



CARBON REDUCTION PLAN **2025**

Equans UK & Ireland

April 2025



1. EQUANS CARBON REDUCTION PLAN

This Carbon Reduction Plan reports Equans UK & Ireland's (Equans) progress towards achieving net zero greenhouse gas emissions. It reports annual greenhouse gas emissions and the steps we shall put in place to achieve net zero.

This document was produced in response to Policy Procurement Note (PPN) 06/21: **Taking Account of Carbon Reduction Plans in the Procurement of Major Government¹ Contracts and NHS England's Net Zero Supplier Roadmap².**

This Carbon Reduction Plan covers Equans total UK and Ireland total emissions as well as each entity's emissions separately. The commitments in this plan are supported by all entities within Equans. This Carbon Reduction Plan is updated annually.

¹<https://www.gov.uk/government/publications/procurement-policy-note-0621-taking-account-of-carbon-reduction-plans-in-the-procurement-of-major-government-contracts>

²<https://www.england.nhs.uk/greenernhs/get-involved/suppliers/>





2. COMMITMENT TO ACHIEVING NET ZERO

In 2024, Equans Group received full independent validation of its global decarbonisation plans by the Science Based Targets initiative (SBTi). The SBTi classified Equans' targets as consistent with the 1.5°C trajectory outlined in the Paris Agreement. Additionally, Equans UK & Ireland has achieved ISO 14064 certification, demonstrating the robustness and accuracy of our data.

To support Group's global decarbonisation plans and maintain our ambitious goals, Equans UK & Ireland has adopted revised net zero targets as follows:

- Net zero carbon emissions by 2035 for our scope 1 and 2 emissions; and
- Net Zero carbon emissions by 2050 across all scope 3 emissions.

This supports the UK Government's commitment for the UK to achieve net zero by 2050 under the Climate Change Act 2008.



3. BASELINE EMISSIONS FOOTPRINT

Equans' emissions are calculated in tonnes of carbon dioxide equivalent (tCO₂e) using the appropriate conversion factors published by the Department for Energy Security and Net Zero. This ensures our data includes the emissions from the seven greenhouse gases (GHG) named by the Kyoto Protocol.

Our emissions data is reported in line with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard³, and Corporate Value Chain (Scope 3) Standard⁴, using the 'Operational Control' approach.

³<https://ghgprotocol.org/corporate-standard>

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

4. BASELINE

Baseline Year: 2023

Additional details relating to the Baseline Emissions calculations:

We have moved from a 2019 baseline to a 2023 baseline to align with our approved SBTi to monitor our progress. Since 2019, we have reduced our carbon emissions for scope 1 and 2, by 38%.

And with our new baseline year of 2023, we achieved a 21% emissions reduction by 2024. This covers the calendar year January 2023 to December 2023, which is also Equans' financial year. We continue to improve our carbon accounting methodology in line with best practice. We continue to ensure our carbon emission inventory accurately reflects any structural changes that affect the scope or boundary of our emissions. Following such events, we recalculate our baseline to ensure we apply a consistent approach to reflect our decarbonisation journey accurately and transparently. Our baseline data has been independently verified to the ISO14064 GHG standard.

In 2023, Bouygues E&S Solutions Ltd and Bouygues E&S Infrastructure Ltd became part of Equans UK and Ireland and were renamed Equans E&S Solutions Ltd and Equans E&S Infrastructure Ltd, respectively. Therefore, the GHG emissions from these entities have been combined with the rest of Equans for both the baseline and the current year. The divested Urban Energy and Humber Energy operations have been excluded from our baseline and current reporting year data.

BASELINE YEAR EMISSIONS

EMISSIONS		TOTAL (tCO ₂ e)
SCOPE 1	Offices and on-site natural gas	440.3
	Vehicle fleet	11,265.0
	On site fuels	1,341.1
	Total	13,046.5
SCOPE 2	Offices and on-site electricity	1,211.4
	Vehicle fleet electricity	348.1
	Total	1,559.6
SCOPE 3 (Included Sources)	Category 4 - Upstream transportation and distribution	19,218.3*
	Category 5 - Waste generated in operations	578.3
	Category 6 - Business travel	3,002.9
	Category 7 - Employee commuting	13,242.1*
	Category 9 - Downstream transportation and distribution	Negligible**
	Total:	36,041.6
All	Total Emissions	50,647.6

* Estimated

** Equans does not sell transportable products and therefore does not engage in the transport or distribution of products. Any transportation of items purchased by Equans to our Client sites is accounted for in our fleet data and reported as Scope 1 or 2 emissions.

The apportionment of emissions to relevant entities is captured below.

Equans bidding entity	Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	Scope 3 (tCO ₂ e)	Total (tCO ₂ e)
Equans FM Ltd	1,105.3	43.2	1,915.3	3,063.8
Equans Services Ltd	3,230.9	288.6	11,981.7	15,501.1
Equans Buildings Ltd	55.6	10.2	1,424.3	1,490.2
Equans Regeneration Ltd	6,901.6	1,001.0	13,386.2	21,288.8
Equans E&S Solutions Ltd	1,083.8	91.4	4,864.9	6,040.1
Equans E&S Infrastructure UK Ltd	590.7	31.4	356.4	978.5
Other Equans Entities	78.7	93.8	2,112.7	2,285.1
Totals	13,046.5	1,559.6	36,041.6	50,647.6

5. CURRENT EMISSIONS REPORTING

Reporting Year: 2024

REPORTING YEAR EMISSIONS

EMISSIONS		TOTAL (tCO ₂ e)
SCOPE 1	Offices and on-site natural gas	207.1
	Vehicle fleet	9,123.9
	On site fuels	897.6
	Total	10,228.6
SCOPE 2	Offices and on-site electricity	937.5
	Vehicle fleet electricity	393.5
	Total	1,331.0
SCOPE 3 (Included Sources)	Category 4 - Upstream transportation and distribution	17,644.1*
	Category 5 - Waste generated in operations	142.1
	Category 6 - Business travel	2,369.5
	Category 7 - Employee commuting	8,542.2*
	Category 9 - Downstream transportation and distribution	Negligible**
	Total:	28,697.9
All	Total Emissions	40,257.5

* Estimated

** Equans does not sell transportable products and therefore does not engage in the transport or distribution of products. Any transportation of items purchased by Equans to our Client sites is accounted for in our fleet data and reported as Scope 1 or 2 emissions.

The apportionment of emissions to relevant entities is captured below.

Equans bidding entity	Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	Scope 3 (tCO ₂ e)	Total (tCO ₂ e)
Equans FM Ltd	1,101.3	47.4	1,295.6	2,444.3
Equans Services Ltd	2,340.2	294.8	9,624.1	12,259.1
Equans Buildings Ltd	39.5	8.8	1,847.8	1,896.1
Equans Regeneration Ltd	5,314.8	720.1	10,318.3	16,353.2
Equans E&S Solutions Ltd	854.2	98.9	3,175.2	4,128.3
Equans E&S Infrastructure UK Ltd	493.9	36.8	205.7	736.4
Other Equans Entities	84.7	126.2	2,231.2	2,440.1
Totals	10,288.6	1,331.0	28,697.9	40,257.5

6. EMISSIONS REDUCTION TARGETS

6.1 Target 1:

Net Zero for Scope 1 and 2 by 2035

Our first milestone on our decarbonisation journey is to reach net zero carbon emissions by 2035 for our scope 1 and 2 emissions, including our offices, vehicle fleet, and direct fuel consumption on operational and construction sites. Performance against this target can be seen in figure 1.

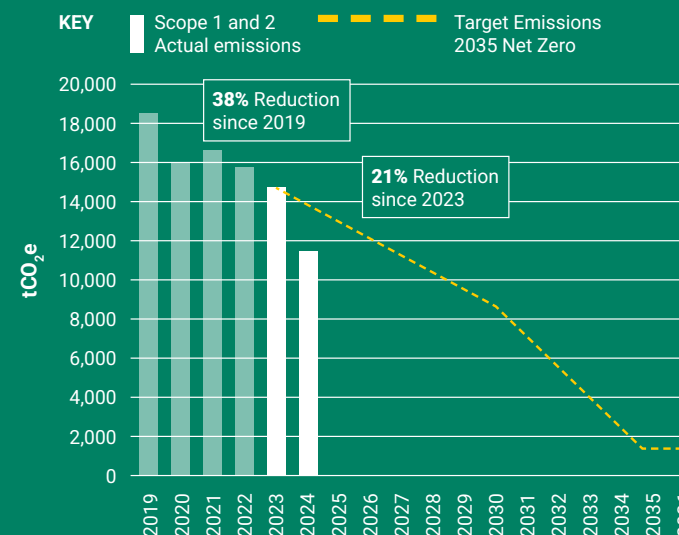


Figure 1: Equans UK & Ireland Scope 1 and 2 Carbon Emissions with Net Zero 2035 Trajectory

6.2 Target 2:

Net Zero for Scope 3 emissions by 2050

We are continuing to fully quantify our scope 3 emissions inventory and engage with our supply chain to allow robust interim target setting against our Scope 3 target of net zero by 2050.

7. CARBON REDUCTION PROJECTS

7.1 Our Approach

As an ISO 14001 certified organisation, environmental and energy management are integrated into our business management system and business processes, which governs our service delivery. Our latest performance can be found in our 2023 IMPACT Report⁵.

Equans was awarded Gold EcoVadis in 2024, continuing our run of gold or platinum since 2019. The award is an independent endorsement that demonstrates our commitment to sustainability management and gives confidence to our current and future partners that Equans continues to lead the way in sustainability management and has the expertise and experience to add value to their performance.

Equans was also recertified Platinum status for 2024 in the Sustainable FM Index (SFMI), the UK's only ESG benchmark for the FM sector.

⁵<https://www.equans.co.uk/responsible-business>



7.2 Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented and will be in place when delivering our contracts:

- **Supporting Decarbonisation Innovation:**

Since 2019 along with Innovate UK (an agency of UK Research & Innovation) we created the 'Clean Growth Innovation Fund', a £4m investor partnership bringing together public and private funding to support UK cleantech start-ups and SMEs in developing solutions that enable the decarbonisation of industry, buildings, and places.

The fund has invested in two net zero carbon software specialists:

- **Grid Edge's** digital AI software empowers building operators to reduce their CO₂e emissions, bring energy costs under control and improve building comfort. We have recently used Grid Edge to assess one of our sustainable facilities management sites, a large UK court building, and identified savings of over 380 tCO₂e.
- **OnGen's** digital platform provides a technical and economic feasibility assessment to support the decarbonisation of buildings, campuses, and industry – quickly identifying opportunities to reduce costs and carbon emissions through embedded renewables and low carbon solutions.

- **Greening Our Energy Supply:**

In 2024 we continued our programme to transition offices and sites to renewable electricity tariffs. 100% of our leased property, where we are in control of the energy supply, are on REGO backed renewable electricity and RGGO backed biogas. We have put in place a process that mandates all future electricity and gas contract renewals are on a green tariff supply. For offices and sites where the landlord is in control of the supply, we continue to engage with them and request if not already green that they switch to renewable sources as soon as possible and will propose to carry out the project works on their behalf.

- **Electrifying the Vehicle Fleet:**

In 2024 we achieved the milestone of over 38% of our fleet being converted to EVs and 85% EV cars (equivalent to 1,250+ electric vehicles). This is being driven forward with our electric-only company car list, and the rollout of electric vehicle charge points at our projects and at our employees' homes. This helps not only reduce our corporate emissions but also supports our employees to reduce their personal emissions.

- **Low Carbon Plant:**

We have deployed low carbon plant on our solar farm construction projects, such as battery optimised generators, solar powered welfare cabins and green hydrogen powered lighting and CCTV columns. We are continuing

to roll out this low carbon site set up across our projects.

- **Electrifying Our Sites:**

We have appointed an energy partner who is able to centrally manage the installation of new temporary electricity supplies at our operational sites. This process helps our sites avoid the need for diesel generators.

- **Employee Commuting Survey:**

Each year we issue a survey to all staff asking how they travel to work and encouraging the use of sustainable travel options. Our method is continually improving to achieve a high degree of accuracy and reduce the need for estimation.

- **Supporting Hybrid Working:**

We have adopted a hybrid working policy, with many of our employees working at home part of the week, reducing commuting emissions. We have also expanded our travel survey to look at home working energy use to fully understand the impact on emissions.

- **Optimising Our Office Estate:**

Hybrid working has also given us the opportunity to optimise our offices. We have moved to smaller and more energy efficient offices in London and our Shared Services Centre in Newcastle. We are continuing to explore further office efficiency opportunities.



- **The Equans Tree Fund:**

Established in 2019, the Equans Tree Fund has had great success with our employees and partners planting over 12,450 trees across client and community sites.

- **Alternative Fuels:**

Our long-term strategy is to phase out fossil fuels in the delivery of our operations. During this transition period, we are exploring the use of sustainably sourced biofuels. Our Solar Farm construction sites are leading the way. They now use Hydrotreated Vegetable Oil (HVO) to power the construction phase, saving over 1,600 tonnes of CO₂e in 2024. We are continuing to monitor the sustainability credentials and supply chain for new and existing alternative fuels.

- **Minimal Waste to Landfill:**

We already divert the vast majority of our waste from landfill, over 99% of non-hazardous waste in 2024. We are also implementing supplier partnerships to support closed-loop recycling as part of our circular economy strategy. In 2024 we reached the milestone of recycling over 100 tonnes of u-PVC window frames with Eurocell, helping turn old windows into new energy efficient ones. Our closed-loop paper towel recycling scheme with Tork has seen 21.9 tonnes of paper towel recovered in just 10 months, reducing the carbon footprint by 40%.

- **Supporting our Supply Chain to Quantify and Reduce Emissions:**

We provide practical advice to our SME supply chain on decarbonisation through training initiatives delivered in partnership with the Supply Chain Sustainability School. We also deliver Circular Economy Fresk training to our supply chain to raise awareness of their impacts from consuming raw materials and disposing of waste.

As part of our journey to understand and reduce the embodied emissions in the goods and services provided by our extensive supply chain, we have embedded spend based carbon estimates into our financial reporting. This allows us to report an estimate of our Scope 3 goods and services emissions and identify the hotspots within our supply chain upon which to focus engagement. Through this process we have established that scope 3 accounts for over 95% of our total emissions.

We are finalising the launch of our Sustainable Procurement strategy in 2025 to support and bring our supply chain with us on our decarbonisation journey.

- **E-Cargo Bikes:**

There are now 15 e-cargo bikes in use across our FM sites, providing sustainable transport for goods and reducing our use of vans.

- **Employee Engagement:**

We are embedding climate training into our staff induction and training programmes. This includes rolling out Climate Fresk and Circular Economy Fresk training to employees across the business from front line to board room, as well as our clients, with over 800 people trained to date.

We have also expanded our Sustainability Champions initiative and supported our employee led Green Network, empowering employees to deliver sustainability initiatives across the organisation. The Green Network delivers events to inspire colleagues, in 2024 this included a Climate Assembly where people from across the business came together to identify climate resilience risks and opportunities to inform the business in preparing for the effects of climate change.

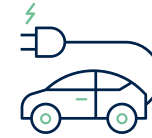
- **NHS Energy Saving Advice:**

We provided an energy saving leaflet to all NHS key workers on how they can reduce their energy consumption and make their homes more energy efficient.



7.3 Future Carbon Reduction Initiatives

We plan to implement the following measures:



Electrifying the Vehicle Fleet:

We shall continue to electrify our fleet with an aim to deliver zero tailpipe emissions by 2035.



Offsetting:

We are engaging with several offsetting solution providers to compensate for residual emission sources that we are unable to immediately decarbonise, ensuring that offset schemes we utilise have robust, transparent validation schemes in place.



Optimise our Biodiversity Strategy:

To maximise the co-benefits of ecological and carbon reduction management across our sites.



Supply Chain Emissions:

We are committed to a comprehensive approach to sustainable procurement. We incorporate stringent environmental criteria throughout our procurement processes through our Sustainable Procurement Charter. We are developing a group wide supplier engagement strategy to further collaborate with our supply chain to decarbonise the goods and services they provide us.

7.4 Helping Our Clients Decarbonisation Journeys

As well as reducing our own carbon emissions, our mission is to provide our customers a high level of expertise and technology with the ambition of making a significant contribution to a low carbon world.

Here is a selection of our recent work:

- **Carbon Shift:**

The newly launched Carbon Shift, from Equans, is an integrated end-to-end approach that combines technical expertise, operational excellence, and innovative thinking to provide a comprehensive route to decarbonisation; from Net Zero strategies and advisory services to delivery of on-the-ground solutions. Reducing carbon emissions and adapting to the changing climate are critical – and Carbon Shift was created to support organisations of all sizes, and across all sectors, in addressing these challenges successfully and cost effectively. Carbon Shift delivers practical, tailored solutions to help businesses significantly reduce their carbon footprint while improving long-term resilience.

Highlights include:

- Since 2018 over 2 million tonnes CO₂ savings identified for clients in the UK
- £500m savings identified for clients in the UK
- £400m public funding for decarbonisation projects secured for clients

- **Adaptation:**

We are passionate about reaching net zero, but we also recognise that adapting to the immediate impacts of climate change is also becoming a critical priority. Equans pioneering combination of advanced climate modelling, building engineering analysis and bespoke recommendations allowed us to deliver a bespoke Climate Risk, Adaptation, and Resilience Assessment to help Leeds Teaching Hospitals. The project identified physical vulnerabilities, formulated mitigation strategies, and explained how to future-proof their estates and facilities against escalating climate risks.

- **Retrofitting UK Homes:**

We deliver an industry-leading retrofit service and have been the leading contractor for securing funding through the Department for Energy, Security and Net Zero's Warm Homes: Social Housing Fund (WH:SHF). To date, we have supported clients to secure and deliver £320 million worth of money from the fund, retrofitting thousands of homes, making them warmer and more affordable for tenants.

One of our flagship projects in Birmingham has seen us decarbonise at scale on behalf of the council, with 2,000 properties undergoing retrofit work. Birmingham has 92,990 households in fuel poverty, equivalent to

21.1 per cent, which is higher than the national average at 13.8 per cent. This significant difference underscores the importance of the work being done to address fuel poverty in the city. Properties in the city council's housing portfolio are also on average 70 years old, which means the stock is a large net contributor to the city's carbon emissions. This retrofit programme saw us implement low carbon technologies across several property types including high- and low-rise flats, whole-house schemes and hard to heat non-traditional homes; tackling fuel poverty and climate change in tandem. To support with the delivery of the scheme, Equans successfully secured £25 million from the WH:SHF towards the project.

The project is having a huge impact – cutting carbon by 2,500 tonnes per year. Residents will save up to a phenomenal £1,500 per annum on energy bills – significantly reducing the risk of fuel poverty in some of the most deprived areas at a time when the cost of living is high.

- **Delivering Solar Farms:**

In 2024, we installed 197.5 MWh of solar generation capacity across 5 sites. In 2025, we are continuing to deliver more solar farms and energy storage facilities across the UK.

- **Sustainable Facilities Management:**

As a leading facilities management provider, we have seen first-hand the appetite from clients to incorporate net zero services into their existing FM agreements:

- We recently extended our partnership with Manchester City Council, which will see FM services continue to be delivered across its 258 public buildings, as well as repairing and maintaining Grade 1 and 2 listed buildings. As the partnership evolves into its next phase, Equans is collaborating with the council to work towards the city's target of becoming net zero by 2038. This will be evident in the way we conduct our own operations and through targeted decarbonisation activities across the council's property portfolio.
- We extended our partnership with Warrington Borough Council, which will see facilities management services continue to be delivered across its built estate, but now with the addition of net zero carbon consultancy. As part of this work, Equans is developing a heat decarbonisation strategy and asset survey for the council's public building estate, feeding into ongoing maintenance plans and supporting funding applications.

- **Equans to progress the UK's first net zero neighbourhood:**

Equans has been progressing with developing the UK's first net zero neighbourhood in Dudley and recently achieved an impressive space heating demand of 52kWh/m²/year on one of the properties. Even in a retrofitted property, houses are normally at the 120kWh/m²/year mark, so this was a key achievement. To do this we implemented a number of interventions, including cavity wall extraction and refill, Aerobarrier and floor insulation. This was a "pilot" house that we used to engage people in Dudley and give them the opportunity to get a touch and feel of all of the solutions and technologies that will drive the net zero neighbourhood.

- **Green Hydrogen:**

Hydrogen will play a role in decarbonizing industry and heavy transport. We have delivered a number of exciting projects supporting this important part of the UK's energy transition, including working with a consortium to design, build, commission, and operate the world's largest and most efficient ammonia to hydrogen conversion unit of its kind.

- **Cambridge County Council, Swaffham Prior Heat Network:**

Equans is delivering a renewable heat network for CCC to serve the village of Swaffham Prior, which has no connection to the gas network. This scheme provides 300 homes access to a heat network powered by ground and air source heat pumps which use renewable electricity.

- **PFI's:**

With the scope 1 & 2 emissions of the 38 PFI managed hospitals in Equans' portfolio at 150kt of CO₂e, the case to decarbonise NHS estates is both urgent and compelling, offering an opportunity to significantly reduce emissions and align with the NHS' net-zero ambitions. In 2024, Equans initiated a comprehensive decarbonisation programme aligned with the Infrastructure and Projects Authority's five-stage Decarbonisation Plan. Focused on our 38 healthcare sites, Equans embarked on this ambitious journey across our portfolio of PFI-managed hospital contracts to deliver the first three stages of the plan by the end of 2024.

- **Energy Efficient Street Lighting:**

We are helping local authorities across the UK to convert road lighting to energy efficient LEDs. In Barnet, we have reduced the electricity consumption by 65% in 2024, with a carbon reduction saving of 73%. Over the last three years, this has led to an average of £1.7 million in savings each year for the council.

In Enfield, carbon savings are at 67%, with nearly £900k in savings each year for the council since the switch to LED.



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 standard⁶ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁷.

Scope 1 and 2 emissions have been reported in accordance with SECR requirements⁸, 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) Standard⁹.

This Carbon Reduction Plan has been reviewed and approved by the board of directors at Equans UK & Ireland.

Signed for on behalf of Equans UK & Ireland

Jean-Philippe Loiseau
CEO EQUANS UK & Ireland



⁶<https://ghgprotocol.org/corporate-standard>

⁷<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁸<https://www.gov.uk/government/publications/environmental-reporting-guidelines-including-mandatory-greenhouse-gas-emissions-reporting-guidance>

⁹<https://ghgprotocol.org/standards/scope-3-standard>

