

CARBON REDUCTION STRATEGY



CONTENTS

Introduction	2
Our drivers of change	3
Our Carbon Reduction Target	4
Timeline	5
Responsibility and accountability	6
Further information	7
APPENDIX A: Carbon reduction plan	8

INTRODUCTION

The impacts of climate change continue to shape global headlines, with unpredictable weather patterns and extremes of rain and heat impacting our daily lives.

Recognition of the part that carbon and other emissions play on climate change is leading to global action however, at the same time, businesses are coming to terms with the scale of the challenge to reduce their carbon footprint.

There is an acceptance that, unless we change our behaviours, the future looks socially, environmentally, and economically uncertain. Through the 2015 Paris Agreement, world governments committed to curbing global temperature rise to well below 2°C above pre-industrial levels, and pursuing efforts to limit warming to 1.5°C. In 2018, the Intergovernmental Panel on Climate Change warned that global warming must not exceed 1.5°C, to avoid the catastrophic impacts of climate change. In response, the UK became the first major economy to pass Net Zero emissions law, which requires the UK to bring all greenhouse gas emissions to Net Zero by 2050.

Recognising and accepting that the choices we make today have consequences that will affect the stability of our future is key; now is the time to act. The challenge in front of us, however, is not insurmountable and it is important that we remain optimistic.

At VolkerWessels UK, we recognise that the way we design, build and execute our projects has a carbon impact, and, critically, it is within our gift to reduce this impact through engineering excellence and working collaboratively to reduce operational carbon.

Since the original publication of our Carbon Reduction Strategy in September 2021, conversations about carbon reduction have grown exponentially both internally and externally.

We continue to seek ways to reduce our emissions, yet we recognise that our success is inextricably linked to the actions of our clients, suppliers, subcontractors and industry bodies.

In this latest review of our strategy we have therefore further acknowledged the strategies and roadmaps from the UK Government, industry bodies and our supply chain, through the development of emission specific targets.

We recognise that it is our ability to engage people on the journey to Net Zero, that will enable us to achieve that goal.



Richard Offord
CEO - VolkerWessels UK

OUR DRIVERS OF CHANGE

We have identified four drivers of change necessary to achieve our carbon reduction target.

1 Robust Data

Good quality data enables good decision making. Our carbon footprint is calculated using an ‘Operational Control’ approach which means we capture data relating to the emissions that we have direct control over. We will continue to review carbon data from all emissions sources, to close gaps and further improve quality, and share this data with our operational teams to help facilitate informed discussions about opportunities for carbon reduction.



2 Targeted reductions around known emission sources

This element of our strategy is critical to ensure we put targeted effort into our carbon reduction decisions. It involves collaboration internally from our operational, procurement and design teams, plus engagement with our supply chain, supported by a commitment from our clients.

Each emission source has been analysed to identify opportunities for carbon reduction and include quick wins as well as the longer-term modern methods of construction which require cultural shifts in the way we deliver our projects, investment and innovation. The output of this analysis is a suite of emission reduction plans, owned and managed by functional leads in the business, consisting of short-, medium- and long-term actions to reduce emissions which align to the PAS 2080:2023 carbon reduction hierarchy of avoid, switch or improve.

- Avoid** Evaluate the basic need for the activity, task, product or material.
- Switch** Assess alternative solutions and then adopt one that reduces whole life emissions through alternative scope, design approach, materials, or technologies.
- Improve** Identify and adopt solutions and techniques that improve the use of resources and design life of an asset.

These documents are a key input to the creation of project specific carbon reduction plans.

3 Education and awareness

Our overall approach to emissions reduction is people centric, with the belief that if our employees are presented with the facts and are empowered to initiate change, we can trust them to seek out innovation and make the right decisions at all levels in the business. The cornerstone of our framework, therefore, rests in our ability to inspire behavioural change through education, awareness and empowerment, and to ensure carbon management and reduction principles are embedded into our business processes.

To support this, we will ensure our workforce receives carbon reduction training, awareness or an education programme relevant to their role, and we will facilitate a variety of ways to showcase and share best practice internally and externally.



4 Collaboration

In line with our People-Planet-Purpose sustainability strategy, it is our ambition to work with a like-minded and cooperative supply chain, to collate product specific emission data and drive innovation to reduce embodied carbon in products, services and materials. Collaborative relationships with our clients will enable us to deliver mutual benefits through carbon reduction and working with our supply chain will ensure we stay abreast of new technologies and solutions to reduce our impact.

We will also forge relationships with external partners to facilitate shared learning.



OUR CARBON REDUCTION TARGET

Our carbon reduction targets have been validated by Science Based Target Initiative (SBTi), confirming that our reduction goals align with the science to limit global warming to 1.5°C above pre-industrial levels.

We have the following targets:

- **Net-Zero** - We commit to achieve Net-Zero greenhouse gas emissions across the value chain by 2050
- **Near-term** - We commit to reduce absolute Scope 1 and 2 greenhouse gas emissions by 63.29% , and Scope 3 emissions from purchased goods and services by 37.5% by 2035 from a 2023 baseline.
- **Long-term** - We commit to reduce absolute Scope 1 and 2 greenhouse gas emissions by 90%, and Scope 3 emissions from purchased goods and services by 90% by 2050 from a 2023 baseline.

The data used to demonstrate progress towards our target will be externally verified through our Planet Mark certification, to ensure credibility and transparency.



To support us achieving these emission reductions, we have set emission source specific targets, which can be found later in this document.

Notably, we recognise the challenge of reducing the embodied carbon in materials we procure, and the need for a pivotal shift by manufacturers in our supply chain to achieve this. We are focusing on five key materials which have significant embodied carbon, namely concrete, aggregate, asphalt, steel and timber. The carbon associated with these products is outside of our direct control so we will work with clients, designers, supply chain and procurement teams to promote sustainable selection of materials to stimulate a downward trend in emissions ahead of our 2050 Net Zero carbon pledge.

Footnotes

¹ 'Net Zero Carbon' is when emissions must be reduced by a minimum of 90% prior to offsetting any residual emissions prior to offsetting residual emissions. This is in line with the SBTi definition for Net Zero. Residual emissions from our activities are created because presently there are no viable lower carbon alternatives due to technological restraints, cost, availability or quality control.

² The target boundary includes land-related emissions and removals from biogenic feedstocks.



Recognising and accepting the choices we make today have consequences that will affect the stability of our future is key; now is the time to act.

TIMELINE

2024	2025	2027	2030	2035	2040	2050
Sustainable travel and accommodation plan developed and implemented	All projects above £1m will have a carbon target and report on their progress	95% of company cars will be fully electric or hybrid	All subcontractors providing emissions data for materials/ products they procure on our behalf	63% reduction in scope 1, 2 and 3 emissions	100% of orders for heavy goods vehicles >7.5t will be hybrid, EV, or alternatively fuelled	VolkerWessels UK achieve Net Zero across all activities
	Materials decarbonisation plan developed and implemented		100% of sites powered using renewable electricity or alternative fuels	100% of company car (LEX) orders will be zero emission vehicles	80% of asphalt procured or specified will be low carbon	All subcontractors to be Net Zero Carbon* <i>*small and micro contractors (≤£10m) to be carbon neutral</i>
	Plant and tools decarbonisation plan developed and implemented		70% of new vans ordered will be zero emission	100% of new vans ordered will be zero emission	Eliminate all but hazardous construction and demolition waste entering landfill	100% of concrete procured or specified will be Net Zero
	95% of sites powered using renewable electricity or alternative fuels		50% of concrete procured or specified will be low carbon	100% of light goods vehicles (≤ 3.5 tonnes) orders will be hybrid, EV, or alternatively fuelled	30% of aggregates procured or specified will be recycled or secondary aggregates	100% of steel procured or specified will be Net Zero
	Our top 50 subcontractors providing emissions data for materials / products they procure on our behalf		50% of steel procured or specified will be low carbon	100% of orders for heavy goods vehicles >3.5t to 7.5t, will be hybrid, EV, or alternatively fuelled		100% of asphalt procured or specified will be Net Zero
	PAS 2080 verification complete			80% of diesel plant will be eliminated		Zero avoidable waste to landfill
						100% of plant will be zero emissions



RESPONSIBILITY AND ACCOUNTABILITY

This carbon reduction strategy outlines our corporate ambition to reduce the carbon emissions associated with our operations. The VolkerWessels UK board of directors fully endorses this strategy and have accepted their ultimate accountability for ensuring our commitments are achieved. Our ESG leadership group, attended by our CEO, Managing Directors, Corporate Responsibility Director, Group Procurement Director and Heads of Sustainability ensures there is sufficient focus and structure to facilitate this.

Underpinning this is the trust placed in each of our businesses to contribute to our overall goal by focussing on the activities specific to their operations. This structured, yet flexible approach, is in line with our wider People- Planet-Purpose sustainability framework and helps to ensure alignment with client ambitions, facilitates the need to embrace sector specific technologies quickly and responsively, and promotes responsibility at all levels to create a culture to think differently and innovatively about carbon reduction.



FURTHER INFORMATION

For further information about our Carbon Reduction Strategy, please contact sustainability@volkerwessels.co.uk or visit our website volkerwessels.co.uk



APPENDIX A

VolkerHighways Carbon Reduction
Plan – in accordance with requirements
of PPN 006

Commitment to achieving Net Zero

VolkerHighways is committed to achieving Net Zero by 2050.

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.

Baseline Year: 2019	
Additional details relating to the Baseline Emissions calculations	
The following emissions sources have been included in Scope 3 – waste generated in operations, business travel, employee commuting and downstream transportation and distribution.	
Emissions from ‘Upstream transportation and distribution’ have been excluded due to non-availability of data.	
Emissions	Total tCO ₂ e
Scope 1	1,873
Scope 2	112
Scope 3	903
Total emissions	2,888

Current Emissions Reporting

Reporting Year: 2025	
The following emissions sources have been included in Scope 3 – waste generated in operations, business travel, employee commuting and downstream transportation and distribution.	
In 2025 we have included upstream transportation and distribution as a data enhancement.	
Emissions	Total tCO ₂ e
Scope 1	1,743
Scope 2	19
Scope 3	500
Total emissions	2,263

Note: In line with our wider carbon reduction strategy and our plans to ensure access to robust data, we will continue to increase the scope of our reporting and seek to improve data quality. As such, the data presented above is actual, non-normalised, data.

Emissions Reductions Targets

Commitment to achieving Net Zero

In order to continue our progress to achieving Net Zero, we have committed to a 4.5% year on year reduction in emissions. This target represents a 90% reduction in emissions against baseline by 2050 prior to offsetting any residual emissions. This is in line with the SBTi definition for Net Zero.

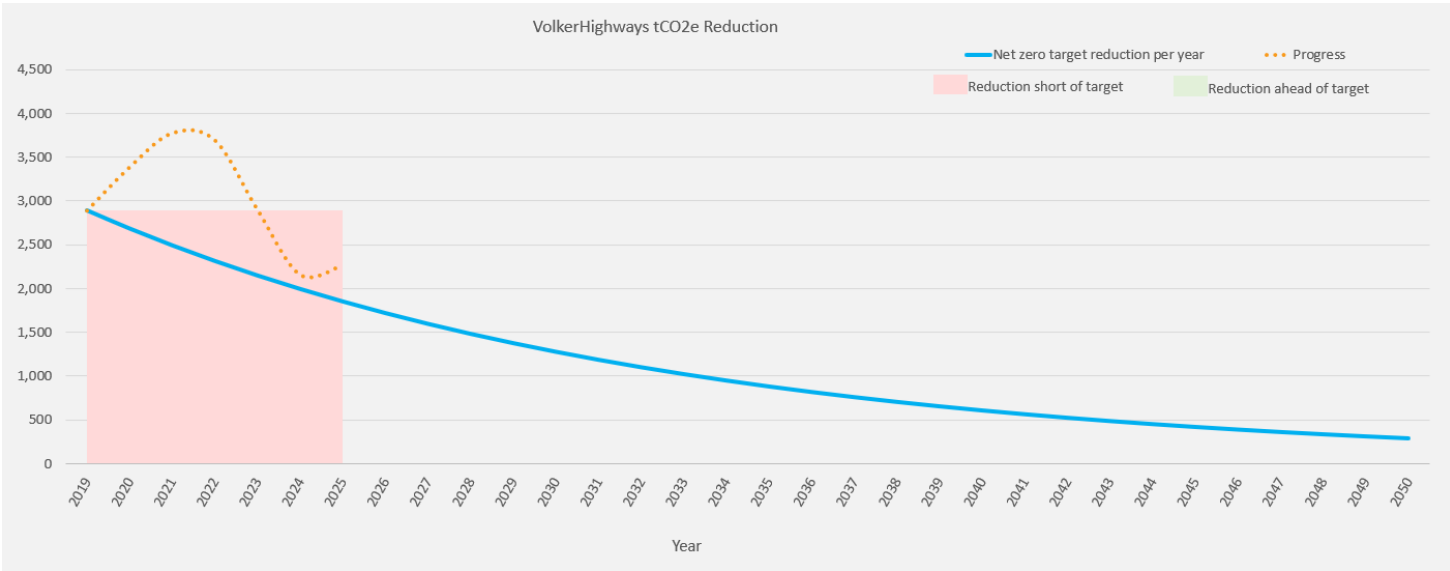
By adopting this target, we project that VolkerHighways carbon emissions will reduce to 1,898 tCO₂e in the next five years. This is a reduction of 34% against baseline.

Carbon Reduction Projects

Completed Carbon Reduction Projects

The following management measures and projects have been completed or implemented since the 2019 baseline. The carbon emission reductions achieved by these schemes equates to 966 tonnes CO₂e, a 33% reduction against the 2019 baseline and the measures will continue to be in effect when performing the contract.

The below graph shows the progress of Volker Highways against its long-term carbon reduction targets for PPN 006:



Scope 1 Carbon Reduction Projects

- We have a longstanding relationship with Lex Autolease, who assist employees in choosing the most sustainably fuelled vehicle based on their individual circumstances and requirements. In 2025, VolkerHighways had 113 company cars, 109 of which are either hybrid or fully electric vehicles, representing 96% of the total fleet. This compares to 2 in 2019, 10 in 2020, 31 in 2021, 59 in 2022, 81 in 2023, and 91 in 2024.
- There are 9 new vehicles on order at the end of 2025 for delivery in 2026, 9 of which are either hybrid or fully electric, representing 100% of the vehicles on order.
- VolkerHighways currently have 188 commercial vehicles on its fleet, 21 of which are electric, representing 12% of the total fleet. This compares to 17 electric commercial vehicles in 2024, 19 in 2023 and 18 in 2022.
- 129,685 litres of HVO was purchased across all VolkerHighways project during 2025 to replace diesel equating to a saving of 328 t CO₂e
- During April 2025, VolkerHighways installed four new electric vehicle charging points to support the transition to electric vehicles and transitioned to the use of Hydrotreated Vegetable Oil (HVO) in applicable operational vehicles.

Scope 2 Carbon Reduction Projects

- VolkerHighways utilises the services of an energy broker to procure 100% REGO certified renewable energy for offices and large sites / projects with a mains energy feed.

Scope 3 Carbon Reduction Projects

- VolkerHighways continues to reduce waste in accordance with the waste hierarchy (prevent, reduce, reuse, recycle, recovery, disposal) with a 98% diversion from landfill in 2025.
- Early engagement with our supply chain to identify opportunities for carbon savings through efficient and innovative site set up, alternative material selection and value engineering to procure low carbon concrete.
- VolkerHighways works in partnership with Community Wood Recycling to support circular economy principles and reduce Scope 3 emissions associated with waste generated in operations. During 2025, 39.6 tonnes of waste wood were diverted from disposal, with 14.6 tonnes (37%) reused through community and construction projects and 25.0 tonnes (63%) recycled into secondary materials, resulting in zero wood waste sent to landfill. This approach prioritises reuse over recycling in line with the waste hierarchy, supports reductions in embodied carbon associated with virgin material use, and contributes to landfill diversion while delivering additional social value benefits. The impact of this activity is reflected within reported Scope 3 waste emissions and will continue to inform improvements in data quality and carbon reporting.
- Use of Thermal Road Repair technology to deliver a cleaner and more resource efficient approach to carriageway maintenance. Since initial trials in 2023, the technology has enabled 170 days of planned works, preventing over 6,800 defects from developing into potholes. The process has supported the recycling of 940 tonnes of materials that would otherwise have gone to landfill and has delivered an estimated saving of 66 tonnes of CO₂ emissions, contributing to reduced Scope 1 and Scope 3 emissions and improved whole life carbon performance.

Future Carbon Reduction Initiatives

In 2025 we refreshed our Carbon Reduction Strategy to support the delivery of our People-Planet Purpose sustainability framework.

Our carbon reduction targets were validated by Science Based Target Initiative (SBTi) in 2025, confirming that our reduction goals align with the science to limit global warming to 1.5°C above pre-industrial levels.

We have the following targets:

- Net-Zero - We commit to achieve Net-Zero greenhouse gas emissions across the value chain by 2050
- Near-term - We commit to reduce absolute Scope 1 and 2 greenhouse gas emissions by 63.29%, and Scope 3 emissions from purchased goods and services by 37.5% by 2035 from a 2023 baseline.
- Long-term - We commit to reduce absolute Scope 1 and 2 greenhouse gas emissions by 90%, and Scope 3 emissions from purchased goods and services by 90% by 2050 from a 2023 baseline.

Progress towards our target will be externally verified through our Planet Mark certification, to ensure credibility and transparency.

In November 2025, VolkerWessels UK achieved independent third-party certification by BSI, confirming we are working in accordance with the requirements of PAS 2080: Carbon management in buildings and infrastructure. This confirms that our carbon management processes are robust across all VolkerWessels UK business units, and demonstrates our commitment to identifying, managing and reducing carbon emissions.

Our key drivers for change are:

- Robust Data - Good quality data enables good decision making. Using an Operational Control approach, we capture emissions data from sources we directly control. We will continue to close data gaps, improve accuracy, and share insights with operational teams to support informed carbon reduction decisions.
- Targeted reduction around known key emission sources - We focus our effort where it has the greatest impact. This requires collaboration across operational, procurement and design teams, alongside engagement with clients and our supply chain. Emission sources have been analysed to identify both quick wins and longer-term opportunities, including modern methods of construction. Reduction plans are owned by functional leads and aligned with the ISEP GHG Management Hierarchy of elimination, reduction, substitution and compensation.
- Education and Awareness - Our people-centred approach empowers employees with the knowledge and confidence to drive change. To support this, we will ensure our workforce receives carbon reduction training relevant to their role. This ensures we embed carbon reduction principles into everyday business processes and encourage innovation and best-practice sharing
- Collaboration - In line with our People-Planet-Purpose sustainability strategy, we work with clients and like-minded supply chain partners to gather product-specific emissions data, drive innovation and reduce embodied carbon. These partnerships help deliver shared benefits and ensure we remain at the forefront of low-carbon technologies and solutions.

The VolkerWessels UK board of directors fully endorses this strategy and has accepted its ultimate accountability for ensuring our commitments are achieved. Our ESG leadership group, chaired by our Sustainability Director and attended by our CEO, Managing Directors, and Heads of Sustainability, ensures there is sufficient focus and structure to facilitate this.

Underpinning this is the trust placed in each of our businesses to contribute to our overall goal by focusing on the activities specific to their operations. This structured, yet flexible approach, is in line with our wider People-Planet-Purpose sustainability framework and helps to ensure alignment with client ambitions, facilitates the need to embrace sector-specific technologies quickly and responsively, and promotes responsibility at all levels to create a culture to think differently and innovatively about carbon reduction.

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 standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with the Streamlined Energy and Carbon Reporting (SECR) requirements, and the subset of Scope 3 emissions have been reported in accordance with the published standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the Board of Directors for VolkerHighways.

Signed: *Peter Walsh*

Peter Walsh, Managing Director

Date: 30 June 2026



For more information about our carbon reduction plans, please email: sustainability@volkerwessels.co.uk