



Carbon Reduction Plan

HDR Consulting Limited [U.K]

August 15, 2026



Carbon Reduction Plan

Supplier name: HDR Consulting Limited [U.K.]

Publication date: August 15, 2026

This Carbon Reduction Plan (CRP) for HDR Consulting Limited [U.K.] seeks to align with the requirements of the United Kingdom Procurement Policy Note 006 (UK PPN 006). This CRP includes HDR Consulting Limited [U.K.]'s greenhouse gas footprint and commitment to work to reduce emissions outlined within the UK PPN 006 guidance.

This document is updated annually. It is published on the external website used by HDR Consulting Limited [U.K.] and is approved by Richard Whitaker.

Commitment to Achieving Net Zero

HDR Consulting Limited [U.K.] is committed to striving to achieve Net Zero emissions by 2050. The Net Zero commitment seeks to align with UK PPN 006 requirements. Emissions included within the Net Zero commitment are listed in Table 1 and Table 2 of this report.

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.

HDR Consulting Limited [U.K.] will use the 2022 calendar year period as its baseline emissions.

Table 1. Baseline Year (2022) Emissions

Emissions	Total Emissions (tCO ₂ e)
Scope 1	0 tCO ₂ e (Not Applicable)
Scope 2 (Location Based)	130 tCO ₂ e
Scope 2 (Market Based)	68 tCO ₂ e
Scope 3 (Included Sources)	1,552 tCO ₂ e Included: - Category 6 – Business travel - Category 7 – Employee commuting Not Included: - Category 4 – Upstream transportation and distribution. No material emissions due to HDR's business activities. - Category 5 – Waste generated in operations. No material emissions due to HDR's business activities. - Category 9 – Downstream transportation and distribution. This category is not relevant to HDR's business activities.
Total Emissions (Location-based Scope 2)	1,682 tCO₂e
Total Emissions (Market-based Scope 2)	1,620 tCO₂e
Full Time Equivalent (FTE)	303
Carbon Intensity per FTE	5.35 tCO₂e

tCO₂e = metric tons of carbon dioxide equivalent.

ADDITIONAL DETAILS:

- Methodology – Emissions were estimated in accordance with the Greenhouse Gas (GHG) Reporting Protocol Corporate Standard. HDR's reporting boundary has been defined using the operational control approach. All emissions are estimated using appropriate Government emission conversion factors for GHG company reporting. The data used in the baseline was as accurate as the sources allowed at the time and follows the GHG Protocol Standard for approved calculation methodologies.
- Scope 1 - HDR Consulting Limited [U.K.] does not have Scope 1 emissions.

- Scope 2 indirect GHG emissions relate to purchased electricity and energy for office heating and cooling.
 - Actual invoice data and site consumption logs have been used for reporting where possible.
 - For offices without energy (electricity, natural gas) meters, estimates have been made using CIBSE Guide F benchmarks.
 - Scope 2 (Market-based) emissions reflect green tariffs that supply several HDR offices, as well as the purchase of Renewable Energy Guarantees of Origin (REGOs) for offices that are not supplied by green tariffs. Scope 2 (Market-based) emissions were updated for historical emissions (2022-2023), as well.
- Scope 3 indirect GHG emissions related to categories 6 & 7 only.
 - Category 6 - Business travel emissions are calculated using mileage claims and estimates based on business travel expenses. Category 6 emissions were rebaselined in 2025 to reflect improved calculation methodology and improve the accuracy of reported emissions.
 - Category 7 - Employee commuting emissions are estimated based on responses to an annual employee commute survey.

Table 2. Current Emissions Reporting - Reporting Year: 2025

Emissions	Total Emissions (tCO ₂ e)
Scope 1	0 tCO ₂ e (Not Applicable)
Scope 2 (Location based)	149 tCO ₂ e
Scope 2 (Market based)	38 tCO ₂ e
Scope 3 (Included Sources)	1,551 tCO ₂ e Included - Category 6 – Business travel - Category 7 – Employee commuting Not Included - Category 4 – Upstream transportation and distribution. No material emissions due to HDR's business activities. - Category 5 – Waste generated in operations. No material emissions due to HDR's business activities. - Category 9 – Downstream transportation and distribution. This category is not relevant to HDR's business activities.
Total Emissions (Location-based Scope 2)	1,701 tCO₂e
Total Emissions (Market-based Scope 2)	1,589 tCO₂e
Purchased Offsets	143 tCO₂e purchased in the avoided emissions category
Total Emissions (market-based)	1,446 tCO₂e
Full Time Equivalent (FTE)	303
Carbon Intensity per FTE	4.82

tCO₂e = metric tons of carbon dioxide equivalent.

ADDITIONAL DETAILS:

These emissions were compiled using the best data reasonably available at the time of the report's publication.

- See additional details for baseline year. Scope 2 (Market-based) emissions relate to purchased heat for leased offices (electricity is covered by REGOs).
- These emissions were compiled with the best data reasonably available at the time of publication of the report.
- Offsets are from independently verified projects accredited under the Verra Registry Verified Carbon Standard.

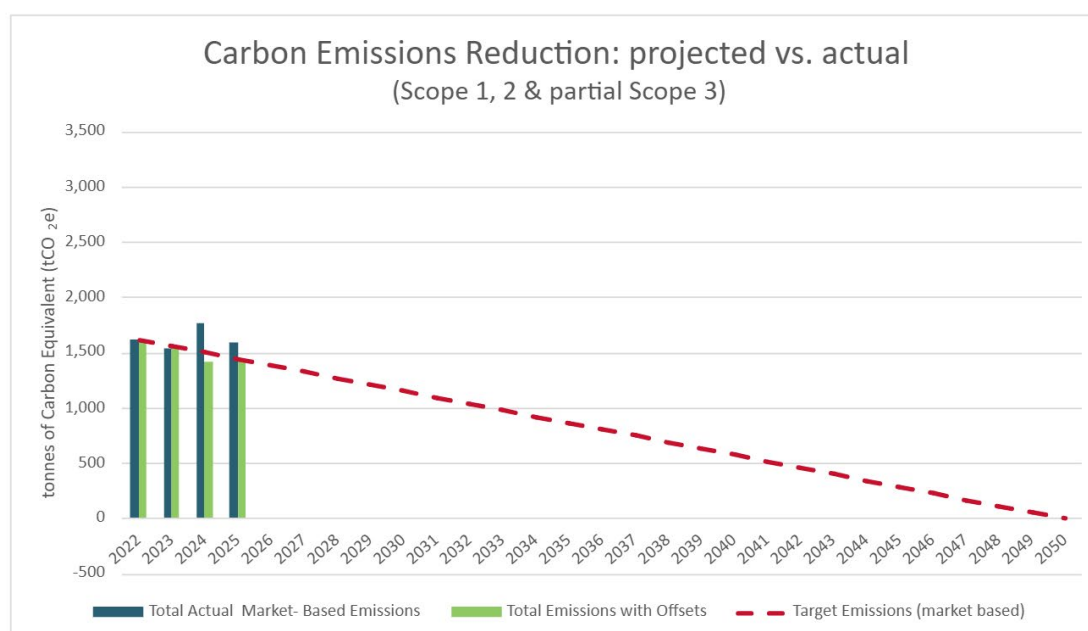
Emissions Reduction Targets

To continue our progress toward achieving Net Zero, we have adopted the following carbon reduction target.

Baseline emissions were calculated as described in Table 1. Baseline emissions and projected reductions may be amended, as provided by the GHG Protocol, and as improved information becomes available.

Progress against the target can be seen in the graph below, which is updated annually.

Figure 1. Carbon Reduction: Projected vs. Actual (Scope 1, 2 & partial Scope 3)



In addition to tracking absolute emissions, HDR monitors carbon intensity relative to workforce size to provide a fuller view of performance. Since the 2022 baseline, HDR has reduced its absolute emissions while increasing the number of full-time equivalent employees (FTE). As a result, HDR experienced an approximate 10% decrease in carbon intensity per FTE, from 5.35 tCO₂e/FTE to 4.82 tCO₂e/FTE. This combined view provides a more comprehensive assessment of HDR's decarbonisation efforts.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2022 baseline.¹

Carbon reduction initiatives include:

- Improved centralised GHG accounting with increased frequency of data collection for improved data and reporting quality.
- Continually improving procedures for tracking and influencing performance within the Environmental Management System (ISO 14001:2015).
- Implemented HDR Sustainability Stewards Program (SSP) teams supporting environmental stewardship, professional development and community involvement.
- Conducted energy efficiency and carbon assessments at UK offices under ESOS. This has helped develop a high-level action plan to reduce energy consumption and support Net-Zero goals. Following submission of the action plan, projects are being reviewed to support improvements to office lighting and metering. Progress on implementing these measures will be reviewed during the next ESOS Progress Update (PU2).
- Integrated energy efficiency measures in office refurbishments and optimised HVAC performance
- Achieved 100% renewable electricity in 2024 and 2025 through the procurement of green tariffs and REGOs.
- Launched and operationalised a new travel tool supporting informed, sustainable travel choices.
- Purchased offsets for 2023-2025 reporting years to help achieve our targets.

¹ HDR Consulting Limited [U.K.] did not have Scope 1 emission sources in 2022 - 2025. For example, it does not own real estate, nor does it have a fleet.

2026 Carbon Reduction Initiatives

In 2026, HDR plans to implement the following carbon reduction measures:

- Continue to integrate GHG initiatives into the UK ISO 14001 Environmental Management System.
- Continue to encourage sustainable practices among employees through supporting professional engagement and training.
- Continue to support and engage with the volunteer Sustainability Stewards Program (SSP) group, which supports environmental sustainability integration into local operations and engages local communities.
- Continue to implement energy efficiency measures during office refurbishments.
- Continue to procure green energy to satisfy a portion of offices' energy needs.
- Continue to review and improve energy monitoring and management processes.
- Continue to work to improve data accuracy of business travel emissions and promote low-carbon travel choices².
- Raise awareness among employees on how to select the most appropriate travel and communication methods.
- Host sessions on circular economy practices to raise awareness and help minimise waste.

Beyond 2026, HDR will continue to prioritize initiatives to help reduce carbon on our path toward Net Zero carbon. An element of HDR's approach to meeting this commitment will be to purchase carbon offsets through accredited schemes to cover emissions after reduction efforts are made to help achieve carbon reduction targets.

² HDR Consulting Limited [U.K.] does not have leased or owned vehicles.

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 standard³ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁴.

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) Standard⁵ (2022 version).

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of HDR Consulting Limited [U.K.]:



August 15, 2026

Richard Whitaker
Managing Director

HDR Consulting Limited [U.K.]

³<https://ghgprotocol.org/corporate-standard>

⁴<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁵<https://ghgprotocol.org/standards/scope-3-standard>