

Carbon reduction plan

Supplier name: AECOM UK

Publication date: 5th December 2025

Commitment to achieving Net Zero

AECOM is committed to achieving science-based net zero emissions by 2040. We achieved net zero operational emissions in 2021 and will continue to maintain this status.

Baseline emissions footprint ¹

Baseline year (FY18): 1st October 2017 – 30th September 2018

Baseline year emissions:

Emissions	Total (tCO ₂ e)
Scope 1	445
Scope 2	2,590
Scope 3 (Included Sources) ²	Waste generated in operations: 304 Business travel: 8,046 Employee commuting: 5,372 Downstream transportation and distribution: Not applicable/material Upstream transportation and distribution: Not applicable/material Scope 3 total: 13,722
Total emissions	16,757 tCO₂e

Current emissions footprint

Reporting year (FY25): 1st October 2024 – 30th September 2025

Reporting year emissions:

Emissions	Total (tCO ₂ e)
Scope 1	437
Scope 2	1,043
Scope 3 ¹ (Included Sources)	Waste generated in operations: 313 Business travel: 4,003 Employee commuting: 5,255 Downstream transportation and distribution: Not applicable/material Upstream transportation and distribution: Not applicable/material Scope 3 total: 9,571
Total emissions	11,051 tCO₂e

¹Our business focuses primarily on providing fee-based planning, consulting, architectural and engineering design services and, therefore, we do not manufacture products and therefore do not have a downstream transportation and distribution network. Furthermore as a service provider, we do not purchase raw materials for production and therefore assert that the upstream transportation category is not relevant to our operations.

Emissions reduction targets

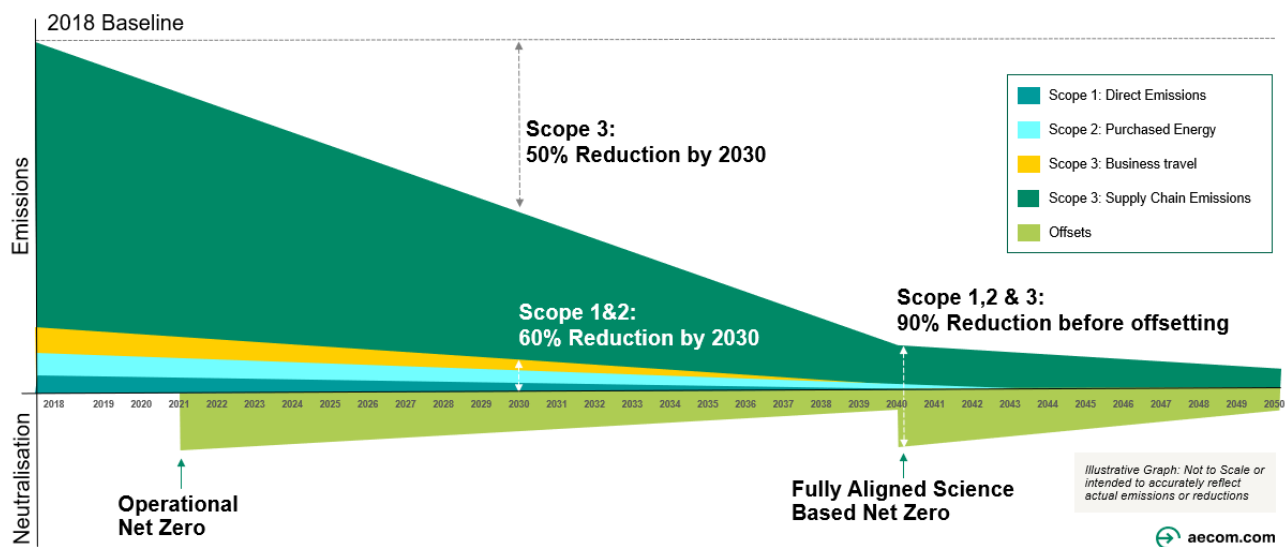
In order to continue our progress to achieving science-based net zero, we have adopted the following carbon reduction targets:

- Operational net zero from 2021 onwards
- Science based net zero by 2040
 - Reduce Scope 1 and 2 emissions by 60% by 2030
 - Reduce Scope 3 emissions by 50% by 2030
 - Reduce all emissions by 90% by 2040 and offset remaining emissions in 2040 through high quality carbon removal projects

In alignment with our science-based target, we project that carbon emissions will decrease by 50% by 2030. In 2021, operational emissions from scope 1, 2 were offset. From 2040, remaining supply chain emissions will be offset.

Our Commitment:

1.5C-aligned Science Based Net Zero by 2040



Carbon reduction projects

In April 2021 AECOM launched its enterprise sustainability strategy, under the banner of [‘Delivering Sustainable Legacies’](#). Updated in 2022, our strategy sets out how we will embed sustainability principles into everything we do, in partnership with our clients, investors, and employees, so we leave a lasting impact for communities and our planet. We coordinate a Global Sustainable Legacies Council which is chaired by our Global President and includes a diverse range of employees from across our organisation. We also embed sustainability and net zero throughout our business including through senior leadership reviews and developing scorecards to track performance. A key part of our Sustainable Legacies strategy is our commitment to achieving science-based net zero emissions after accomplishing a 90% reduction across our whole value chain by 2040. In the interim, AECOM is committed to continuing to be operationally net zero from 2021 onwards by reducing and then offsetting our Scope 1 and 2 emissions, in line with climate science.

Supplier Engagement

Our Scope 3 emissions from the supply chain make up 95% of our total global footprint, and as a result, our Corporate Net Zero (CNZ) team has developed and initiated its Supplier Engagement Programme. The goal of this programme is to actively work with our top-emitting suppliers to reduce their carbon emissions and get them on a science-based trajectory in line with 1.5°C.

As a large organisation with dedicated resources to addressing our climate change impact, we see our role as

leaders in this space, with a responsibility to share our experience with members of our value chain and to push them to improve.

Our Supplier Engagement Programme aims to help the top 50% of our supply chain (by emissions) address their carbon emissions and includes companies of all sizes and a variety of capabilities. We are also aware of and are considering how we support small and medium-sized enterprises (SMEs) that may not be able to justify allocating significant resources to decarbonisation, scope 3 data reporting or sustainability in general. Greenhouse gas (GHG) accounting can be challenging to learn and even more challenging to properly execute. Rather than leaving them behind, we are transparent about our ambitions and expectations, offering support to help them move forward with us.

Our approach includes hosting group briefing sessions to allow a base understanding of the importance of sustainability considerations and net zero, as well as AECOM's own net zero strategy and what we require from them to achieve it. We are also facilitating one-to-one conversations to better understand barriers, offer practical advice, and develop steps to support and accelerate our suppliers' journey to net zero. We are also engaging our clients, who often are the key enablers to allow lower carbon procurement and to get emissions data.

In the year to September 2025 the UK business has continued with the Supplier Engagement Programme, although the main focus for the year has been on embedding next generation suppliers expectations into new contracts and supporting suppliers with this transition.

As a result of our Supplier Engagement Programme, we are improving the accuracy of our Scope 3 data and empowering our suppliers to take on the decarbonisation challenge for themselves. Supplier engagement is an ongoing process that will result in carbon reduction over the long term as we continue to connect with our supply chain on a regular basis. Through our efforts on the Supplier Engagement Programme, we have been recognized as a Supplier Engagement Leader by CDP.

Procurement Integration

As well as engaging our suppliers on net zero, we are embedding low carbon and ESG considerations into our procurement processes. As part of onboarding, we are requiring all our suppliers to provide information about their current ESG data and strategies. These questions will also inform which suppliers need focus for engagement, particularly those which are less mature. We have continued to increase the use of decarbonisation and sustainability questions into our procurement, alongside continuing to negotiate next generation supplier expectations into our supplier contracts. These contractual terms give the basis for mandating supplier engagement on data sharing and binding the supply chain to develop decarbonisation plans, as a standard, by 2027. Our Sustainable Procurement Policy also outlines how emissions reduction is a key part of our supplier onboarding and other procurement processes.

Business Travel

AECOM has reduced travel emissions by implementing our Travel with Purpose guidance prioritizing digital tools instead of traveling (for business and commuting), and if travel is necessary, prioritizing sustainable modes of travel (e.g. walking, cycling, public transportation and low emissions vehicles) in conjunction with a location-specific risk assessment. We are engaging with our travel service providers to identify opportunities to improve data accuracy and promote low carbon travel choices. Over the past year key focuses have been implementing new booking technologies with our hire car provider, to simplify Electric Vehicle hire, and work to move domestic and short haul business travel from air to rail.

Fleet Vehicles

Our Travel with Purpose guidance also requires improving the efficiency of our vehicles and investing in low or zero emissions vehicles over time. For our vehicle fleet, we are developing a roadmap to transition to electric vehicles, including installing charging infrastructure at our owned offices. In the UK we are currently tendering for a new mixed fleet of electric, hybrid and conventional vehicles to replace our core site services fleet. As part of the continuing initiative to move to greener offices and consolidate real estate, we will work with landlords at leased offices to install electric vehicle chargers where parking is provided and charger installation is possible. At the end of the current financial year, 7 out of 28 offices have EV chargers available on site, with 3 offices planning to increase the number of chargers available and 4 more planning to install chargers in the next 3 years. We will continue to invest in lower carbon vehicles as we renew our UK fleet,

while also increasing the use of telematics to increase our visibility of fuel efficiency of the fleet.

Office energy

AECOM is focused on reducing energy demand in offices to achieve Net Zero. AECOM's Workplace of the Future and Freedom to Grow initiatives helped increase work flexibility and allowed further real estate consolidation and travel reductions, which has continued this year. We continue to encourage our staff who work from home to follow our guidance documentation on how to live and work more sustainably at home.

We are continuing to conduct energy audits in offices that account for 80% of our energy footprint utilising AECOM's OCEAN energy audit tool. OCEAN will benchmark energy performance to inform site selection, identify opportunities for energy efficiency initiatives and on-site renewable energy generation. For example, at our owned Nottingham office, we have installed on-site renewable energy generation through a solar PV installation and in the last year we also undertook additional works to the heating, ventilation and lighting systems to make further energy savings. In the year ahead we will start to benchmark office performance in order to identify new opportunities.

Our Green Lease criteria and work with landlords has improved access to utility data, with more than 80% of purchased energy based on actual data. As data availability increases, we aim to be able to collaborate with landlords to implement energy efficiency and renewable energy initiatives, including buying renewable electricity credits. In the past year 33% of our UK electricity was certified from renewable sources. To further drive down emissions and ensure consistency, our recent office relocations have prioritised energy efficient locations and energy efficiency measures, in line with our sustainability guidelines for office relocations and refurbishments.

ScopeX™

Acknowledging that buildings, infrastructure, and construction sectors account for over half of all greenhouse gas emissions released into the atmosphere each year globally AECOM have developed our ScopeX™ approach. ScopeX™ is AECOM's global, third-party verified programme of best practices for deep decarbonization in the built environment. It systematizes tools and methods to reduce carbon emissions across planning, design, construction, operations, and maintenance phases of projects. Using the ScopeX framework, we bring our skills and experience with carbon reduction together with digital tools and data such as One Click LCA to reduce emissions associated with buildings and infrastructure throughout the asset lifecycle. The earlier in the process we consider carbon emissions, the more potential impact we can have.

ScopeX follows a four-step process;

- 1) conversations with clients;
- 2) defining carbon scope and baselines;
- 3) solution development and
- 4) implementation, tracking, and recording.

In October 2024 AECOM achieved PAS 2080:23 certification from BSI of our carbon management approach globally. In addition, the implementation of the ScopeX™ programme in the UK and Ireland was certified. In August 2025 BSI carried out an audit assessment and AECOM received no non conformities and no areas for improvements. We were also noted as standing out from our peers in three areas - 1) how we have driving carbon management principles into the business; 2) examples of collaboration in the buildings and infrastructure sector to influence policy and 3) our enterprise approach to One Click LCA software.

Environmental Management

Our UK business is also ISO14001 certified. AECOM is a founding member of UK Environmental Services Pledge to Net Zero, and we were also one of several companies to sign the Climate and Biodiversity Emergency Declarations made by UK architects, building services engineers, civil engineers and structural engineers. In 2022 we published our Environmental Sustainability Policy, covering our commitments to: embed sustainability into all our work, reduce our supply chain emissions, neutralise residual emissions through high quality offsets, improve our travel performance, improve the sustainability of our office, manage and report environmental impacts and increase awareness of sustainability issues.

We are committed to reporting our carbon reductions transparently, in line with best practice. We annually disclose to CDP on climate change risk, scoring an A- on our latest submission which is above the industry average. We are committed to reporting in line with the Taskforce on Climate-Related Financial Disclosures

(TCFD). We will also continue to manage sustainability project risks by ensuring our projects align with our Sustainable Legacies strategy and follow the latest climate science.

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 Reporting and Accounting Standard³ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁴.

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) Standard⁵.

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:

Richard Whitehead, CEO, Europe & India

A handwritten signature in black ink, appearing to read 'RS Whitehead', is written over a horizontal line.

Date: 5th December 2025