



Carbon Reduction Plan PPN 006

Stantec UK Limited



Cabinet Office

OVERVIEW OF OUR CARBON REDUCTION PLAN

Stantec UK Limited has prepared this Carbon Reduction Plan in accordance with the UK Government's Procurement Policy Note (PPN) 006, reflecting our ongoing commitment to environmental stewardship and the transition to net-zero emissions. The plan presents our current carbon footprint and outlines the strategic actions we are taking to reduce emissions across our operations.

This document is reviewed and updated on an annual basis, published on our external website, and formally endorsed by senior leadership.

In line with PPN 006, this plan also reconfirms Stantec's role as a supplier supporting the UK Government's target of achieving net-zero greenhouse gas emissions by 2050. It details the environmental management practices we have in place to help deliver this goal throughout the performance of our contracts.

Carbon Reduction Plan

Supplier name: Stantec UK Limited

Publication date: August 2025

Stantec is a global professional services company, providing a broad range of services and solutions in project/program management, digital, technology, engineering, architecture, and design.

Sustainability Accolades

Stantec's commitment to sustainability is a key element of our strategic plan. We are committed to sustainability leadership in our operations and project work. In our markets, for our clients and throughout our Company, we advance initiatives that support a more sustainable world. Our sustainability commitments are embedded in the way we operate our Company and support our clients.

A few examples include:

- Stantec has been “carbon neutral” for the past three years. We do this by purchasing an equal amount of high value carbon offsets to balance our residual emissions. Our focus continues to be emissions reductions. We deem carbon neutrality as an investment outside of our value chain and as an interim milestone and gesture of good will. Stantec will continue this balancing effort until we achieve operational net zero.
- Stantec is PAS 2080-certified by BSI (British Standards Institution) across our Water, Energy, and Infrastructure sectors in the United Kingdom and Ireland. Certification audits included assessment of our leadership and culture, project governance, case studies from across the sectors, and evaluation of tools developed to support carbon calculations. This recognition shows our structured approach to quantifying and reducing whole life carbon emissions associated with our solutions for clients.
- We are honoured to continue being recognized among the world's top 10 most sustainable companies. We ranked eighth overall and first in our industry in the Corporate Knights' 2025 Global 100. This reflects the collective efforts of our teams in advancing sustainability.
- We have a long-term strategy in place that has seen continual reduction in our operational carbon emissions. Our ability to continue this trajectory is delivered through an ISO14001-certified Environmental Management System (EMS). Our EMS sets environmental objectives and monitors, and measures environmental targets, regulatory compliance, orders and citations, and improvement plans.

Information on these and other successes are included in Stantec's sustainability disclosures at www.stantec.com/sustainability.

Commitment to Achieving Net Zero

Stantec is committed to achieving operational net zero and actively manages its emissions through a comprehensive and science-aligned approach. We follow the Greenhouse Gas (GHG) Protocol and maintain a robust emissions management program, with annual calculations and validation of our operational emissions. Our near-term science-based targets (SBTs) are formally validated by the Science Based Targets initiative, reinforcing our commitment to credible and measurable climate action.

In our operations, Stantec's pathway to net zero is being accomplished in four phases:

- We actively reduce emissions in line with our approved 1.5°C SBTs by making purposeful strategic decisions and corporate actions, maximizing the use of renewable energy (self-generated, green tariffs, and purchase of energy attribute certificates) to lower our reported market-based Scope 2 emissions.
- We maintain carbon neutrality by putting a primary focus on emissions reductions (as noted above) and balancing our impact during the emissions reduction process through the purchase of high-value, third-party certified carbon credits equivalent to the number of residual emissions. Stantec calls this balance carbon neutrality and have accomplished this company-wide for the past three years (2022, 2023, and 2024 emissions).
- We are transitioning towards net zero by 2030 by continuing to reduce our emissions and moving from the purchase of energy and carbon credits to directly generating renewable energy and supporting nature-based carbon reduction projects that would not happen without our involvement. Stantec has begun this transition and recently entered into our first virtual Power Purchase Agreement.
- We are committed to further emissions reductions beyond our validated near-term science-based targets and progressing towards a science-aligned operational net zero by 2050. The operational net zero commitment is enterprise-wide, covering all emissions present in our emissions inventory. We are in the process of evaluating and modelling a pathway to confidently achieving the most stringent emission reduction possible. As Stantec is headquartered in Canada, we align our commitments and progress with the requirements of the Canada Net Zero Challenge.

For our clients, subject matter experts across our business support the purposeful incorporation of climate solutions and sustainable planning into our project work.

With our supply chain, we collect activity data to calculate our scope 3 emissions and support our suppliers and partners in reduction of their own operational emissions.

Baseline Emissions Footprint

Baseline Year: 2019	
Baseline year UK emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	95
Scope 2 (Location-based)	724
Scope 2 (Market-based)	855
Scope 3 Upstream Distribution and Transportation	0 Not applicable.
Scope 3 Purchased Goods and services	19
Scope 3: Fuel and Energy related activities not in Scope 1 & 2	44
Scope 3: Waste generated in operations	0 Waste-related emissions were not calculated in our baseline year.
Scope 3: Business Travel	1,614
Scope 3: Employee commuting	297 Emissions from employee commuting were calculated but not verified.
Scope 3: Downstream Transportation and Distribution	0 Not applicable.
Total Emissions (with Scope 2 Market-based)	2,924

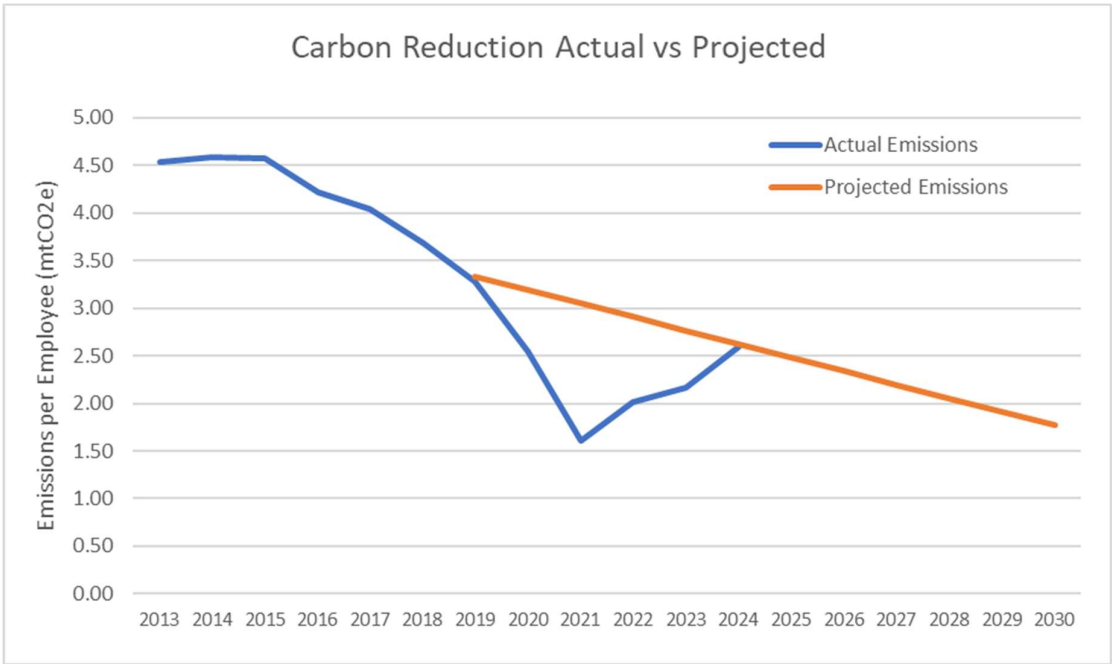
Current Emissions Reporting

Reporting year UK emissions: 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	308
Scope 2 (Location-based)	647
Scope 2 (Market-based)	3.3 Our market-based Scope 2 emissions take into account the use of renewable energy. In the UK, this includes green tariffs from the utility companies, plus the purchase of Renewable Energy Guarantees of Origin (REGOs). This approach is compliant with the GHG Protocol and has been verified by our external auditor.
Scope 3: Upstream Distribution and Transportation	0 Not applicable.
Scope 3: Purchased Goods and Services	1,045
Scope 3: Fuel and Energy related activities not in Scope 1 & 2	140
Scope 3: Waste generated in operations	199 Estimated based on office square footage.
Scope 3: Business Travel	1,270
Scope 3: Employee commuting	1,628
Scope 3: Downstream Transportation and Distribution	0 Not applicable.
Total Emissions (with Scope 2 Market-based)	4,593.3

Emissions Reduction Targets

To continue our progress towards a science-based net zero, Stantec has adopted the following carbon reduction targets. We project that Stantec UK carbon emissions will decrease over the next 5 years to 1.77 tCO₂e per employee by 2030. This is a reduction of 47% from the 2019 baseline and is in accordance with Stantec’s enterprise-wide, validated, near-term SBTs.

Progress against these Stantec UK targets can be seen in the following graph:



Please note, in 2020 and 2021, the large fall in emissions observed above is due the impact of the COVID-19 pandemic. Our emissions fell sharply as a result of office closures and travel restrictions. In 2022, although many COVID restrictions were still in place for the first few months of the year, we saw more “normal”, post-COVID business behaviours in terms of office use and travel. In 2024, Stantec UK emissions reflect a return to our projected reduction trajectory.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Stantec works hard to reduce our emissions impact through a variety of energy use and travel reduction initiatives.

Energy

Buildings are Stantec's most significant consumer of energy, and the energy used in our offices accounts for most of our emissions. Reducing energy using traditional approaches is difficult because most offices are leased within multi-tenant buildings where the landlords control the interactions with utility companies and make the decisions on whether to build energy-efficient features. Some strategies Stantec has implemented to overcome this challenge include:

- **Office consolidation:** Our most effective strategies to reduce the footprint of our Company—and therefore use less space and less energy—include consolidating our offices into fewer locations and relocating offices to more resource-efficient buildings. This effort to right-size our office space supports our Flexible Workplace Strategy.
- **New office selection:** When co-locating or adding space, Stantec uses a real estate scorecard to make balanced business decisions. This scorecard weighs factors such as sustainability features, wellness criteria, proximity to clients, security, employee commutes, public transportation, walkability, and costs.
- **Certifications and features:** We choose certified green buildings for our leased corporate facilities, when possible, and pursue interior design and construction certification using recognized green building and wellness standards.
- **Interior design:** Once a location is selected, we improve floor plan efficiency and incorporate health and well-being into the design. We consider access to daylight, clean drinking water, acoustic control, indoor air quality, options for active workdays and collaboration, impacts on operational energy efficiency, and more. When possible, we pursue space with existing high-quality interiors to minimize the need for design interventions that increase waste and material use.
- **Landlord collaboration:** We work with landlords of new and existing offices to reduce operational energy use and encourage upgrades like energy efficient lighting, lighting controls, and programmable thermostats. Our Green@Stantec network provides hands on support and visibility into the success of our efforts.
- **Renewable energy:** To supplement electricity consumption reductions, Stantec accesses renewable energy installed on some buildings, works with utility companies to access green tariffs, and purchases energy attribute certificates.
- **IT:** We centrally track our IT energy use and have programs in place to minimize our impact. To save power, we automatically hibernate workstations and laptops when they are not in use. We have high density servers and disk configurations that use smaller spaces and less energy. And we decrease the number of devices in each office by using print management programs. Our IT data centres and disaster recovery sites are co-located in spaces with efficient energy specifications and technologies. Network technologies reduce duplicated services and equipment. We use the Microsoft Azure cloud sustainability calculator to track the emissions impact of our cloud workload.

Travel

Stantec is a business based on relationships. To be effective consultants, our employees must travel to work together and respond to clients' needs, but Stantec has introduced ways to travel more efficiently and reduce non-essential travel. Some such strategies include:

- **Business travel:** We use Microsoft Teams, allowing collaboration via conference calls, chats, and videos. We actively look for ways to reduce our non-billable airline travel (by eliminating the need or converting it to more sustainable travel options, like rail) and distance travelled by fleet, rental, ride hailing, and personal vehicles.
- **Fleet:** To mitigate the environmental impacts of our fleet, Stantec UK Limited is currently working towards phasing out our company-owned vehicles.
- **Electric vehicle charging:** We have installed electric vehicle (EV) charging stations at two of our UK office locations and continue to incentivize the use of EVs and hybrids whenever possible.
- **Sustainable aviation fuel:** While it does not reduce our reported travel emissions, Stantec purchases Sustainable Aviation Fuel (SAF) credits from our airline partners. This investment supports innovative solutions that are reshaping how the world addresses aviation emissions.

Future Carbon Reduction Initiatives

Into the future, Stantec will continue carbon reduction efforts as described in the sections above.

Measure Verification and Reporting

Stantec's annual Global Reporting Initiative (GRI)-compliant [Sustainability Report](#) summarises our progress against sustainability commitments, as well as our support of the United Nations Global Compact and Sustainable Development Goals. Annually, Stantec verifies our emissions against ISO 14064 for our [UK](#) and [global](#) operations.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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:



Carrie Sabin
Senior Vice President of Corporate Sustainability
Stantec, Inc.
Date: August 21, 2025

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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