Carbon Reduction Plan

For Alliance Groundworks & Civils

Publish date: December 2025

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ALLIANCE
GROUNDWORKS & CIVILS

positive planet

Supplier name: Alliance Groundworks & Civils Ltd.
Company Registration Number: 12590255
Publish date: January 2026

Our Commitment

Alliance Groundworks & Civils Ltd. is committed to achieving Net Zero emissions by 2050.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as "science-based" when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets.

Our near-term targets:

- Reduce scope 1 and 2 emissions by 50% by 2030 and to zero by 2035.
- To procure 100% renewable electricity by 2030.
- Reduce Scope 3 emissions by 21% by 2030.
- Measure all scope 3 categories by 2028.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2050.
- Neutralise any residual emissions using verified carbon offsets.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

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Our Carbon Footprint

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. We have chosen to set our baseline year as December 2023 – November 2024

Baseline Year: 2023-2024	
The 2023-2024 reporting year was our first measurement and set as our baseline. These emissions are associated with our operational footprint, including emissions from office utilities, office staff commuting, business travel and goods and services bought by head office. Emissions related to site activities have yet to be measured. This measurement was adjusted alongside the completion of the current reporting period measurement to ensure consistency in methodologies.	
Emissions	Total (tonnes CO_2e)
Scope 1	6,372.7
Scope 2*	Market-based: 2.7 Location-based: 10.5
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream & Downstream)	28,808.9
Total Emissions*	**Market-based: 35,184.2** **Location-based: 35,192.0**

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*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

Carbon Intensity Metrics

Baseline year: 2022-2023	Carbon intensity metric
Employees (tCO_2e per FTE)	586.4
Revenue (tCO_2e per £)	553.1

Based upon 60 FTEs (full-time employee equivalents), and a £63.6 million revenue during the measurement period. We are using market-based emissions to calculate our intensity metrics.

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Current Emissions Reporting

Current Reporting Year: 2024 - 2025	
We have used the same reporting boundaries as the base year measurement.	
Emissions	**Total (tonnes CO_2e)**
Scope 1	9,064.3
Scope 2*	Market-based: 2.8 Location-based: 18.0
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream & Downstream) -	29,369.9
Total Emissions*	**Market-based: 38,436.9** **Location-based: 38,452.1**

Carbon Intensity Metrics

Current year: 2023-2024	Carbon intensity metric
Employees (tCO_2e per FTE)	413.3
Revenue (tCO_2e per £)	298.0

Based upon 93FTEs (full-time employee equivalents), and a £129 million revenue during the measurement period. We are using market-based emissions to calculate our intensity metrics.

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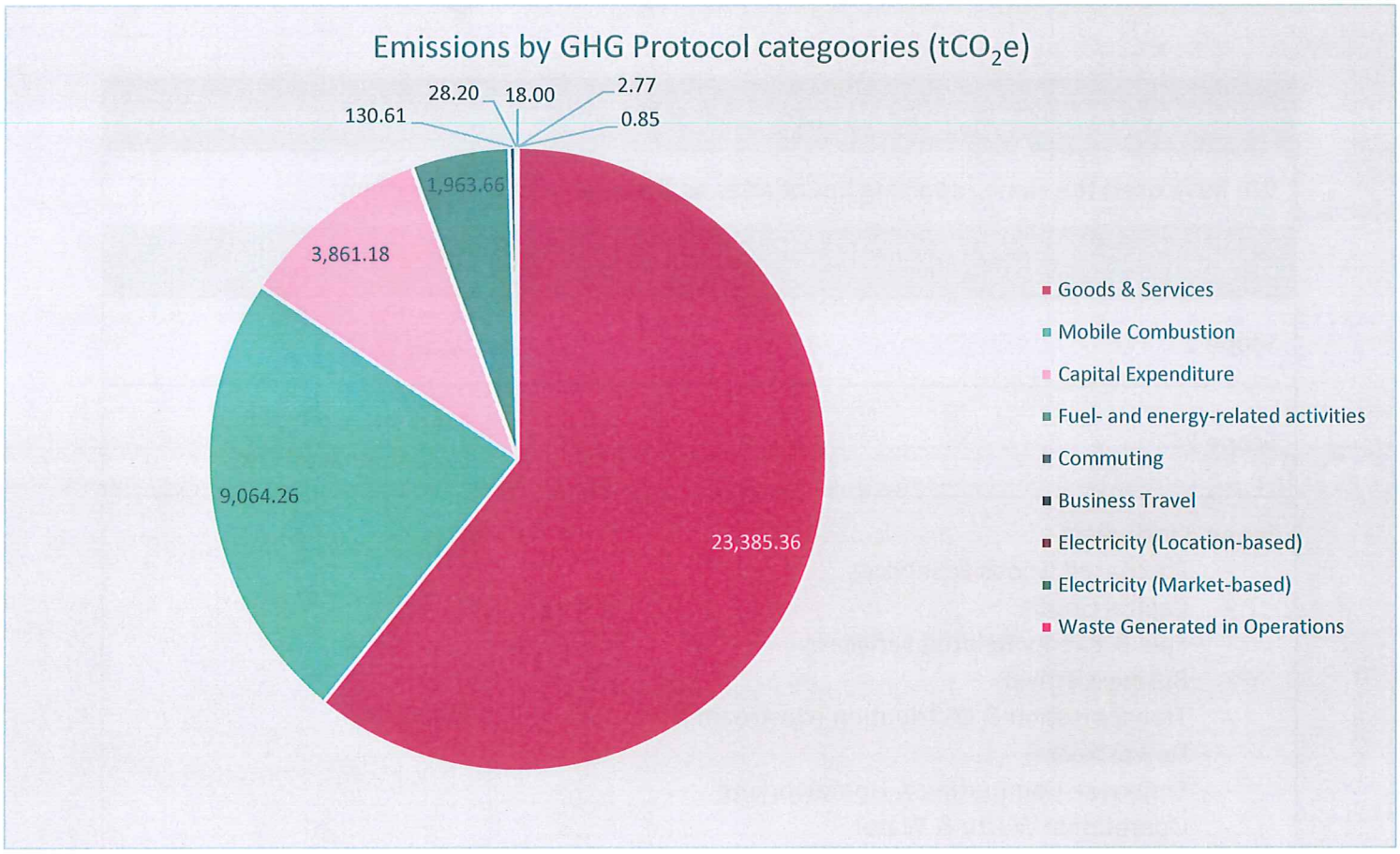
Carbon Emissions Breakdown



From the categories measured, Goods and Services accounts for the largest source of emissions, with 23,385.36 TCO_2e. This includes the purchase of production materials alongside spending on business operation activities. The second largest emissions source is Mobile Combustion, with a total of 9,064.26 tCO_2e, including the fuel used for plant and machinery. The third largest emissions source is Capital Expenditure, totalling 3861.18 tCO_2e, including the purchase of new vehicles.

*Indirect energy emissions (GHG category; Fuel- and Energy-Related Activities) are those that occur upstream of energy use. In the other energy use categories e.g. business travel and employee commuting, we are accounting for the generation of electricity used or the combustion of fuels used. But these calculations do not consider the other emissions that occur e.g. the generation emissions of electricity lost in the transmission and distribution system or the well-to-tank (extraction, processing and transportation) emissions of fuels. To ensure we are measuring our full impacts, we have included these emissions for all scope 1, scope 2 (mandatory) and upstream scope 3 (optional) energy use activities.

Measurement Results		
By Scope	tonnes	% of total

Scope 1	9,064.3	24
Scope 2 (*Location-based*)	18.0	-
Scope 2 (*Market-based*)	2.8	0
Scope 3	29,369.9	76
By Source		
Direct	9,064.3	24
Upstream	29,372.6	76
Downstream	0.0	-
By Category		
Office Utilities	2.8	0
Company Cars	9,064.3	24
Business Travel	28.2	0
Employee Commuting	130.6	0
Procurement	27,246.5	71
Distribution	0.0	0
Waste	0.9	0
Indirect Energy Emissions	1,963.7	5
Total		
Location-based	38,452.1	-
Market-based	38,436.9	-

Carbon Reduction

Our Net Zero targets

Alliance Groundworks & Civils is committed to achieving Net Zero by 2050. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year. To keep us on track, we have also set the following near-term targets to 2030.

Our near-term targets:

- Reduce scope 1 and 2 emissions by 50% by 2030 and to zero by 2035.
- To procure 100% renewable electricity by 2030.
- Reduce Scope 3 emissions by 21% by 2030.
- Measure all scope 3 categories by 2028.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2050.
- Neutralise any residual emissions using verified carbon offsets.

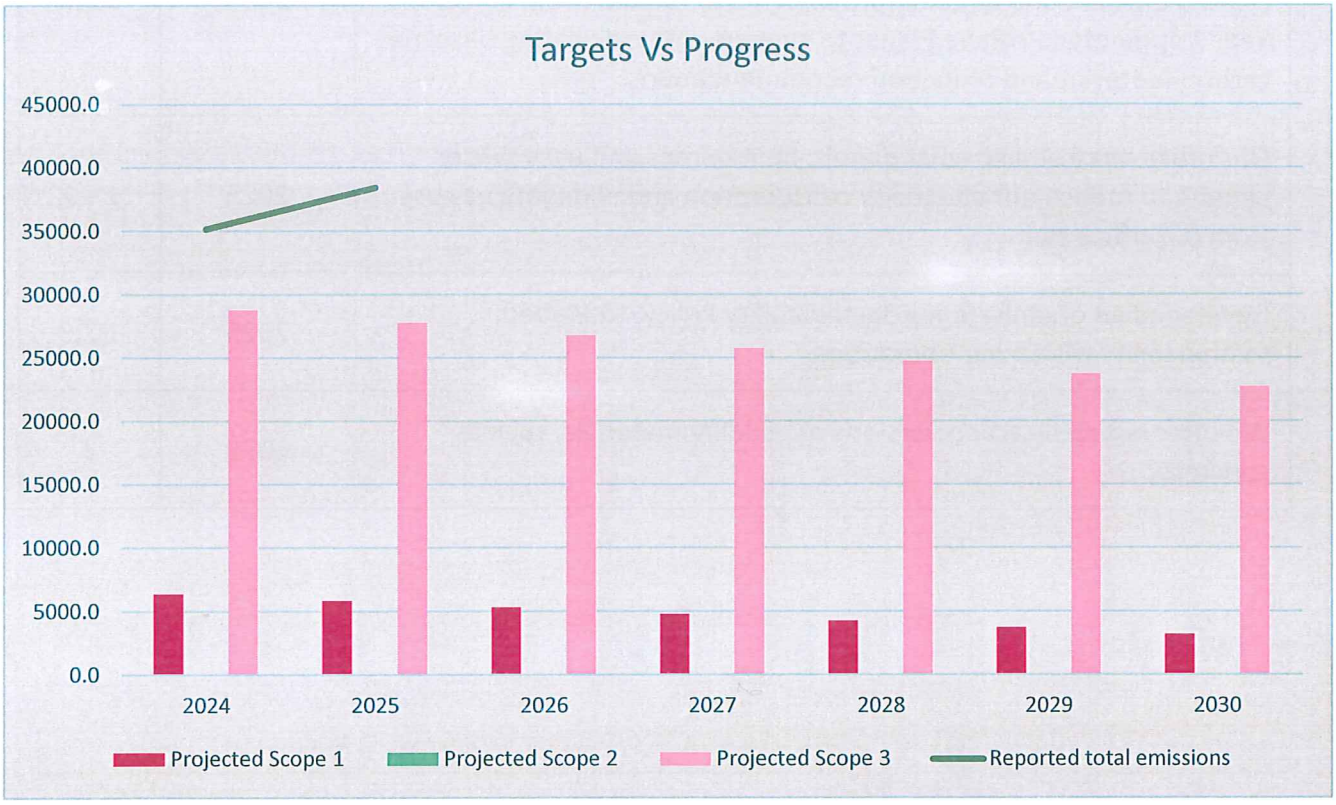
Progress

Emissions	Total Carbon Footprint (tonnes CO_2e)		% Change
	Baseline year: 2022-2023	Current year: 2023-2024	
Scope 1	6,372.7	9,064.3	+42%
Scope 2	2.7	2.8	+4%
Scope 3	28,808.9	29,369.9	+2%
Total emissions	**35,184.2**	**38,436.9**	**+9%**

Emissions	Carbon intensity metric		% CHANGE
	Baseline year: 2022-2023	Current year: 2023-2024	

Employees (tCO_2e per FTE)	586.4	413.3	-30%
Revenue (tCO_2e per £)	553.1	298.0	-46%

We are currently off-track to achieve our near-term targets and will therefore accelerate our progress.



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Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2024	1,2,3
Our office has installed solar panels, heat pumps and uses sensor lighting to reduce our electricity consumption and eliminate gas use from our office site.	2025	1 + 2
Developed an organisational Sustainability Policy, to embed sustainability within our operations.	2025	1,2,3
We offer reduced carbon versions of building materials, such as concrete.	2025	3

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Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Activity No.	Activity	Target Date	Category
1	Encourage the landlord company at the office to procure a **100% renewable electricity tariff.** This change will reduce **market-based** emissions (from chosen tariff) from the office (common areas) to 0 tCO2e.	2026-2027	Purchased Electricity
2	Total **location-based** electricity emissions (National Grid energy mix) are still 18 tCO_2e so there is an opportunity to reduce energy use. We will **implement behaviour change initiatives** within the workplace for reduction of emissions, including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate. We will assign roles and responsibilities to Green Team members. High-level monitoring of energy use is key to understanding further pinch points.	2026	Purchased Electricity
3	**Implement energy efficiency measures** to reduce the overall amount of electricity consumed at sites. Optimise operational procedures and implement energy management systems (such as ISO 14001). Examples of reduction measures include: - upgrading lighting and introducing more sensor lighting, and aligning sensor times to usage patterns (eg 3 minutes for corridors, 20 minutes for working spaces) - installing timers on sockets/equipment - reviewing and renewing inefficient equipment (when at end of life),	2030	Purchased Electricity

	and actively consider the energy efficiency of equipment when new purchases are required (eg laptops, fridges, dishwashers) Invite colleagues from different sites to openly explore challenges and barriers to collaboratively find solutions for reduction.		
5	To completely reduce market and location-based energy emissions to zero, **consider expanding on-site renewable energy** generation technologies. The office site already has solar panels and heat pumps, so we will consider further expanding these in the future. If the UK Grid is 100% powered by renewable energy before this point, your Scope 2 location-based (and market-based) electricity emissions will already be zero. You would still need to consider gas emissions unless removed (or better technology is available).	2030	Stationary Combustion Purchased Electricity
6	The current fleet consists of 255 combustion engine vehicles. In order to address emissions from the fleet, a **review of company vehicles** to outline a strategy for beginning or further expanding fleet electrification is required. Key considerations for the strategy include: - Determining if fleet size can be reduced through optimising logistics or outsourcing to providers with robust electrification infrastructure. - Determining which vehicles to electrify first, dependent on:	2025-2035	Mobile Combustion Purchased Electricity (EVs)

	o which vehicles are used most o which vehicles are most polluting o which vehicles are closest to end of life - Identifying solutions for the electrification of different vehicles - Giving consideration to EV charging infrastructure at premises, employee homes and publicly. - Assessing if the timeframe for vehicle electrification aligns with pace of Scope 1 reduction targets		
7	Provide **driver-efficiency training** courses for company vehicle users to increase fuel efficiency and reduce emissions. Signpost for all drivers to reduce idle time and reduce air conditioning usage. This can be rolled out in combination with Alliance Groundworks & Civils' existing Driver Awareness Training and idling time reduction strategy. NB: These actions should demonstrate a reduction in fuel consumption and as such, seeing measurable emissions reductions is dependant on measuring fuel use rather than vehicle mileage and/or spend.	2025-2030	Mobile Combustion Purchased Electricity (EVs)

Based upon the above completed and planned initiatives, it is projected that Scope 1 carbon emissions will decrease to **4532.1 tCO_2e** by 2030 and Scope 2 carbon emissions will decreased to **1.4 tCO_2e** by 2030.

We also aim to implement the further initiatives below to reduce Scope 3 emissions:

Activity No.	Activity	Target Date	Category
1	Consider providing **sustainability training** for employees, such as Carbon Literacy Training or Couch to Carbon Zero training, to increase engagement and skills across the team. We will start with **Carbon Awareness Training** in **2026**. This can be done in phases, starting with the Green Team and leadership, and then rolling out to the wider employee base (including new starters). Certified learners typically reduce emissions by 5-15%, with 50% of these reductions typically relating to the workplace. Businesses that engage with Carbon Literacy Training can also get certified as Carbon Literate Organisations which may bring commercial benefits. Role-specific Net Zero training can also be considered to encourage action from key areas of the organisation.	2026-2030	Commuting & Home Working Business Travel
2	Set up a **Green Team** made of members from different departments to lead on projects and initiatives across the organisation. Members of the Green Team will be tasked with key responsibilities such as contributing to and executing carbon reduction plans, managing data, and providing information to colleagues, and benefit from prioritisation for Carbon Literacy/Couch to Carbon Zero training. Provide funding for the Green Team to host events focused on increasing knowledge and raising awareness of climate change and other environmental issues.	2026	All

3	Develop a **Sustainable Procurement Policy** alongside our Sustainability Policy with the twin goals of being able to assess and prioritise the sustainability credentials of suppliers, and collect data from suppliers on an annual basis in an effective way. Existing and new suppliers will be engaged with to ensure alignment with sustainability goals and target of Net Zero by 2050. Possible mechanisms to do so could include: - engaging suppliers by sharing this Carbon Reduction Plan and communicating net zero targets, and asking for suppliers' information in return; - introducing/increasing sustainability weighting in tender processes/contracts; - adding sustainability criteria to all purchasing decisions, focusing on lifespan and efficiency; - increasing supplier monitoring/reporting requirements including provision of supplier-specific data; - partnering with sustainable suppliers and vendors for events and other business requirements. Alternative suppliers with in-place decarbonisation strategies can also be explored. This action will embed sustainability considerations into the procurement process and enable suppliers with lower organisational carbon footprints, lower embodied carbon of products, or a demonstrated commitment to Net Zero to be prioritised, as part of a phased approach. Taking action here is essential, as 71% of measured emissions sit within the supply chain.	2026-2035	Purchased Goods & Services

3	Commit to a **sustainability audit** of existing suppliers. Initially the top 20% of suppliers (identified by spend) will be engaged with to request further information regarding emissions reporting, net zero targets and sustainability ambitions. This data collection will support the reduction journey by: - improving the accuracy of carbon footprint measurements through collecting supplier-specific data; - allowing the positive impacts from reduction actions to be captured; - identifying business risks in the supply chain; and - encouraging supply chain integration towards Net Zero. Plan to increase the proportion of suppliers engaged year-on-year to capture at least 50% of annual spend/procurement emissions by 2030.	2026-2030	
4	Develop and implement a **Sustainable Travel Policy** alongside our Sustainability Policy to support environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate. Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes, such as bike to work or car sharing opportunities. Utilise the emissions travel hierarchy: - Digital communication - Walking and cycling - Public and shared transport - EV's and car sharing/clubs - ICE vehicles and car sharing/clubs - Air travel	2026	Business Travel Commuting

	Consider creative ways to engage and support the workforce to influence change. Examples include setting an internal organisation carbon credit scheme (limit that to a number of tCO_2e per year), extra holiday days for low emission travel choice, bonuses, subsidised travel, equal mileage payments for diesel/petrol/EVs/cycling.		
5	Explore schemes and incentives that will **support staff members to opt for low-carbon commuting methods**. Whilst Alliance Groundworks & Civils does not have direct control of employee commuting choices, it is possible to support employees to make sustainable travel choices and therefore reduce emissions for the company associated with commuting. There will be some overlap here with initiatives to reduce business travel emissions, for example where an employee is supported to switch to an EV which they use for both commuting and business travel purposes. Examples include: - EV Salary Sacrifice Scheme - Cycle-to-Work Scheme - Installing EV charging facilities at the workplace - Providing secure bike storage and changing facilities at the workplace - Implementing flexible working hours to promote use of public transport outside of peak times - Organise cycling training days to build employee confidence and skills in commuting by bicycle The Commuting & WFH survey will be used to help guide decisions, as an indicator of current commuting patterns and opportunity to ask employees about helpful commuting initiatives.	2026-2030	Employee Commuting

6	Commit to measuring the **remaining downstream Scope 3 categories,** meaning that future year's carbon emissions measurement will be a full picture of Alliance Groundworks & Civils Ltd.'s carbon impact. Currently, the largest missing categories are **Processing of Sold Products, Use of Sold Products** & **End-of-life Treatment of Sold Products,** meaning that once these are measured, reduction activities targeted at these categories will be able to be created.	2028	Product emissions
7	Commit to measuring emissions from **site activities.** These are currently not included in our reported footprint but make up a significant part of business activity, so should look to be incorporated in future measurements.	2026-2030	All categories
8	**Data quality improvements:** ▪ Litres/mileage for company vans ▪ Increased proportion of weight-based data for production materials ▪ Number of nights for hotel use	2026	Mobile Combustion Production Goods Business Travel

Near-Term Reduction Projections (Scope 3)

Based upon the above completed and planned initiatives, it is projected that (as a minimum) Scope 3 carbon emissions will further decrease over the next seven years from the current normalised measurement of 29,369.9 tCO_2e to 23202.2 tCO_2e by 2030. This is a **reduction 21 %** and will keep us on track to Net Zero.

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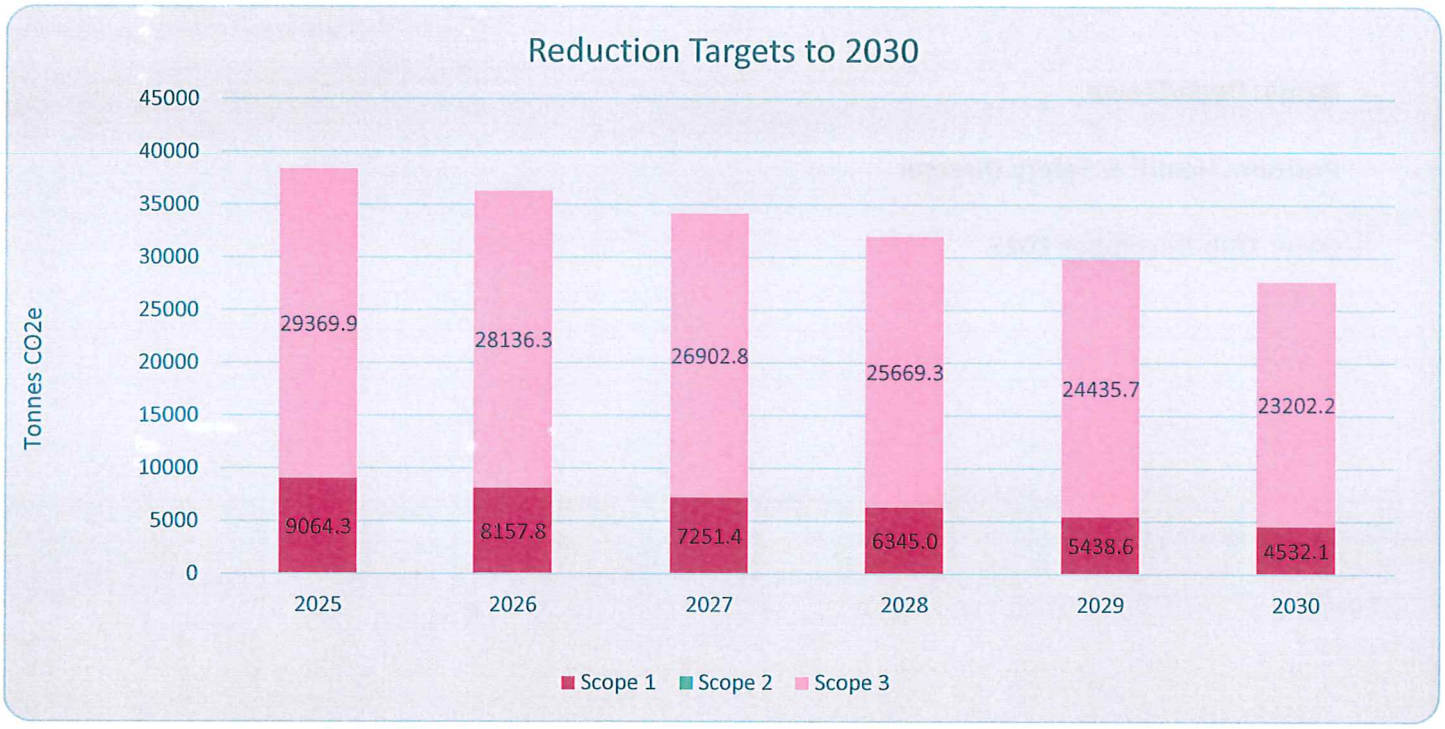

Declaration and Sign Off

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

This Carbon Management Plan has been reviewed and approved by Alliance Groundworks & Civils Ltd. Executive Team.

Signed on behalf of Alliance Groundworks & Civils Ltd.:

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

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

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Name: Dean Crowe

Position: Health & Safety Director

Date: 19th December 2025