Carbon Reduction Plan

2025 emissions reporting

Reporting period 1 January 2025 to 31 December 2025

Commitment

Atlas Workplace Services Limited is committed to achieving Net Zero greenhouse gas emissions across its UK operations by 2040. This plan sets out the 2025 emissions inventory, the interim reduction target and the carbon reduction programme.

The approach prioritises direct emissions reduction, fleet decarbonisation, renewable electricity procurement, improved carbon data and engagement with suppliers on material Scope 3 emissions. Carbon offsets may be considered only for residual emissions that cannot reasonably be eliminated.

Reporting scope

The organisational boundary follows the operational-control approach. Scope 2 emissions are reported on a market-based basis, reflecting renewable electricity arrangements for directly controlled supply. Emissions are expressed in tonnes of carbon dioxide equivalent (tCO_2e).

2025 emissions summary

The procurement footprint comprises Scope 1, Scope 2 and the five Scope 3 categories specified for Carbon Reduction Plans under PPN 006. The wider inventory also includes purchased goods and services and fuel and energy-related activities.

Emissions measure	2025 tCO_2e
Scope 1	490.300
Scope 2 market-based	0.000
Scope 3 procurement reporting categories	342.694
Total procurement footprint	832.994
Wider reported inventory	3,122.794

The wider inventory rounds to 3,123 tCO_2e. The two reporting totals reflect different Scope 3 coverage; the category breakdowns are presented on page 3.

Baseline and reduction targets

2019 baseline

The first organisational carbon footprint was calculated using 2019 activity data. Scope 3 reporting covered employee travel only and is not directly comparable with the broader 2025 inventory.

Emissions	2019 tCO_2e
Scope 1	725.0
Scope 2	18.0
Scope 3 included sources	24.0
Total baseline	**767.0**

The 2019 baseline remains the long-term reference for Scope 1 and Scope 2 performance. The 2025 Normative inventory is the reference for future comparisons using the current methodology.

Interim reduction target

The Net Zero commitment was advanced from 2050 to 2040 to align with the wider Atlas business. In 2026, an interim target was introduced to reduce absolute Scope 1 and Scope 2 emissions by 5% annually, using the 2025 inventory as the starting reference.

Scope 1 and Scope 2	tCO_2e
2025 reported reference	490.3
Indicative 2030 level at 5% annual reduction	**379.4**

The 2030 level is calculated from five annual reductions of 5%; it represents the target pathway. Performance assessment starts in 2026. Scope 3 is outside this interim target and is addressed through the carbon reduction programme. Carbon intensity remains a supporting indicator.

Methodology and assurance

Carbon accounting transferred from Sustrax MX to Normative for the 2025 inventory. Changes to the calculation framework and Scope 3 categorisation affect comparability with previous years. Future annual comparisons will use the 2025 inventory unless a material methodology change requires recalculation.

The 2024 inventory was independently verified by Carbon Footprint Ltd to a limited level of assurance under ISO 14064-3:2019. That assurance relates to the 2024 inventory.

2025 emissions inventory

Procurement reporting Scope 3 categories

Scope 3 category	2025 tCO_2e
4 Upstream transportation and distribution	0.000
5 Waste generated in operations	277.200
6 Business travel	61.900
7 Employee commuting	3.594
9 Downstream transportation and distribution	0.000
Scope 3 procurement reporting total	**342.694**

Categories 4 and 9 are reported as zero within the current operational boundary, consistent with the treatment in the previous verified reporting boundary.

Wider reported inventory

Emissions source	2025 tCO_2e
Scope 1 Mobile combustion	490.300
Scope 2 Electricity market-based	0.000
Scope 3 category 1 Purchased goods and services	2,170.000
Scope 3 category 3 Fuel and energy-related activities	119.800
Scope 3 category 5 Waste generated in operations	277.200
Scope 3 category 6 Business travel	61.900
Scope 3 category 7 Employee commuting	3.594
Wider inventory total	**3,122.794**

The wider inventory is maintained in Normative for carbon management and supplier engagement. It includes additional material indirect emissions beyond the procurement reporting footprint.

Carbon reduction programme

Implemented measures

- Maintained ISO 14001 environmental management certification within the integrated management system.
- Maintained renewable electricity arrangements for directly controlled supply.
- Integrated lower-emission, hybrid and electric vehicle options into fleet replacement decisions and assessed full electrification where operationally feasible.

Normative was implemented for the 2025 inventory, with enhanced waste reporting and expanded Scope 3 and supplier-spend assessment. TravelPerk and expense data support business travel reporting. No combined quantified emissions saving is reported for these initiatives because the methodology and Scope 3 categorisation changed in 2025.

Planned measures

- Continue fleet transition to electric and lower-emission vehicles where duty cycles and charging infrastructure support deployment.
- Maintain renewable electricity procurement for directly controlled premises. Assess energy-efficiency controls, LED lighting, heat pumps and solar opportunities where feasible.
- Prioritise engagement with higher-emitting suppliers and progressively replace broad spend-based estimates with supplier-specific or activity-based carbon data.
- Reduce avoidable business travel and promote rail or other lower-carbon options where operationally suitable.
- Improve waste data and work with suppliers and operational teams to reduce waste generation, packaging and disposal impacts.
- Improve source-level data in Normative and maintain a consistent annual evidence trail. Review the 5% annual Scope 1 and Scope 2 target and accelerate reductions where practicable.

Governance and approval

Approved by Karen O'Neill, Managing Director. The plan will be reviewed at least annually and updated within six months of the financial year-end. The approved plan will be published prominently on the UK website, with previous plans retained where practicable.