



Carbon Transition Plan

01/09/2025

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Introduction

Amey is a leading infrastructure services and engineering company, committed to delivering sustainable solutions that enhance life and protect our shared future. With operations spanning transport, utilities, defence, justice, and environmental services, Amey plays a critical role in maintaining and transforming the UK's infrastructure.

Our purpose is to create better places to live, work and travel. We do this by combining technical expertise with a deep understanding of the communities we serve. As a trusted partner to government and private sector clients, we are uniquely positioned to drive positive environmental and social outcomes through our services.

Amey is actively responding to the climate emergency by embedding sustainability and climate action into all aspects of our governance, operations and procurement. We are committed to achieving Net Zero greenhouse gas emissions across our value chain by 2040, supported by approved science-based targets (SBTi) and a robust ESG strategy. Carbon mitigation is forms part of our corporate KPIs and sustainability is included in bonus schemes. Our approach includes decarbonising our fleet and buildings, enhancing biodiversity, and collaborating with clients and suppliers to reduce emissions and build climate resilience

The purpose of this document is to provide a clear and actionable pathway for achieving net zero greenhouse gas emissions. It outlines the steps and measures necessary to transition to a sustainable, low-carbon future.

Document Scope

This transition plan applies to all business units within Amey. It includes how Amey proposes to reduce GHG emissions and emphasises our focus on collaboration and collective action.

This document will be updated yearly to reflect any changes in carbon mitigation priorities and developments in our carbon analytics.

Ameys commitment to ESG

Amey is dedicated to building a sustainable future through the following principles:

- **Supporting Global Goals:** We support the United Nations 2030 Agenda for Sustainable Development and its Sustainable Development Goals and are committed signatories to UN Global Compact.
- **Driving ESG Priorities:** Our ESG framework focuses on the following three core goals:
 - Environment Sustainability - Accelerate the change to a resilient and low carbon future
 - Social Sustainability - Enhance the wellbeing of the communities and people we impact
 - Governance and Economic Sustainability - Achieve sustainable and responsible growth
- **Strategic Planning:** We develop and regularly review an ESG Strategy, setting clear objectives, targets, and KPIs to guide our progress.
- **Creating Value:** We align to the UN Global Compact Value Driver Model to assess the value of our ESG actions through the lens of growth and opportunity, productivity and risk.
- **Embedding Sustainability:** ESG and sustainability is integrated across all levels of our business and decision-making processes.
- **Empowering Delivery:** We provide the necessary resources, expertise, and training to deliver our ESG and Sustainability strategy.
- **Aligning Incentives:** ESG objectives are built into our bonus scheme to reinforce accountability.
- **Engaging Stakeholders:** We actively listen to and respond to the economic, environmental, and social expectations of our stakeholders. Key stakeholders include shareholders, employees, suppliers, customers, industry forums and communities.
- **Influencing Change:** We participate in external forums to shape industry practices and policy for sustainable outcomes.
- **Transparent Reporting:** We share our ESG performance and progress annually.
- **Managing Risks and Opportunities:** We regularly assess ESG and sustainability risks and opportunities and strengthen our systems to manage them effectively.
- **Ensuring Compliance:** We meet all legal, internal, and voluntary ESG and sustainability commitments we subscribe to.

Further detail on our ESG commitments are included in the following policies:

- Environment Sustainability - [Environment Policy](#)
- Social Sustainability - [Inclusion Policy](#), [Social Value Policy](#), [Health & Safety Policy](#), [Volunteering Policy](#)
- Governance and Economic Sustainability - [The Amey Code](#), [Business Ethics Policy](#), [Sustainable Procurement and Supply Chain](#)

Leadership and Commitment

Amey's senior leadership has publicly committed to Net Zero, embedding it into the organisation's core strategy, prioritising Net Zero alongside financial and operational goals. Amey ensures that leaders across the organisation foster a culture of accountability, transparency, and continuous improvement in meeting climate goals and a just transition.

Our Governance Structure

Our governance structure is designed to create long-term sustainable value for all our stakeholders and help protect our shared future and includes:

- Amey UK Ltd Board
- Amey Executive Committee
- Environment Social and Governance ("ESG") Committee
- Investments and Approvals Committee
- Safety Leadership Council
- IT Steering Committee
- Remuneration Committee
- Group Pensions Committee
- Audit Committee
- Risk Management Committee
- Operational and Financial Reviews

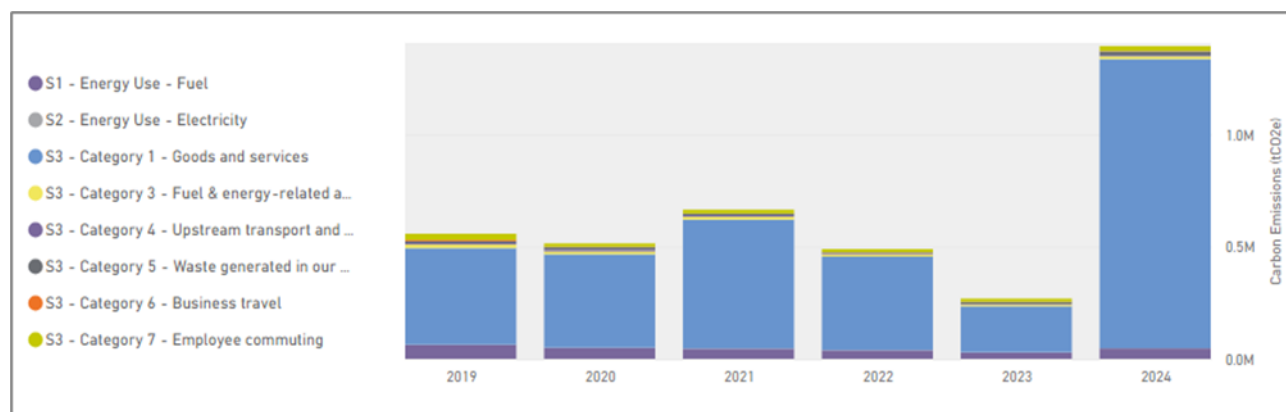
ESG Committee

The ESG Committee, chaired by senior executives, provides oversight and ensures that Net Zero objectives are aligned with business priorities. This committee reviews progress, approves targets, and ensures that leadership remains accountable for delivery. These groups ensure that Net Zero is not siloed but integrated into procurement, operations, and client engagement strategies.

Amey's Carbon journey to date

GHG Emissions

The graph below outlines the GHG emissions scopes and categories which Amey annually reports on.



As a continued trend Amey's 'Scope 3 Category 1 - Goods and services' remains our largest contributing factor. This is indicative of the large-scale infrastructure services we offer where high carbon materials are consumed in large quantities to deliver our services.

Amey's second largest carbon contributor is 'Scope 1 Energy use'. This is primarily down to the significant fleet of vehicles and plant which consume combustible fuel. Similarly to the materials, fuel usage forms an intrinsic part of our organisational function and is a priority for decarbonisation.

Given growing international offerings of the company, it is not unexpected that employee commuting forms the third largest emitter for Amey. This category is primarily fed from flights taken by employees to oversee and deliver projects internationally.

Amey Net Zero Targets

Amey's SBTi validated targets are as follows:

Scope	SBTi Target by 2030	Net Zero by 2040
Scope 1 & 2	52.8%* absolute reduction from 2019 baseline	Yes
Scope 3	30% absolute reduction from 2019 baseline	Yes
Carbon Offsetting		Max 10% residual emissions

*In alignment with SBTi this target will be subdivided to 40% reduction Scope 1 and 13% reduction Scope 2 by 2030.

Amey continue to improve data quality and accuracy. It is expected that Amey will be required to re baseline and recalculate Carbon reduction targets in alignment with SBTi processes.

Due to the nature of our organisation decarbonisation will not be a linear decline. As the company continues to grow internationally, our primary focus will be on delivering sustainable infrastructure solutions for our clients that enhance life and protect our shared future.

This acknowledges that the changes that we now need to make will not be incremental, but will often come about in batches, as resources and investments are made in new technologies, external infrastructure

advances, supplier collaboration and implementation of new internal processes. This approach aligns to the relevant industry decarbonisation trajectories and aims to ensure targets are realistic and achievable.

To provide an indicative reduction pathway, we will be tracking against average annual reductions (2023–2040):

- Scope 1: 3.6% per year
- Scope 2: 1.2% per year
- Scope 3: 2.73% per year

These metrics allow for year-on-year performance evaluation and continuous improvement. (Note: These figures are indicative and subject to verification).

Offsetting

Amey has committed to being a Net Zero organisation by 2040, and whilst we recognise, due to the nature of our business, that we will be unable to fully eradicate our carbon impact, Amey intends to offset no more than 10% of our residual emissions by 2040.

Verification

Amey has adopted ISO 14064-1 for carbon footprint verification and is using a range of tools to track Scope 1–3 emissions. Amey publicly reports progress in its ESG Annual Report. Disclosures align with GHG Protocol, CDP, and TCFD frameworks.

Amey's Net Zero Approach

As part of our Transition Plan there four key principles and focus areas that underline our Net Zero approach:

- Data quality and external validation
- Sustainable procurement
- Adopting a life cycle approach to carbon management
- Carbon literacy and engagement

Data transformation and external validation

Over the last 2 years, Amey has focused on carbon data transformation. This primarily arose as our systems matured resulting in the opportunity to enhance our current carbon data collation methods. Amey has several carbon reporting obligations which include our own organisational reporting as well as client specific system platforms during delivery of our services. The large spike in 'Scope 3 - Category One' which can be seen in 2024 is a direct result of carbon data collation and we will continue to further refine this process over the next year.

Amey will adopt the following 2 phased approach to improve data:

	Phase 1 (2025-2026)	Phase 2 (2027-2030)
Data and Targets	- Review of SAP systems and tools to support accurate and improved carbon reporting - Carbon data transformation – enhancing accuracy of our carbon data sources to ensure we have the most reflective data to focus our decarbonisation efforts - Annual verification against ISO 14064	- Carbon re-baseline and SBTi target recalculations. - Implementation of carbon budgeting for business units, detailing highest emitting stakeholders and working with those accounts to reduce the impact of delivering our services. - Annual verification against ISO 14064
Organisation Growth	- Embedding GHG implications into key decision into our Investment and Approvals process - Mapping continued growth of the organisation and its carbon impacts.	Implementation of carbon budgeting for business units, detailing highest emitting stakeholders and working with accounts to reduce the impact of delivering our services.

Sustainable Procurement

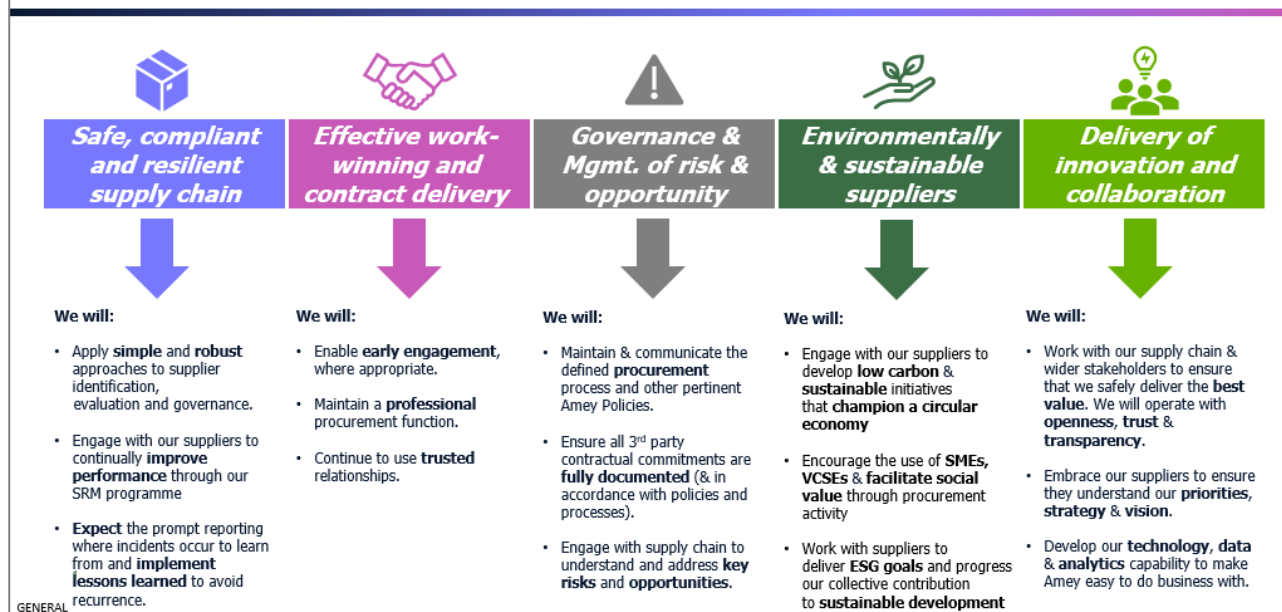
We integrate carbon mitigation into our procurement policies and practices.

- [Sustainable Procurement and Supply Chain Policy](#)
- [Working with our suppliers Supply Chain Excellence 2024-2026](#)

The image below summarises how we work with our suppliers – embedding environment and sustainability into our supply chain excellence framework.

5 Focus Areas & Key Actions – our ‘we wills’ (working Framework)

Amey



Amey expect suppliers to:

- Develop their own plans to move to a Net Zero position
- Where requested, provide data regarding their products and services and
- To innovate to reduce the emissions of their products or services, supporting both Amey and our clients decarbonisation goals

We have set the following milestones for our suppliers to align and commit to SBTi:

	Phase 1 (2025-2026)	Phase 2 (2027-2030)
Supplier SBTi Targets	- End of 2025 – 75% of suppliers that Amey spends over £10m per year: to have either committed to the SBTi, set SBTi approved near-term targets, or Net Zero targets. - End of 2026 – 100% of suppliers that Amey spends over £10m per year: to have either committed to the SBTi, set SBTi approved near-term targets, or Net Zero targets.	- End of 2028 – 100% of suppliers that Amey spends over £5m per year: to have either committed to the SBTi, set SBTi approved near-term targets, or Net Zero targets. - End of 2030 – 80% of suppliers that Amey spends over £1m per year, and 100% of suppliers that Amey spend over £2.5m per year: to have either committed to the SBTi, set SBTi approved near-term targets, or Net Zero targets.
Supply chain plans	Working through key strategic suppliers, decarbonising the good we procure to deliver our services and working with those suppliers to decarbonise their own supply chains.	Supply chain decarbonisation. Carbon reduction plans for key suppliers mapped out to carbon budgets for each part of the business.

Adopting a life cycle approach to carbon management

In order to achieve our carbon reduction targets, we must take a life cycle approach to the management of carbon in infrastructure. Amey have chosen to align to the PAS2080 Carbon Management Standard

We have set the following milestones for our suppliers to align and commit to SBTi:

	Phase 1 (2025-2026)	Phase 2 (2027-2030)
PAS 2080	- PAS 2080 Designer, Asset/Owner, Manager and Constructor recertification for our Consulting and Transport Infrastructure BUs - Achieve PAS 2080 for our Complex Facilities BU.	PAS 2080 Designer, Asset/Owner, Manager and Constructor recertification

Carbon literacy and engagement

We have introduced a range of tools to support our teams to raise their awareness and competency around carbon and climate change.

- Directors Duties (ESG) (online)
- Introduction to Climate Change (online)
- In 2024, our partnership with IEMA facilitated the development of the Environmental IMPACT Leadership Programme, including IEMA's certified Leading with Environmental Sustainability course. Our Head of Environmental Sustainability and an IEMA Trainer delivered 13 workshops to 192 leaders across our Rail and Highways business. Insights from this collaboration were shared with more than 200 IEMA members. One-on-one follow-ups supported the development of similar programmes in these member organisations.
- Training to support integration of whole-life carbon assessment continued with 454 of our consulting and design team completing the Introduction to Carbon and PAS 2080 training, and 160 trained to use the OneClick LCA carbon assessment tool. Calculating Project Carbon training has equipped 213 wider team members to understand our approach to internal carbon data management and reduction and external disclosures.

Planet+

Planet+ is a cultural programme focused on encouraging six key behaviours that will make a difference for us, for our customers and for our communities. Data shows that 9 in 10 people want to make more sustainable choices. But many of the necessary behaviours are currently too inconvenient, too unappealing or simply not the default or norm.

Planet+ aims to tackle these issues head on, targeting barriers to environmental awareness and engagement so that greener behaviours flourish. We want Planet+ to be a step change that champions brilliant sustainability practices.

Action to date includes:

- Bringing together our operational and environment expertise to self-develop Planet+ and elevate sustainability as part of our everyday roles
- A live launch event championed by our CEO, Chairman and ESG Director and filmed in our London headquarters
- Engagement tools including posters, manager booklets, videos and new online landing pages
- A series of Company-wide workshops and briefings to inspire our teams to consider environmental risks associated with their day-to-day roles
- A decarbonisation competition generating 33 high quality ideas that are now being progressed. These spanned quick wins and ideas that can be linked to form larger projects
- A new 'Planet+' category in our Company all-employee Amey A*Stars awards (ongoing annual awards)

Our inhouse experts

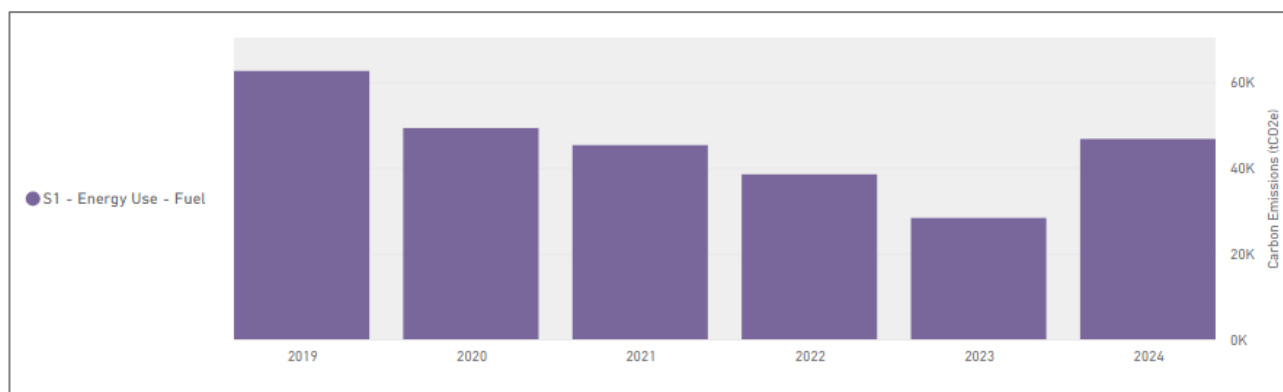
- Group ESG Team with Group Carbon & Climate Business Partners and Environmental Managers

- Professional Environmental and Sustainability Heads, Business Partners, Managers and Advisors – across each of our operational Business Units – this team is embedded across our operational business, guiding it to deliver on ISO 14001 and drive continuous improvement
- Energy Transition and Sustainability Team – this 190-strong team provides expertise across a range of environment and sustainability disciplines from a planning and design perspective
- Net Zero and Energy Services Team – a new team bringing Amey’s ‘connected intelligence’ to clients to support them on their Net Zero journey. The team drives Amey’s services and capabilities in the decarbonisation space. Taking a holistic approach, the team collaborates with our partners, leveraging its extensive experience to identify every element needed to deliver fully integrated decarbonisation solutions across the entire lifecycle of building projects

	Phase 1 (2025-2026)	Phase 2 (2027-2030)
Carbon literacy	• Continue to develop and implement carbon leadership and literacy training appropriate to the roles and responsibilities within the organisation	• Develop and refresh carbon leadership and literacy training appropriate to the roles and responsibilities within the organisation

Scope 1: Reduction Plan (Fleet/Plant and Natural gas)

The graph below outlines Ameys performance in mitigating Scope 1 carbon emissions. Since base year we have reduced our Scope 1 impact by 25%. Amey plans to reduce Scope 1 carbon emissions by 40% on 2019 levels by 2030. Due to the nature of the business and given that we are growing internationally, it is not expected that this reduction will be strictly linear.



The following carbon mitigation initiatives are currently underway to achieve this:

Fleet transition plan

Amey operates large fleet across the UK which it requires for provision of its various services. The fleet includes any purpose-oriented vehicles operated by the company which consume fuel (heavy machinery), any company operated vehicle (owned, leased, hired) used in provision of services (cars, vans, trucks), and staff claiming business mileage following use of their own cars (grey fleet).

Our targets are as follows:

Vehicle	2025	2026	2027	2030	2040
Company Cars % EV	85%	88%	90%	To be determined on progress to 2027	
Light Commercial Vehicles % EV	16%	32%	53%	To be determined on progress to 2027	
Heavy Goods Vehicles	Track improvements in alternative fuels/technology, trial with suppliers			To be determined on progress to 2027	
EV infrastructure	- Increase Amey EV charge point infrastructure - Increase access to public EV charge points for company care drivers				

Due to the speed in which we have carried out this transition – with over 1350 EV company cars now on the fleet, and an increasing number of EV Vans, the ‘fleet industry’ now sees Amey as being an industry leader, and we are often asked to speak at fleet / logistics industry conferences to highlight the work that we have done.

We were interviewed by Fleet News recently, where they described our approach as one of the most enlightening and practical descriptions of the process to go through when looking to electrify that they have

heard. Amey won the Van Decarbonisation Award at the 2023 Logistics UK Van Awards for its ambitious fleet decarbonisation efforts.

Company Cars

Amey launched an EV First Company Car Policy in August 2023, aimed at incentivising and assisting drivers to transition to EVs. At that stage, only 5% of our company car fleet was EV.

Amey has since achieved the Company Car EV targets, exceeding the 2028 target 3 years ahead of schedule. Amey currently has 93% of the Company Car fleet as fully EV – with 1,350 EVs on the fleet and a further 70 cars currently on order.

Prior to creating the policy we spoke to a large number of company car drivers to understand their concerns with switching to EV and then created a policy that removed the practical 'blockers', so that we could then focus on behavioural change. The policy included various support measures, including:

- Funding the installation of a Home Charge Point
- Changing the mileage reimbursement policy to ensure that colleagues recovered the actual cost of their business mileage (rather than the flat rate of 7p per mile suggested by HMRC)
- Allowing colleagues to swap their cars early if they wanted to order an EV

We worked with vehicle manufacturers to pre-order 200 EVs, so that when the policy went live, we could quickly deliver a large number of vehicles, and immediately gain visible traction with the transition. By end of 2024, we had reached 80% of the Fleet being fully EV. Amey continue to engage with drivers to understand their reasons for not ordering an EV, and offering practical help, support and advice.

Light Commercial Vehicles

Amey currently has 10% of the Light Commercial Vehicles (LCV) as fully EV – with 150 EVs on the fleet. We have a further 90 EV vans on order for our Sheffield Highways and Specialist Bridge Inspection and Maintenance (National Highways) contracts to be received prior to 2025, and a further 200 at various stages in the approvals process for delivery in 2026. These orders will see Amey meet 30% EV LCVs.

LCV transition needs a considerably different approach, as we need to maintain operational capability to vehicles working in different sectors, different geographies, and different shift patterns. There is no 'one size fits all'.

LCV transition is the most pressured area due to contractual and financial constraints, limited market options, and range limitations. To support progress we have created a 4-way partnership between:

- Amey Fleet & Plant
- Amey Consulting: have developed an EV transition tool, which analyses the vehicle telematics data to understand journey patterns, mileage, shift patterns, dwell times (i.e. the amount of time vehicle spend in depots), etc to provide invaluable data on the numbers and locations of EV charge points that we need to install at our depots. They are also project managing the installation of the chargers. We currently have 80 chargers installed across 13 sites, with the plan to increase to 150 chargers at 40 locations by the end of 2025.
- Novuna Vehicle Solutions: in addition to being our vehicle leasing partner, are also our provider for Workplace Charging Solutions. Their decarbonisation team enable us to stay informed of the latest developments in this rapidly changing environment – particularly with the Charge Point Management System (the 'back office' software).
- Ford Motor Company: Amey signed a partnership with Ford as our vehicle manufacturing partner for the next 3 years. We are using Ford's expertise to help with selecting the most appropriate vehicle for the task required.

Heavy Goods Vehicles

Amey is currently tracking and trailing with suppliers improvements in alternative fuels/technology. Amey requires several classifications of HGV's to undertake service delivery and as our depot locations are limited on space we believe low carbon fuels to be the focal point for decarbonisation of this fleet.

Plant Hire

As an infrastructure organisation, plant hire is a key component to our service delivery. Within this category Amey leases operated (e.g. an excavator with an external operative) and non-operated plant (e.g. tractor used by Amey personnel). Where we employ Operated Plant hire, this usually consists of paying a day rate for the hire of the plant and then an hourly charge for the operator's time. Due to contractual limitations limiting our ability to reduce this requirement, Amey focuses on decarbonisation of non-operated plant, as we have more autonomy over the use and potential impact to reduce our related carbon emissions.

Amey works with key strategic suppliers to ensure that non operated plant hired are low carbon derivatives such as replacing fuel consuming machinery with electric alternatives where possible. We don't not currently have a specific plant reduction target, however, one is currently in development.

	Phase 1 (2025-2026)	Phase 2 (2027-2030)	Phase 3 (2030-2040)
Non-Operated Plan	- Conversion of small tools to low carbon alternatives - Replace diesel generators with low carbon alternatives - With Amey to confirm baseline for targets to be agreed.		Once plant has been migrated to low carbon alternatives focus will then determine other routes of decarbonisations through working closely with manufacturers on innovation and working closely with site management to refine ways of working.

In alignment with PAS 2080 and to measure performance and delivery against Ameys Environmental KPI's, our strategic supplier for plant has established the following mechanisms:

- Customer Carbon Report: a Carbon calculation for CO2 generated by machine use and transport to/from a site.
- Contract Carbon Management Plans (CCMP): form part of the overall carbon management system, intended to satisfy the principles set out in PAS 2080:2023.
- Eco Report: focuses on battery hand held tools and can be filtered by contract or location.
- Diesel Free Matrix: implementation to start in August 2025 this electronic audit will apply an eco rating to the kit used at sites.
- Innovation Days & Eco Kit Demo Days

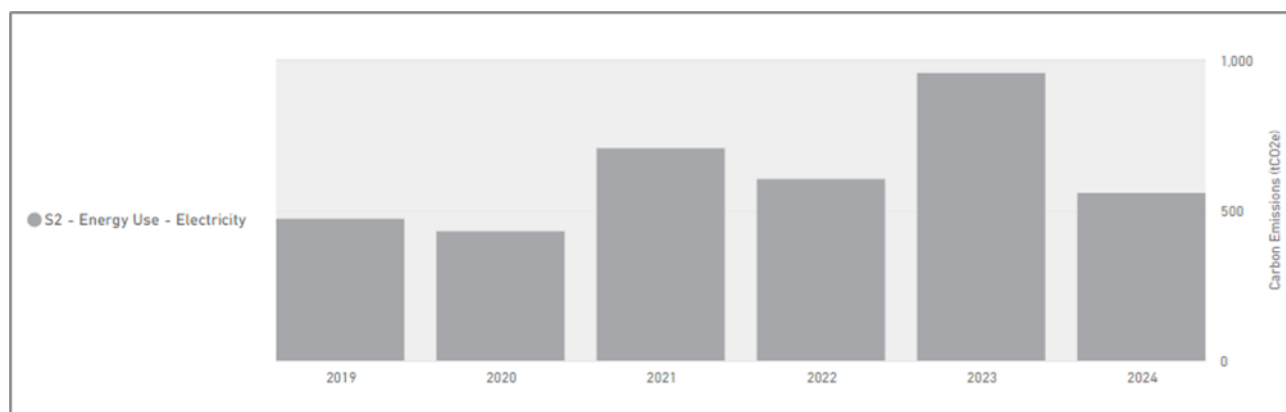
These outputs are reviewed on a quarterly basis and allow Amey to assess the migration over to low carbon alternative tools and plant.

Natural Gas

Amey works with several clients delivering services and projects within their buildings. For some of these clients' buildings, natural gas is used as the main heating source. In these instances, Amey holds no autonomy to decarbonise the main utility provision and instead works with clients in areas of influence to decarbonise other aspects of their buildings and where possible make the switch to electricity. For this reason, Amey does not have a specific carbon reduction target related to reduction of carbon from Natural Gas.

Scope 2: Reduction Plan (Electricity)

The graph below outlines Ameys performance in mitigating Scope 2 carbon emissions.



Since base year we have increased our Scope 2 impact by 18%. This is primarily down to greater electrification of our fleet and plant and contractual agreements with predefined utility provision that is not backed by low carbon sources.

Amey plans to reduce Scope 2 emissions by 13% by 2030. It is not expected, due to the nature of the business and given that we are transitioning to increased electrification of our fleet and plant, that this reduction will be strictly linear.

Amey monitors electricity consumption related to the buildings, vehicles and plant that is used to deliver its services. We currently measure carbon on a market-based approach with a small consumption being location based. For the majority of our electricity consumption, Amey has REGO certified providers.

For the consumption that is location-based Amey is currently in the process of revising contracts to assimilate the provision of this consumption with providers who also produce energy which is REGO backed, ultimately reducing our scope 2 related carbon emissions.

	Phase 1 (2025-2026)	Phase 2 (2027-2030)	Phase 3 (2030-2040)
Scope 2	Decarbonisation of buildings by moving, where possible to REGO backed electrical utility providers.	For any contractual elements unable to migrate to REGO backed provision, establish a phased approach toward achieving this.	Amey intend that Scope 2 emissions will be zero.

Scope 3: Reduction Plan

Amey monitors carbon emissions for the following Scope 3 Categories:

- 1 – Goods and Services
- 3 – Fuel & Energy related activity not in S1 or S2
- 4 – Upstream transport and distribution
- 5 – Waste generated in our operations
- 6 – Business travel
- 7 – Employee commuting.

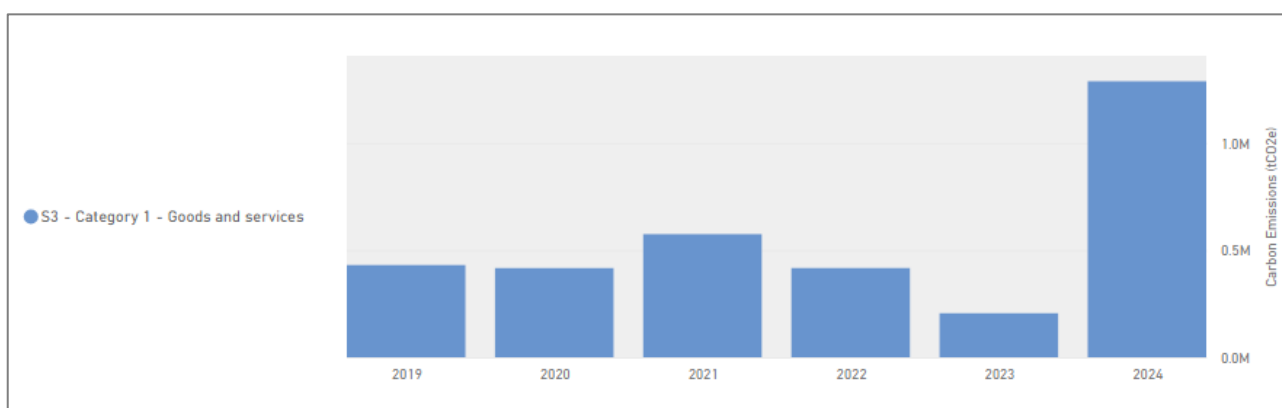
For details on how these are calculated please see Ameys GHG Data management plan.

The Key carbon emitting categories for Ameys Scope 3 emissions are:

- Goods and Services
- Employee commuting
- Waste

S3 Category 1 - Goods and Services

The graph below outlines Ameys performance in mitigating Scope 3 Category 1 carbon emissions



Scope 3 category 1 accounts for 94% of Ameys total emissions, with the materials we buy to deliver our services being the main focal point for carbon reduction.

Since our base year (2019), we have more than doubled our emissions however this increase is primarily due to carbon data collation methods. The way in which we collect the data that underpins this category has become insufficient and less reflective of our actual yearly spend over the previous 2 years. Whilst maintaining integrity in accordance with ISO 14064, Amey has begun a large-scale project to tackle financial data systems and data management in this category. This means that over the next year and a half (to 2027) Amey will continue to enhance and cleanse financial data which will ultimately see a marked reduction in our Scope 3 Category 1 emissions.

As we anticipate this to make a material difference on our overall footprint, Amey will recalculate our baseline in accordance with the new methodology which will also trigger a recalculation of our SBTi targets. As such actions to decarbonise this category will be:

- financial data transformation through to 2027
- working with key strategic supplier to decarbonise our supply chain
- establishing key areas of the organisation with the greatest spend and greatest carbon impact and setting out carbon budgets to ensure we meet our recalculated target requirements by 2030.

Significant work has already been undertaken in achieving this goal however we are unable to fully quantify the gains made by substituting high carbon goods for lower carbon alternatives due to our current financial system limitations.

The table below outlines some of the activities we will progress to reduce emissions in key procurement categories within Scope 3 Category 1:

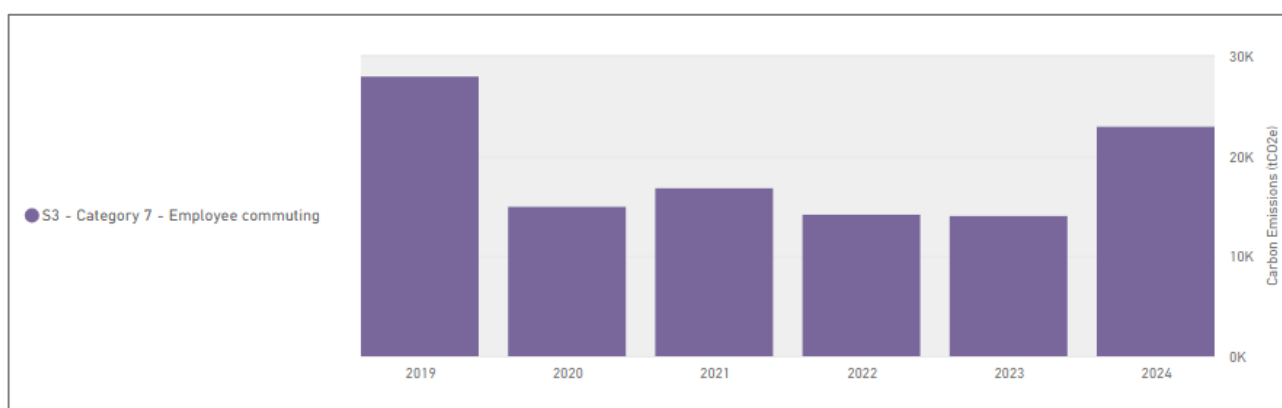
	Phase 1 (2025-2026)	Phase 2 (2027-2030)	Phase 3 (2030-2040)
Metal works	- Work with suppliers to identify carbon mitigation solutions to existing product ranges - Ensure alternative material options considered as part of design development.		Work with suppliers to identify carbon reducing solutions to existing product ranges.
Surfacing and Road Repair	- Explore, trial and use low temperature asphalt options - Participate in ADEPT Live Labs 2 'Material Decarbonisation in Local Roads' programme - Ensure we are using low temperature asphalt options & maximising recycled content, where possible. - Drive local material choice		Work at Industry level to understand influences to reduce carbon.
Building Fabric	- Explore and introduce sustainable products and alternatives - Implement regional supply chain solution		Amey controlled materials (specification / supplier).
PPE	- Implement recyclable range of PPE & Workwear (CF & Waste) - Review of product catalogues and, where available, switch out to lower Carbon alternatives		Improve provision, awareness and usage of PPE Recycling
Mechanical / Electrical	- Promote the use of E Tooling and E Vehicles within the supply chain - Promote the use of carbon neutral or lower carbon consumables via the supply chain		Create an appropriate supply chain that allows for reduced travel time and optimisation of tasks
Traffic Management	- Reduce travel time to point of work to ensure the use of the lowest carbon solutions. - Contracted KPIs to reduce carbon through capture of baseline and ongoing measurement.		Work with the DEG and Innovation Team to identify alternative materials
Road Markings	- Ensure the use of the lowest carbon material currently available. - Reduce number of deliveries to site. - Work with the DEG and Innovation Team to identify alternative materials		- Challenge our current supply-chain to innovate.
Rail labour and Plant	Resource efficiently through car share, distance travelled, driver behaviour and back office.		Shift from combustion-based traveling to carbon efficient travel.

To measure performance, we have established KPI's with suppliers to ensure we are working towards this carbon reduction. The following diagram is an example of the KPI's we have agreed with Speedy – our provider of Tools, Plant and Equipment - success against these KPI's will be used to monitor our decarbonisation within this category of spend:

Management Information and Reporting	
Key Performance Indicator	Methodology
Carbon footprint (kgCO ₂ e) of on hire equipment	This contracts bespoke carbon footprint report, will be aligned to the following industry standards: PAS2080:2023, ISO 14064-3:2006, BS EN ISO 14040:2006, BS EN ISO 14044:2006, RIC's professional Statement While Life Carbon.
PAS2080:2023 alignment	For this contract, we at Speedy will produce a Carbon Management Plan (CMP) to support the overall management of carbon emissions and proactively disclose and collaborate on our management system. The CMP produced during the contract will evidence the success of our carbon vision, alignment to Net Zero, sustainability management processes, and PAS 2080 deployment. The CMP will be reported to the client every 6 months
Innovation (eco saving) kgCO ₂ e	Aligned to the methodology of carbon reporting we will also deliver the carbon footprint of the savings our eco products make on this contract. This will be monitored through within the Carbon Management Plan.
Revenue (£) of eco alternatives	At Speedy we have a target to increase our revenue through green eco alternatives therefore it is in our interest to deliver eco options where ever possible on this contract.
Number of people carbon literacy trained	Working with industry organisations such as Supply Chain Sustainability School and Hydrock Consultants Limited, we will deliver a carbon literacy module bespoke to our contract which will be rolled out across your projects and schemes. The training data will be captured in attendance records. This will be monitored through within the Carbon Management Plan.
Our own emissions - Scope 1, 2 and 3	Through our ISO14064-1 verified methodology the impact of this contract on our scoped emissions will be accounted for a reported annually through our frameworks: SECR, CDP and TCFD. This will of course have an impact on our performance against our science-based targets which will be mitigated through our Net Zero roadmap.
% of deliveries using fleet vehicles that are low or zero emission	This will be monitored through a green travel plan subsection within the Carbon Management Plan.
Supply chain engagement, trials of low carbon equipment and any future investment in equipment innovation.	This will be monitored through within the Carbon Management Plan.

S3 Category 7 - Employee Commuting

The graph below outlines Ameys performance in mitigating Scope 3 Category 7 carbon emissions



Employee commuting is Ameys second highest Scope 3 emission.

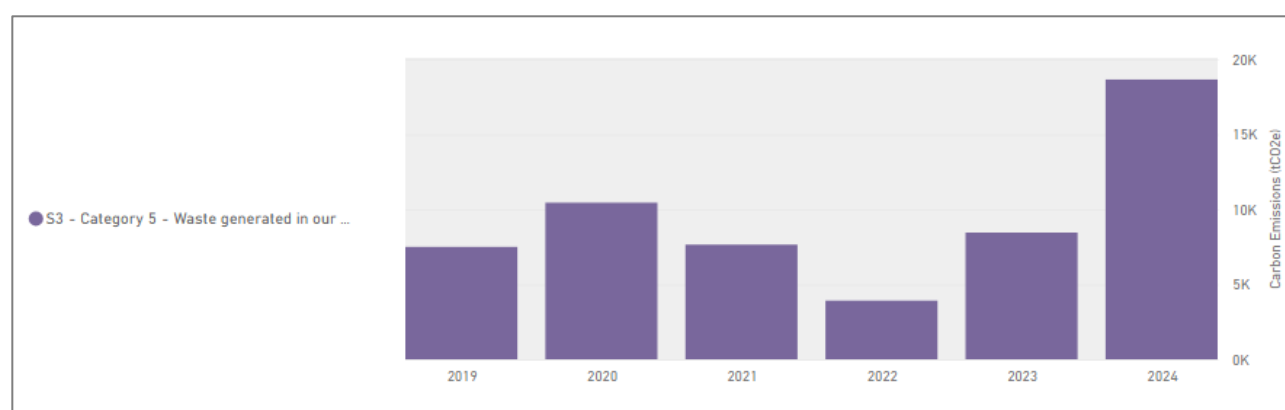
As an international organisation, employee's travelling overseas continues to be the largest contributing factor. Amey does however have a material number of short haul flights which could be mitigated. Outside of flights, the majority of travel is done via rail with other methods of transport falling into de minimis categories.

The table below outlines the activities we will progress to reduce emissions in key procurement categories within Scope 3 Category 7:

	Phase 1 (2025-2026)	Phase 2 (2027-2030)	Phase 3 (2030-2040)
Commuting	Green Travel Plans	Review employee commuting carbon emissions and produce carbon reduction plan	Amey aim to have Net zero emissions from this category.

S3 Category 5 Waste

The graph below outlines Ameys performance in mitigating Scope 3 Category 5 carbon emissions.



Since our base year (2019), the way in which we collect waste data that underpins this category is linked to our financial systems. As aforementioned this process is undergoing a major overhaul and as such, we are now seeking to collate data in a different manner. Amey will now collaborate with a smaller number of main waste treatment brokers and consolidate all waste treatment services through these organisations' online platforms. This has allowed us to acquire the necessary information directly through their organisational portals and embed this within Ameys internal Power BI dashboards. This will result in more reliable and timely waste treatment data. The completion of this project is due to be by Q1 2026. From this point standardised targets and KPI's will be issued which are currently in development. The migration of this data to more intuitive analysis platforms will allow us to better track and reduce any affiliated carbon emissions which result from our service delivery.

The table below outlines the activities we will progress to reduce emissions in key procurement categories within Scope 3 Category 5:

	Phase 1 (2025-2026)	Phase 2 (2027-2030)	Phase 3 (2030-2040)
Waste	Collate waste contracts under centralised Waste broker contracts.	Review waste reduction targets	Through contract monitoring work to mitigate waste to landfill and single use materials.

Carbon sequestration/offsetting and Carbon Credits

Amey intends to use removals only for residual emissions that cannot be eliminated. The company limits removals to a maximum of 10% of total emissions. Preferred methods include high-quality, durable removals such as afforestation with long-term stewardship. All removals will be additional to mitigative measures, verifiable, and permanent.

Use of Carbon Credits

Carbon credits are not used to delay or replace mitigation. If used, they will meet robust quality criteria and be transparently reported. Amey commits to disclosing the type, source, and purpose of any credits used, ensuring integrity and accountability. In 2026 we will undertake a large scale review of our suppliers and contracts to map any credits used.

	Phase 1 (2025-2026)	Phase 2 (2027-2030)	Phase 3 (2030-2040)
Offset	Review residual emission and quantify offsetting required. Scope out available offsetting options.	- Determine preferred offsetting option and develop offsetting strategy - Publication of carbon offsetting policy.	Continued review of offsetting requirements against targets.
Carbon Credits	Undertake a large scale review of our suppliers and contracts to map any carbon credits used within company delivery.	Where credits are unavoidable, ensure these are regularly audited and verifiable	

Amey Carbon Targets Summary

Overall Net Zero Commitment

- Target Year: 2040
- Scope: All Scope 1, 2, and 3 emissions across the value chain
- Offsetting Limit: Maximum 10% residual emissions offsetting allowed
- Verification: Validated by SBTi and aligned with IWA 42:2022

Near-Term Targets (by 2030)

- Scope 1 & 2: 52.8% absolute reduction from 2019 baseline
- Scope 3: 30% absolute reduction from 2019 baseline

Annual Reduction Trajectory

Amey tracks average annual reductions (2023–2040)

- Scope 1: 3.6% per year
- Scope 2: 1.2% per year
- Scope 3: 2.73% per year

These metrics allow for year-on-year performance evaluation and continuous improvement. (Note: These figures are indicative and subject to verification)

Revision status

REVISION	DATE	AMENDMENT	CONTENT OWNER	MANDATED BY
1	Sept 2023	Drafted	Mari-Claire Morgan	Emily Davies