

Carbon Reduction Plan



Publication Date: 8th September 2025

Introduction

In global environmental terms, we face a collective and urgent imperative to drastically reduce greenhouse gas emissions generated by human activities to create a sustainable world for all life; and move towards a carbon neutral future.

EMCOR UK's* Carbon Reduction Plan (CRP) demonstrates our commitment to achieve Net Zero greenhouse gas emissions across our operations and supply chain. The plan is underpinned by our commitment to, and adoption of, the UN Sustainable Development Goals. In particular Goals 12 and 13, 'Responsible Consumption' and 'Climate Action'.

Our Sustainability Approach

We create value for our customers and wider stakeholders while ensuring we manage our business responsibly, ethically and progressively.

Our Mission

To deliver targeted economic, social and environmental benefits that reinforce our commitment to creating a better world at work for customers, individuals and for the communities in which we operate while ensuring that we minimise our impact on the planet.

Alongside our focus on improving the impact of our own operations, our solutions enable our customers to move towards their own corporate responsibility objectives, amplifying our own contribution to tackling the world's key sustainability challenges.

Our focus is guided by the eight UN Sustainable Development Goals (SDGs) where we believe we can best deliver true and meaningful action, and the Ten Principles of the United Nations Global Compact, to which we became a signatory in 2023.

We also maintained a Gold Award in our Sustainable Facilities Management Index (SFMI) audit in 2024.

This approach is strengthened by robust systems, processes, policies and measurement tools, including an industry-leading suite of ISO certifications and trade memberships.

This plan is the natural evolution from our original ISO 50001 certification in 2012 and forms part of our journey to Net Zero.

It is supported by existing business processes which include:

- ISO 50001 Energy Management System
- ISO 14001 Environmental Management System
- ISO 27400 Sustainable Procurement Framework
- Fleet management strategy
- Working from home policy
- Business travel policy

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Our Commitment

To achieve net zero by 2030 in Scope 1 & 2 by reducing our operational emissions through continual improvement, increased efficiencies, new technologies and new ways of working. We have also committed to a 25% reduction in Scope 3 by 2030 and net zero across all scopes by 2040. In the interim we will offset our annual residual emissions (as reported in this plan) to minimise our climate impact.

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	
These emissions are produced through the operation of our buildings (Scope 1 and 2) and the use of our fleet vehicles (Scope 1) and include rail, air and grey fleet business travel (Scope 3).	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	3,825
Scope 2	96
Scope 3 (Total)	2,334
3.4 Upstream T & D	Nil ¹
3.5 Waste Gen in Ops	1.11
3.6 Business Travel	398
3.7 Employee Commuting	1,935
3.9 Downstream T & D	Nil ¹
Total Emissions	6,255

Reference Year: 2024	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	2,238
<i>Scope 1 Fleet</i>	<i>2233.91</i>
<i>Scope 1 Gas</i>	<i>3.74</i>
Scope 2 (Location)	95
Scope 2 (Market)	35
<i>Scope 2 (Market electricity)</i>	<i>20.93</i>
<i>Scope 2 (Location electricity)</i>	<i>81.53</i>
<i>Scope 2 EV Fleet</i>	<i>13.92</i>
Scope 3 (Total)	2,109
3.4 Upstream T & D	Nil ¹
3.5 Waste Gen in Ops	5
3.6 Business Travel	728
3.7 Employee Commuting / hybrid working	1,376
3.9 Downstream T & D	Nil ¹
Total Emissions	4,382

¹ We are a services company that has no product-based T&D emissions

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Offset Strategy

As part of our Net Zero journey EMCOR UK has adopted an interim strategy to purchase carbon Credits to cover those annual emissions which cannot be avoided or reduced. Our chosen partner for offset projects in 2024 was ACT Commodities (<https://www.actcommodities.com/>) who provide decarbonisation solutions to a portfolio of global clients. The project type that we have selected is an afforestation, reforestation & restoration (that is recognized as a fully removal offset) project.

The project reforests degraded grasslands, converting unmanaged grassland into sustainable sources of wood products, including pine. The project removes and replants trees on a cyclical, non-exhaustive basis to ensure that forests can regenerate. It aims to sequester carbon and enhance the wellbeing of local communities by fostering employment opportunities and improving health and education infrastructure.

Seller	ACT Commodities B.V.
Product	VERs
Project Details	VCS142 Reforestation of Degraded Grasslands in Uchindile & Mapanda, Tanzania
Technology Type	Afforestation/ Reforestation
Country of Origin	Tanzania
Vintage	2013 - 2020

Carbon Offsets

In accordance with PAS2060:2014 we have calculated our carbon footprint and through the above partnership EMCOR UK purchased 9,386 tCO₂e carbon credits that will be retired during 2024 and 2025 to cover emissions during the calendar years 2023 and 2024 periods.

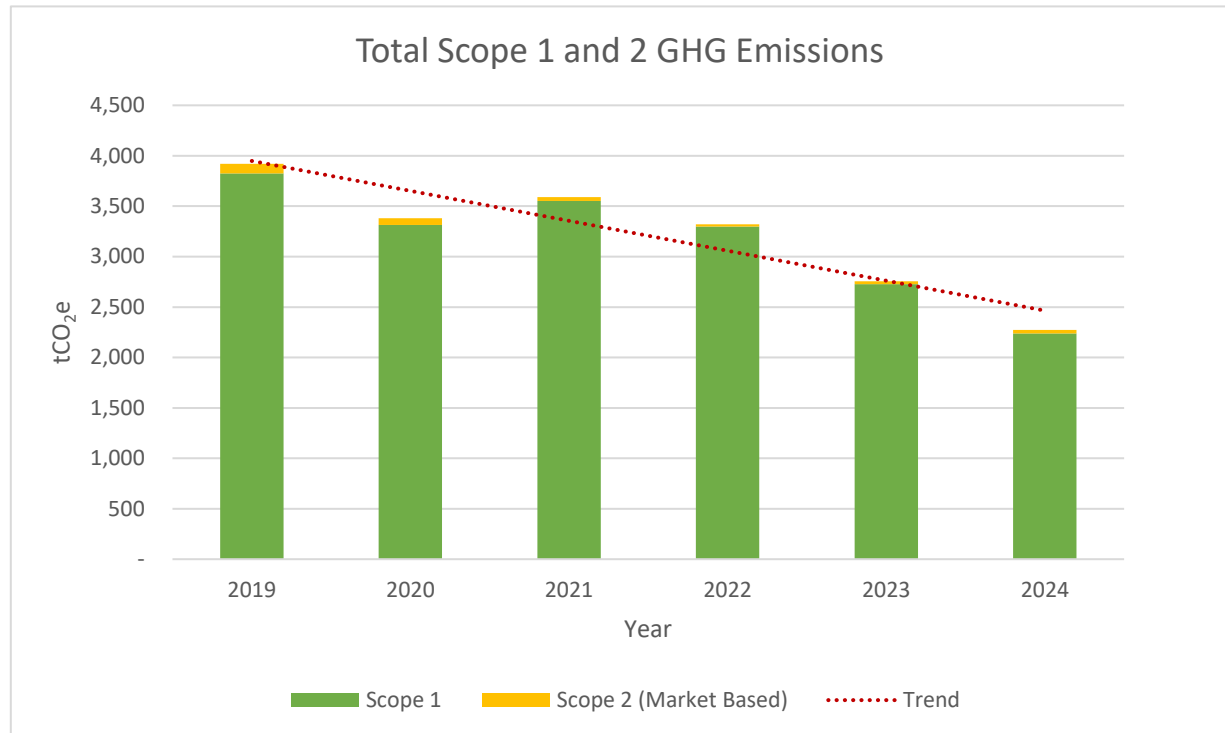
Further details of the project can be found here <https://registry.verra.org/app/projectDetail/VCS/142> .

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Emissions reduction progress

Progress against these targets can be seen in the graph below:



Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented; baseline behavioral change programmes (focused on reducing office gas & electricity consumption, and driver training courses) and a transfer to REGO backed electricity supplies.

Our ESOS compliant Energy Management System details the management measures and projects which have been completed for the reporting period. The carbon emissions reduction achieved during 2024 by these schemes equates to 61 tCO₂e, a 64% reduction against Scope 2 baseline emissions.

Emission Reduction Action Plan

Emission Scope	Emission Source	Reduction Activity	Completion Date	tCO ₂ e
Scope 1	Petrol & Diesel Vehicles	Electric Vehicle Replacement at end of life/lease	In Progress	
Scope 1	Petrol & Diesel Vehicles	Management of fleet and driver behavior	On going	
Scope 1	Petrol & Diesel Vehicles	Reduction in Significant Energy Consumption (SEC) and ratio of kWh/passenger miles against baseline year – improvement from baseline 2019 1.43 to 1.34 in 2023	On going	
Scope 2	Office Electricity Use	Transfer to REGO backed renewable supplies	Dec-24	61
Scope 2	Office Electricity Use	Behavioral Change Programmes – Team Talks	In Progress	
Scope 2	Office Electricity Use	Improved HVAC /Lighting control	In Progress	
Scope 3	Business Travel	Work from Home policy to reduce 3rd party travel	In Progress	

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Scope 3	Supply chain products/services	Scope 3 data collection via sustainability dashboard to determine 40% threshold for science-based targets	In Progress	
All	All	Commit to Science Based Targets (1.5°C trajectory)	In Progress	

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Further measures such as electric vehicle replacement and HVAC controls are currently in progress and will be reported in future submissions.

Review Frequency

To ensure continued adequacy, suitability and improvement the CRP will be reviewed annually as part of the EMCOR UK IMS management review process.

Declaration and Sign Off

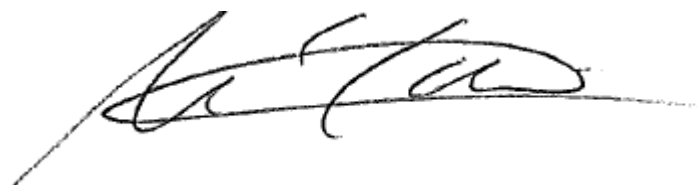
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate 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 Cheryl McCall CEO of EMCOR UK

Signed on behalf of the EMCOR UK



Date: 8th September 2025

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

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

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

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