

CARBON REDUCTION PLAN

<i>Supplier name</i>	BakerHicks (a division of Morgan Sindall Group)
<i>Publication date</i>	10th April 2026

Baseline emissions footprint.

Baseline emissions are a record of the greenhouse gases that have been produced in the past. An original baseline was created for 2019 as this was the year 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: 2025

Additional details relating to the baseline emission calculations.

Since 2019 the organisation has seen a 58% increase in the number of staff, alongside growth into new countries and 4+ new offices (electricity and services associated). Furthermore, wider scope 3 emissions are now included in previously unquantified categories. Therefore, the original baseline taken from 2019 when the strategies started to take place is not reflective of the current organisational structure and portfolio. As a result of this substantial change, a new baseline has been created in 2024 to reflect the current organisation.

Please note that BakerHicks (as part of the Morgan Sindall Group) are currently going through a Scope 1, 2 and 3 Verification process by Achilles in the first quarter of 2026.

Current emission reporting.

Year to December 2025 *please note that these are interim figures until we receive final confirmation from Achilles on our Scope 1, 2 and 3 verification.

EMISSIONS	TOTAL (tCO ₂ e)*
Scope 1	91
Scope 2	80
Scope 3 (Included sources)	5,141
Purchased goods and services:	3,532.4
Capital Goods	N/A
Fuel and energy related activities (not included in Scope 1 and Scope 2):	33.2
Upstream transportation and distribution:	1.3
Waste generated in operations:	1.2
Business travel:	602.1
Employee Commuting:	971.2
Upstream leased assets:	N/A
Downstream transportation & distribution:	N/A
Processing of sold products:	N/A
Use of sold products	N/A

EMISSIONS	TOTAL (tCO ₂ e)*
End of Life Treatment of Sold Products	N/A
Downstream Leased Assets	N/A
Franchises	N/A
Investment	N/A
Total Emissions	5,313

Emissions reduction targets.

Our newly approved net zero targets commit us to reducing our Scope 1 and 2 emissions by 60% for 2030 and by 100% for 2045, as well as our Scope 3 emissions across all relevant categories by 42% for 2030 and by 100% for 2045. In addition, we have maintained our commitment to achieving a fully electric vehicle fleet by 2045.

Carbon Management process has been implemented as a Designer for the design, engineering, project and construction management and CDM management in accordance with PAS 2080:2023 for multi-disciplinary design services to both private and public bodies.

Carbon reduction projects.

COMPLETED CARBON REDUCTION INITIATIVES

- The following environmental management measures and projects have been completed or implemented since the **2019** baseline.
- We operate an integrated management system accredited to ISO 14001
- 98% of our electricity contracts are Renewable Energy Guarantees of Origin (REGO) contracts – ensuring transparency about the proportion of electricity sourced from renewable generation
- Adjustments were made to our company car policy, removing the option to select petrol and diesel vehicles. This was accompanied by extending the selection of hybrid and EV vehicles, EV charging grants and substantial extension of our EV charging facilities at our offices
- Introduction of adaptable working, our approach to rethinking and reframing how we work, when we work and what we do to enable perfect delivery. This has reduced business travel for meetings
- Upskilled our staff in Passive House, ENERPhit, NABERS, BREEAM RFO, TM52 and TM54 Modelling
- Introduction of an internal carbon tax to drive positive behaviour in carbon reduction. The funds raised from the tax are then re-invested in carbon reduction activities and initiatives
- Continued development of our in-house CarboniCa carbon measurement tool – helping us to measure our whole life carbon emissions
- A Group initiative has been implemented where three major offsetting schemes are currently under development:
 - Dorn and Glyme Valley (part of the Blenheim Estate) Woodland Creation Scheme has seen over 200,000 trees planted in 2022
 - Great Northern Bog – rewetting of identified peatland sites
 - RSPB Lakenheath Fen – extension and rewetting of the site
- We are members of the Architects and Engineers Declare Climate and Biodiversity Emergency

- As part of Morgan Sindall Group, we have maintained a CDP A leadership score for our carbon reduction disclosures since 2020.
- BakerHicks are now PAS2080 Certified, have signed up to the Carbon Reduction Code as a Signatory level and have been scored as “Committed” by EcoVadis.

Proposed future carbon reduction projects include:

- Continued development of the Morgan Sindall Group in-house carbon calculator tool (CarboniCa) to drive behaviour change with design
 - We will be looking to update our Project Execution Plan to include CarboniCa
 - A CarboniCa decision tree will be implemented, and CarboniCa will be required on projects that meet specific pre-requisites
 - We will be updating CarboniCa to integrate Building Services material components
- Continue to promote a climate conscious culture by:
 - Facilitating staff learning and development:
 - Establish ‘Carbon Literacy’ training in-house
 - Establish BREEAM training for staff
 - Environmental training for all staff
 - Cascade to all staff on what BakerHicks are committed to in terms of Social Value
 - Form a nationwide Sustainability Ambassadors Group to push sustainable practices in each of our offices and across projects
 - Holding our annual Green Week with events and speakers to inspire staff
- A travel survey will be undertaken to evaluate how our staff travel to work. This will inform the development of a travel plan for BakerHicks, with an aim to encourage more sustainable transport methods.
- Positive engagement with staff to reduce emissions from business travel and employee commuting
- Develop further service offering of soft landing and post occupancy evaluations to further reduce operational carbon
 - Engagement with our supply chain to measure our Scope 3 emissions
 - Identify which suppliers are leaders and which are lagging in terms of sustainability performance
 - Identify energy efficiency and cost reduction opportunities in our supply chain.

Declaration and sign off.

This Carbon Reduction Plan has been completed in accordance with PPN 006 and the associated 'Carbon Reduction Plan' technical standard.

Emissions have been reported and recorded in accordance with the GHG Reporting Protocol Corporate Standard and the UK Government's Conversion Factors for greenhouse gas 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 line with the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the Executive Board of BakerHicks (a division of Morgan Sindall Group).



Signed on behalf of the Supplier:

ALWYN HANEKOM

Managing Director – Infrastructure, Government & Defence

Date: **10/04/2026**