements of the technical standards set out in the Cabinet Office Procurement Policy Note PPN 006 Technical Standards for the Completion of Carbon Reduction Plans – 2025.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	242
Scope 2	437
Scope 3 (Included Sources)	3,318
Total Emissions	3,997

Current emissions reporting:

Reporting Year: 2025

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	124
Scope 2	17
Scope 3 (Included Sources)	2,346
Total Emissions	2,487

Emission totals of each emission source from baseline (2019) and reporting year (2025) are shown below.

SCOPE	EMISSION SOURCE	2019	2025
1	Gas	217	108
	Refrigerant	0	0
	Fuel in Company-owned Vehicles	25	16
2	Electricity	437	17
3	Purchased Goods & Services	1,136	1,027
	Capital Goods	363	248
	Fuel and Energy Related Activities	132	92
	Waste	52	37
	Business Travel	521	413
	<i>Flights</i>	214	91
	<i>Train</i>	48	54
	<i>Hotels</i>	82	43
	<i>Grey Fleet</i>	176	224
	Commuting	1,114	528
<i>Employee Commuting</i>	1,076	504	
<i>Homeworking</i>	38	24	
TOTAL (tCO₂e)		3,997	2,487

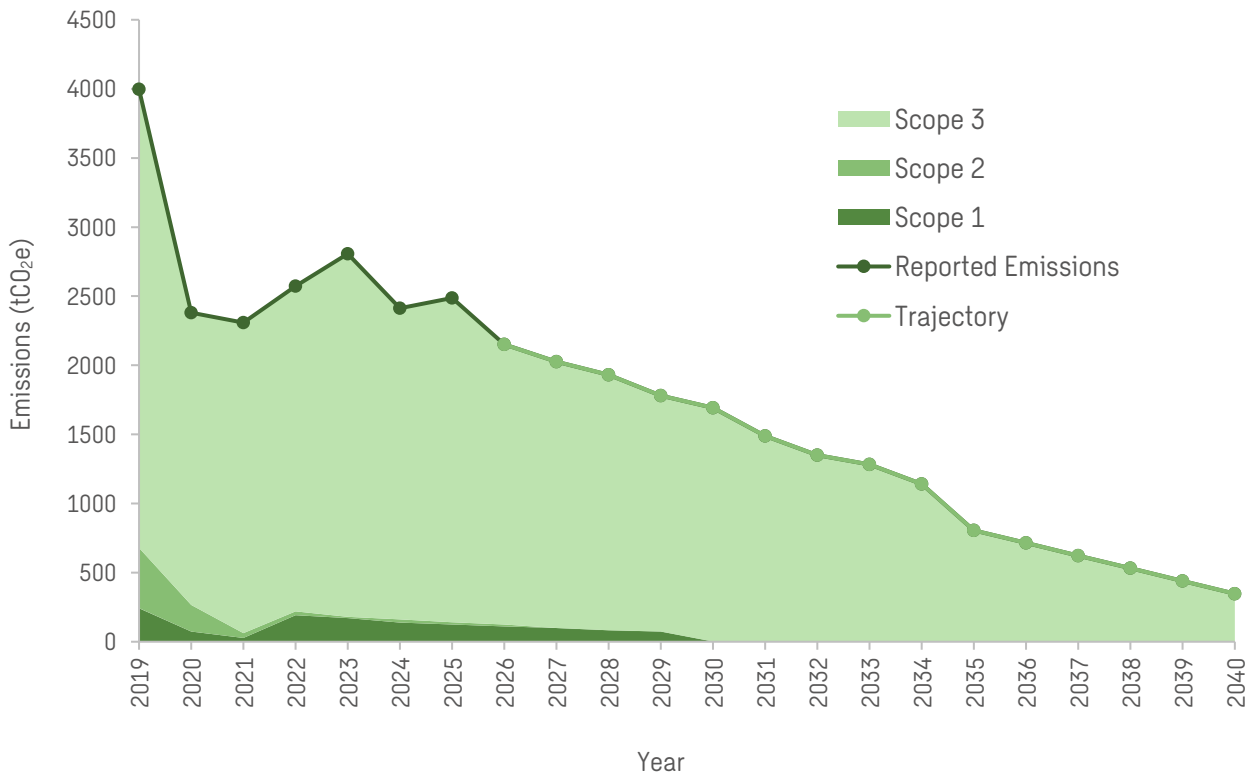
Upstream Transportation and Distribution emissions are deemed not to be material across the Sweco Group value chain and are therefore not reported as part of Sweco UK & Ireland's footprint. In line with GHG Protocol Scope 3 Standard, additional downstream emission categories e.g. Downstream Transportation and Distribution is scoped out as they are not relevant to the nature of Sweco UK & Ireland's operations.

Emissions reduction targets

To continue our progress to achieving Net Zero by 2040, we have adopted the following carbon reduction targets. We project that carbon emissions will decrease over the next four years to 1,692 tCO₂e by 2030. This is a reduction of 58% from the 2019 baseline, and includes our Science Based Targets initiative (SBTi) validated near-term target of 90% reduction in Scope 1 and 2 emissions and 30% reduction in Scope 3 emissions by 2030.

Sweco UK & Ireland hope to achieve the 58% reduction by 2030 by carrying out the following in the next four years:

1. Eliminate all gas consumed in Sweco UK & Ireland offices.
 - a. Current office(s) will no longer use gas as a heating source.
 - b. All Sweco offices will be 100% electric.
2. A reduction in total company vehicle fleet mileage, and all company vehicles to be electric vehicles.
3. Procure 100% renewable energy for electricity consumption of all offices (resulting in 0 tCO₂e net scope 2 emissions).
4. A 30% reduction of 2019 scope 3 emissions.
 - a. Embed sustainability commitment requirements in supplier management procedures.
 - b. Consider emissions impact within office renovation and relocation projects.
 - c. Conduct detailed travel emissions analysis and develop targeted measures.
 - d. Promote active travel and public transport as means for commuting and business travel.



Carbon reduction projects

Completed carbon reduction initiatives:

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The carbon emission reduction achieved by these schemes equate to approximately 1,510 tCO₂e, a 37.8% reduction against the 2019 baseline. The measures will be in effect when performing the contract;

- WFH/flexi-working formally introduced.
- Prohibition on domestic (within UK) flights.
- Continuously eliminating use of gas for office heating.
- Where in Sweco's direct control, ensure all electricity is renewably sourced.
- Use of improved energy efficiency controls and appliances in the Sweco office environment.
- Regular promotion of active and public transport in all offices.
- Promotion of waste minimisation and recycling for staff.
- Development of Environmental Management System Dashboard which allows employees to see Sweco UK & Ireland energy consumption, commuting and waste emissions.
- Introduction of the employee EV salary sacrifice scheme.
- Consideration of office energy supply, active travel provisions and other sustainability considerations within property gate review.
- Leasing offices with excellent public transport and active travel links.
- Enhanced cycle storage facilities and promotion of the cycle-to-work scheme.
- Introduction of electric vehicle and bike infrastructure for offices that have company cars and cycling facilities.

Actions that have been successfully implemented in 2025:

- Development and sign-off of Sweco UK&I's Net Zero Roadmap.
- Sustainability risk profiling of Sweco UK&I's supply chain.
- Developing and publicising travel plans at each office.
- Defined environmental criteria for approved suppliers.
- Enhanced reporting capabilities on grey fleet fuel types.
- Implementation of food waste recycling provisions across more offices.
- Increase in proportion of Electric Vehicles in Sweco UK&I fleet.
- Enhancement of the annual commuting survey and colleague engagement on how commuting contributes to company emissions.
- Increased re-use and recycling rates for unwanted IT Kit through procurement of new service provider.
- Continued promotion of public transport use for business travel, surpassing private vehicle use in Quarter 1 and 2.
- 100% avoidance of construction waste to landfill for all major office refurbishment / fit out projects.

In the next few years, Sweco UK & Ireland hope to implement further measures. The proposed measures are listed in accordance with the IEMA GHG Management Hierarchy¹. Precedence is placed on the elimination of GHG emissions, followed by emission and energy reduction and then by substitution measures which involve the use of renewables.

Scope	Emission Type	IEMA GHG Management Hierarchy	Action
1	Mobile fuel combustion	Substitute	<ul style="list-style-type: none"> All company vehicles to be electric or alternative fuel by 2030. Introduce electric vehicle and bike infrastructure for offices that have company cars and cycling facilities.
1	Mobile fuel combustion	Reduce	<ul style="list-style-type: none"> Reduction in fossil fuelled fleet vehicles and absolute reduction in fleet mileage.
1	Gas	Eliminate	<ul style="list-style-type: none"> Eradicate all gas for office central heating by 2030.
2	Electricity	Reduce	<ul style="list-style-type: none"> Implement effective energy efficiency policies: <ul style="list-style-type: none"> Managed by office environmental champions with switch it off programme. Increase use of highest energy-rated appliances for computing and data management. Improve energy control systems to radically reduce energy use in offices at lower average temperatures. Ensure all offices use LED/PIR lighting controls. EPC rating improvements across our office portfolio.
2	Electricity	Substitute	<ul style="list-style-type: none"> Consider occupying offices that allow for installation of renewable technologies e.g., solar PV.
2	Electricity	Substitute	<ul style="list-style-type: none"> Ensure all electricity (100%) is procured on green tariffs by 2030 if onsite energy generation etc is not viable.
3	Business Travel	Eliminate	<ul style="list-style-type: none"> Maintain prohibition of mainland domestic flights.

¹ Institute of Environmental and Sustainability Professionals (ISEP), Pathways to Net Zero: Using the IEMA GHG Management Hierarchy. November 2020. Available at: <https://www.isepglobal.org/articles/ghg-management-hierarchy-updated-for-net-zero> [Accessed February 2026]

3	Business Travel	Substitute	<ul style="list-style-type: none"> • Only hire electric vehicles. • Consider biofuels offset for unavoidable flights.
3	Business Travel	Reduce	<ul style="list-style-type: none"> • Active promotion of active and public transport in all offices for both commuting and client meetings. • Lease offices that have excellent public transport and active travel links, near to train and bus stations and have a pedestrianised commute thereafter. • Enhance cycle storage facilities and promote cycle-to-work scheme. • Continue to improve and engage staff on local office travel plans.
3	Commuting	Reduce	<ul style="list-style-type: none"> • Active promotion of active and public transport in all offices for both commuting and client meetings. • Enhance staff benefits that incentivises low emission travel. • Lease offices that have excellent public transport and active travel links and are near a train station and have a pedestrianised commute from train station. • Enhance cycle storage facilities and promote cycle-to-work scheme. • Continue to improve and engage staff on the travel plans for each office.
3	Waste	Reduce	<ul style="list-style-type: none"> • Ensure effective waste management practices are undertaken. • Promote purchasing of office goods that avoid single-use packaging. • Minimise use of harmful chemicals in cleaning products used in office environment. • Enhanced recycling provisions, including food waste bins, in every office. • Old computers and associated equipment donated to charities and / or redundant IT kit to be sent for re-use / recycling (including laptops, monitors and other e-waste). • Participate in recycling programmes: Crisp packets, Teracycle, batteries, 'Writing Instruments'.

3	Purchased goods and services	Reduce	<ul style="list-style-type: none"> Request data on carbon footprint and/or carbon reduction plan from top 10 suppliers. Add climate/carbon requirements and considerations to procurement and supply chain management procedures to allow consideration of suppliers' carbon footprint in management decisions. Prioritise purchasing more sustainable goods e.g., recycled paper, no single-use plastic packaging. Use local suppliers where possible. Minimise the purchase of new goods, materials and equipment. Maximise hardware longevity by implementing and educating on best practices for equipment care. Develop and implement supply chain sustainability training for all staff.
3	Capital Goods	Reduce	<ul style="list-style-type: none"> Assess the impact of emissions, emission reduction measures and opportunities for every Sweco UK & Ireland office renovation and relocation project.
-	-	Compensate	<ul style="list-style-type: none"> Sustainably offset residual emissions.
4	-	Investigate	<ul style="list-style-type: none"> Examine the potential for Sweco UK & Ireland to support maximisation of Scope 4 emissions.
All	Clients	-	<ul style="list-style-type: none"> Continue to embed the use of PAS 2080:2023 standard on relevant client projects.
All	Merger & Acquisitions (M&A)	-	<ul style="list-style-type: none"> Include Carbon and sustainability checks in M&A due diligence. Define sustainability criteria for M&A. Align merged / acquired companies with Sweco UK&I's sustainability objectives and Net Zero target.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 06 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:

(The Carbon Reduction Plan has been reviewed and signed on behalf of Sweco UK & Ireland)



Gordon McGregor, Chief Sustainability & Digital Officer

Date: 20 February 2026

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>

