

Carbon Reduction Plan

Published: December 2025



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Supplier name: Pick Everard

Publication date: December 2025

Commitment to achieving Net Zero

Pick Everard aims to become near-term Science-Based Targets Net Zero Carbon by 2030 and full Net Zero Carbon by 2040.

Baseline Emissions Footprint

Baseline emissions are those calculated in the 2017-2018 financial year and represent Pick Everard's starting point before the implementation of our current reduction measures. All future emissions, and past PPN06 reports are benchmarked against this figure.

| Baseline year: May 2017 – April 2018 | |
|--|---------------------------------|
| Additional Details relating to the Baseline Emissions calculations. | |
| The baseline year for the purpose of assessment changes in performance is 2017/18 which is in line with the annual company carbon footprint report. 2017/18 is used as this was a new baseline year for the new 5-year plan. Please note that this baseline year does not include scope 3 emissions associated with waste generated in operations. | |
| Baseline year emissions: 2017/18 | |
| Emissions | Total (tCO₂e) |
| Scope 1 | 271 |
| Scope 2 | 162 |
| Scope 3 Includes: Business Travel, Employee Commuting (car, rail, and air) and Electricity emissions associated with losses during transmission. Excludes: Upstream transportation and distribution and waste generated in operations. Not applicable: Downstream transportation and distribution. | 1,109 |
| Total Emissions | 1,542 |

Current Emissions Footprint

| Reporting Year: 2024 (January – December) | |
|---|----------------------------|
| Emissions | Total (tCO ₂ e) |
| Scope 1 | 128 |
| Scope 2 | 51 |
| Scope 3 Includes: (5) Waste generated in operations, (6) Business Travel, (7) Employee Commuting (car, rail, and air) Not applicable / material: (4) Upstream transportation and distribution, (9) Downstream transportation and distribution. | 1049 |
| Total Emissions | 1,228 |

As noted above, Scope 3 emissions associated with upstream and downstream transportation and distribution have not been included in the report due to these not being applicable to our organisation.

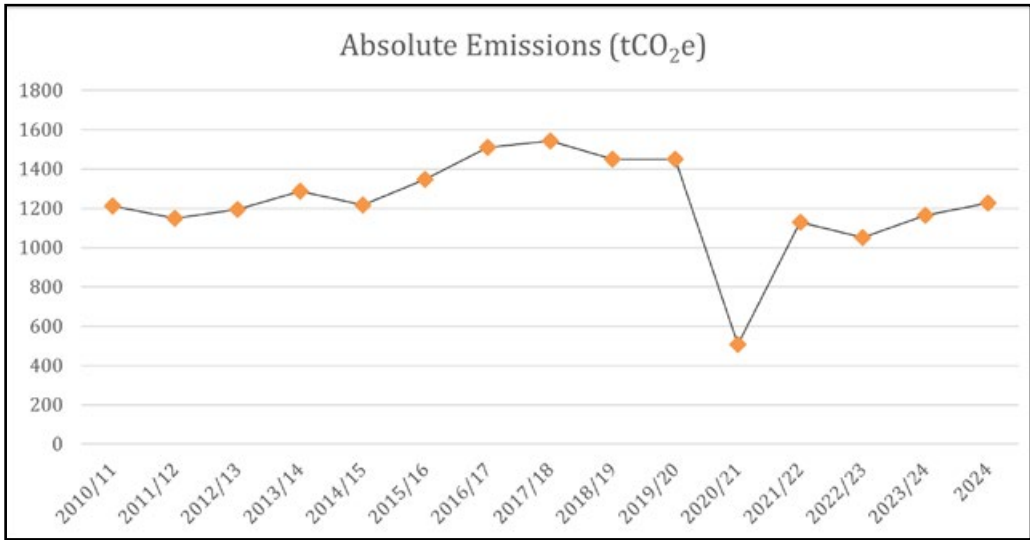
We have now also collated our Scope 3 emissions related to Purchased Goods & Services (3.1) and Capital Goods (3.2). They have not been included in this report as they are not mandatory for PPNO6 but will form part of Pick Everard's full emissions report under Artelia's SBTi targets and reporting practices.

We will continue working with our supply chain to improve the data collected to report carbon emissions over the coming years.

Absolute Emissions

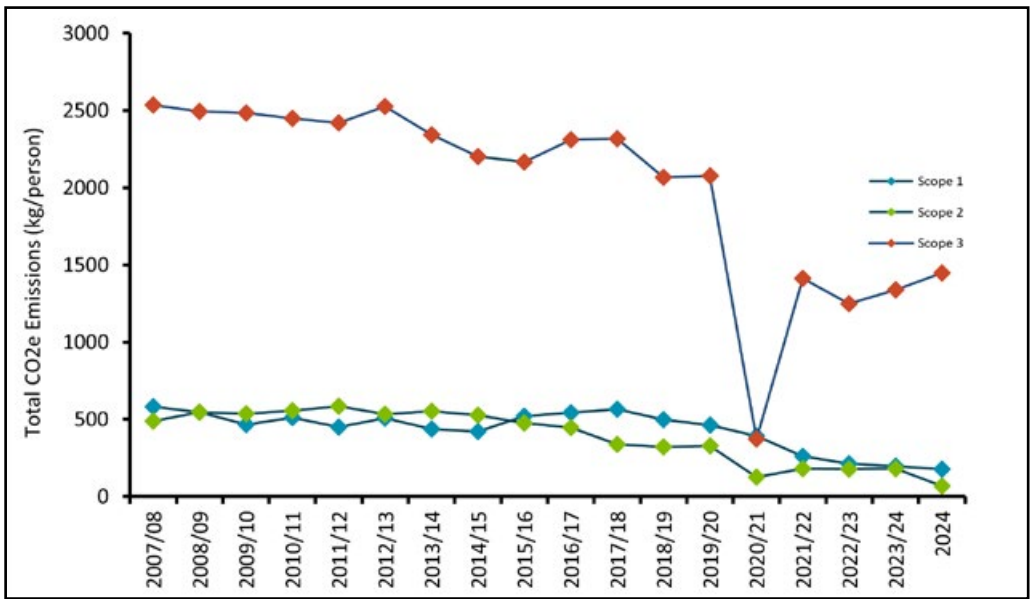
Absolute emissions of 1,228 tonnes CO₂ equivalent (tCO₂e) were measured in 2024, which represents a 20% decrease on the 2017/18 baseline, which can be broken down in reductions of 53%, 69% and 5% for Scope 1, 2 and 3 emissions respectively.

The graph shows the general trend in absolute emissions since 2011. The increase from the previous year is largely due to an increase in the number of staff employed, the emissions per staff have actually reduced.



Emissions per person

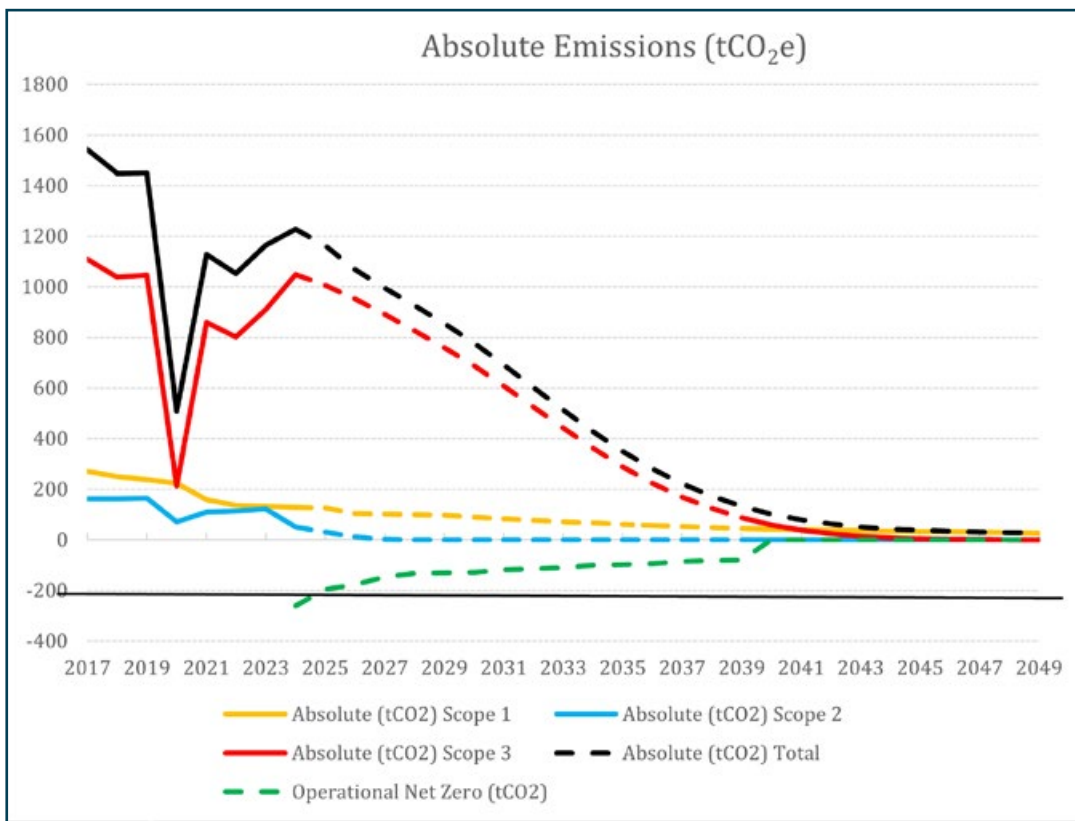
Scope 1 emissions (gas and oil use, and business travel in company cars) for 2024 were calculated as 177 kgCO₂e/person, while Scope 2 emissions (electricity usage) were calculated as 70 kgCO₂e/person. Scope 3 emissions (electricity losses, emails, business travel, commuting and waste) totalled 1,449 kgCO₂e/person.



Emissions reduction targets

Over the next five years, we project carbon emissions will reduce by a further 23% from this year (38.5% reduction against the baseline year) to 949 tCO₂ by 2030. From 2040, remaining supply chain emissions will be offset.

Progress against these targets can be seen in the graph below. This graph contains decarbonisation forecasts and will be updated on an annual basis.



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Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2017/18 baseline. The carbon emission reductions achieved by these schemes has lead to a year reduction of 314 tCO₂e (-20%) when compared to the 2017/2018 baseline year.

We are still implementing the following projects to consistently reduce our emissions.

- We are accredited through ISO 50001 and operate under an Environmental Management System ISO 14001.
- We published employee Travel Plan which encourages people to use more sustainable transport options, and this is reviewed to ensure up to date information is published. This has resulted in behavioural change to travel only when necessary.
- We have promoted the use of videoconferencing since 2011. This indeed has resulted in a reduction of Scope 3 emissions from the pre pandemic baseline as hybrid and flexible working reduces emissions associated with business travel and employee commuting.
- We implemented a working group 'Sustainability Champions' where individuals within each discipline come together to contribute to ideas, suggestion and initiatives for improving the environmental performance of the company.

Forthcoming Carbon Reduction Initiatives

- Sustainability, Climate Change and Net Zero Carbon to continue to be at the core of our work and our operations. The Partnership, our National Design Director, our Sustainability Forum strategic lead, and our Head of Sustainability and Energy, alongside all our staff, will continue to place sustainability at the core through our Sustainability Champions working group. In addition to this, we will continue to develop internal and external training and upskilling processes, including the whole life-cycle emissions and costs of our designs of buildings and infrastructure projects.
- We aim to become near-term Science-Based Targets Net Zero Carbon by 2030 and full Net Zero by 2040 and we will set up a Pick Everard 'Climate Challenge' summit.
- We continue to align our operations with the UN SDGs, Science-Based Targets, the UK Net Zero Carbon Building Standard, Construction Declares Climate and Biodiversity Emergency, and our professional institutions (RIBA, CIBSE, RICS, etc.), delivering an increasing number of Net Zero Carbon projects and addressing whole life-carbon, climate resilience and circular economy.
- Liaise with landlords to ensure they meet their legal requirements, seek to decarbonise heating and procure renewable energy from 2026. We have approached landlords and managers to implement renewable generation on site or by switching tariffs.

- We will continue to provide guidance and tools to staff to reduce their personal carbon footprint, including their commuting and business travel, exploring salary sacrifice schemes and performance of pension funds in relation to sustainability.
- We will continue to work with our supply chain in our projects and operations to request information on their carbon reduction plans and assist them where possible in their delivery.

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 standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

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

Full Name and Position

Alastair Hamilton,
Chief Operating Officer

Date: 28 November 2025

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