



Carbon Reduction Plan

Supplier Name: Agilité
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Commitment to Achieving Net Zero

Agilité is committed to achieving Net Zero emissions by 2050 in line with the Paris Agreement SSP1-1.9 pathway.

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: 2023

Additional Details relating to the Baseline Emissions calculations.

This baseline has been chosen as it is the first full scope 1, 2 and 3 emissions report for all operational and organisational activities.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	6.06
Scope 2	1.66
Scope 3	Business Travel - 86.64 Commuting + Homeworking - 28.41 Waste - 43.10 Water - 0.18 Total WTT - 14.42 Deliveries Upstream - 24.44 Purchased Goods and Services - 5,730.07
Total Emissions	5,927.25



Current Emissions Reporting

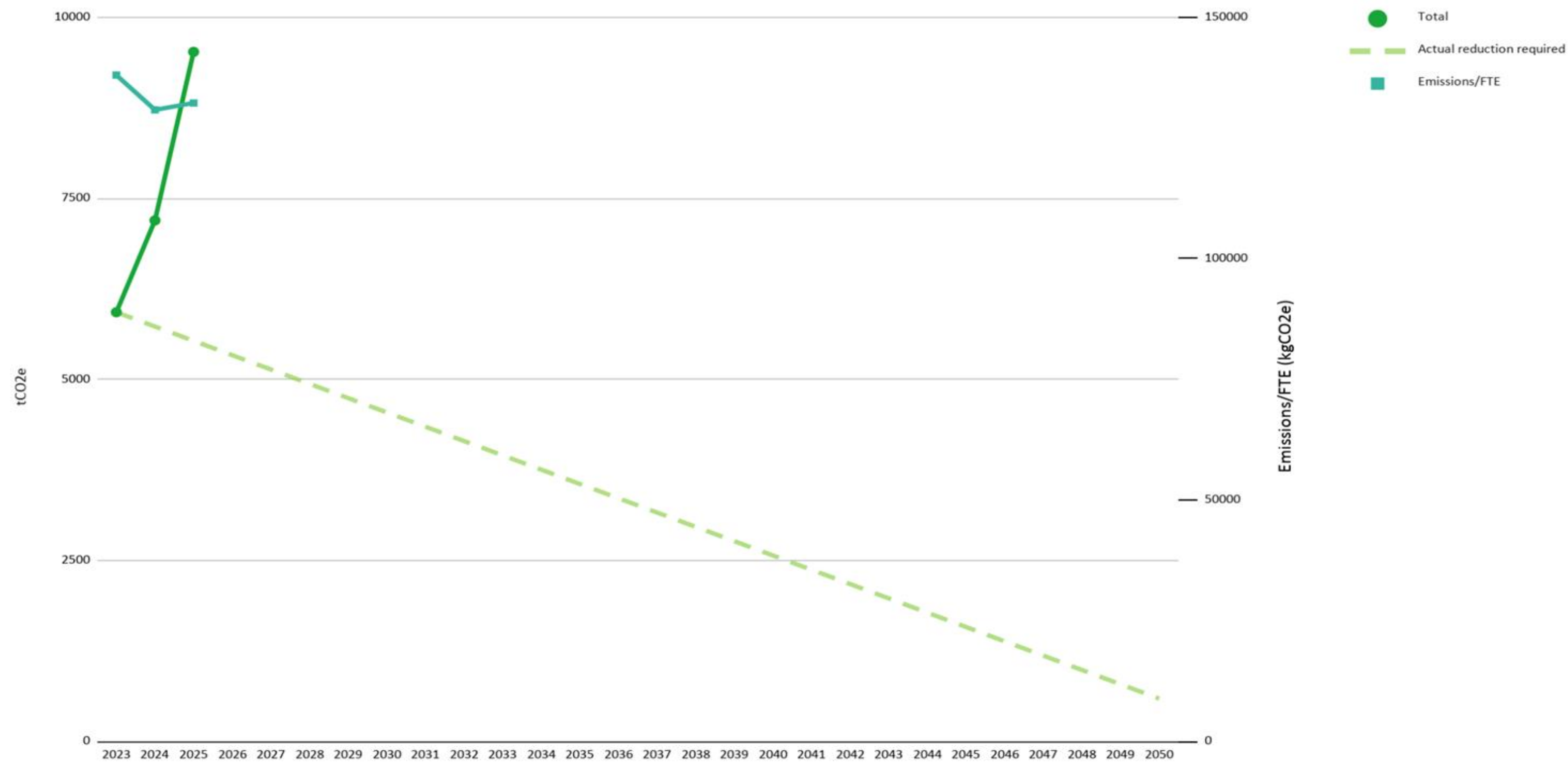
Reporting Year: 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0.00
Scope 2	4.29
Scope 3 (Included Sources)	Business Travel – 134.02
	Commuting + Homeworking – 68.77
	Waste – 384.21
	Water - 1.26
	Total WTT – 33.13
	Deliveries Upstream – 26.56
	Purchased Goods and Services – 8,869.04
Total Emissions	9,521.29

Emissions Reduction Targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. Progress towards these targets, including any reduction measures undertaken, will be reviewed annually.

We project that carbon emissions will decrease over the next twenty-seven years to 593.5 tCO₂e by 2050. This is a reduction of 90%. Whilst Absolute emissions have increased over the last 12 months, Agilité have undergone a period of growth over the last 12 months with emissions per employee having increased slightly but still keeping a 4% reduction since the baseline year.

Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline. These measures will be in effect when performing the contract.

- Achievement and maintenance of ISO certification for 9001:2015 quality, 14001:2015 environmental and 45001:2018 occupational health and safety standards.
- Taking action to adapt to B Corp's new assessment system for 2026 and aiming to increase our score compared to our baseline (2023).
- A responsible procurement policy to ensure that materials and services are from legal and well-managed sources and that suppliers, contractors, and business partners can demonstrate responsible sourcing of their materials. Local sourcing of materials and subcontractors is also encouraged across all projects.
- A supplier engagement programme through achieving the Neutral Carbon Zone Platinum Certification, alongside the completion of LCAs for a range of projects as these are completed. Platinum Certification includes a full review of supply chain emissions to aid in revising and monitoring carbon reduction targets.
- Public transport is encouraged for all business travel, with all emissions offset through the GreenPerk partnership.

In the future, we hope to implement further measures such as:

- Annual Life Cycle Assessment updates with 1 project per geography, and compares the intensity metrics with the previous year's LCAs.
- A set of sustainable procurement procedures and methodologies for all fit-out projects. These include having a list of approved suppliers scored based on their sustainability credentials, reusing or the use of reclaimed materials over new ones, aiming for sustainability certifications (such as BREEAM, WELL or LEED), and designing spaces in a way that consumption can easily be monitored and is efficiently designed. It will also be expected that the pre-construction team make data-driven decisions based on sustainability scores (part of the prequalification process) and the scoring system provided by NCZ (part of the Platinum certification programme).
- It will be expected that by 2030 a minimum of 90% of all suppliers will be providing their full scope 1, 2 and 3 emissions with a carbon reduction plan in place. Agilité also have in place a set of short, medium and long term targets in place to help achieve this.
- Continued development of internal policies to encourage sustainable practices in office operations and also on all projects.
- Start building a material library with certified sustainable materials (backed up by sourcing certificates, EPD, Cradle to Cradle) or, at least, educate the delivery teams internally about the importance of prioritising such products. Awareness can also be raised within our supply chain via our supplier forums.
- Building a system to collect waste data in a standardised way - communicate a best practice note internally. Align with LEED's Waste Management calculator.

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⁽¹⁾ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁽²⁾. Emissions data and emissions factors will be maintained and updated annually.

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) Standard⁽³⁾.

This Carbon Reduction Plan has been prepared in alignment with ISO 14068-1:2023 (Climate change management – Transition to net zero and carbon neutrality). It supports a structured and transparent transition to net zero through measurable emission reductions and effective governance. No claim of carbon neutrality is made under this standard. An annual update will be made of any progress to Net Zero.

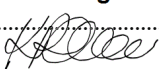
This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

Kirsty shearer

Operational excellence director

DocuSigned by:



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

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

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

Climate action plan – Key SMART goals.

Topic	Objective.	Tools and tactics.	Metric.	Deadline	Owner
Certifications	Maintain ISO 14001.	Ensure continuous improvement (Continuous Improvement Tracker) and updates to meet regulations across all geographies (risk registers, best practice manual, integrated management system manual...).	Uphold ISO certification with a group of people involved in the certification process.	Continuous, with surveillance audits every year and full recertifications every three years (2026, 2029, 2032...).	Head of countries and departments.
	Recertify and maintain B Corp on V2 standards	With external support from A Beautiful Green, gap analysis of existing documentation and processes, definition of an action plan to comply with the requirements (Year 0, 3 and 5) and progress tracking until submission of the B Impact Assessment.	Uphold B Corp certification with a group of people involved in the certification process.	Continuous, with full recertifications every five years (2026, 2031...) and surveillance audits in between.	Head of departments, coordinated by OPEX team.
Responsible procurement	Develop and implement a responsible procurement strategy (policy, objectives, indicators and actions) to provide a clear framework within which we can operate.	Initial workshop to define most material topics, how it translates into practice, how to evaluate performance and improvement. Rework of the former responsible procurement policy draft based on outcomes of the workshop and definition of actions to embed in our processes.	Policy, objectives, actions and owners documented and approved by the board.	Strategy defined and ready to be applied by the end of 2027.	Commercial managers, pre-construction department, OPEX
Scope 3 emissions	Follow and adapt the supply chain compliance roadmap* and engagement programme to assess suppliers carbon intensities and make data-driven procurement choices.	Integrate the carbon scores provided by Neutral Carbon Zone in our supply chain compliance database, alongside sustainability score and performance score on previous projects.	Increase submission rate to 50% in countries previously engaged (France, Belgium, Luxembourg, UK, Italy) and aim for 20% in Germany (first year)	Q2 2027	OPEX team
Project lifecycle assessments	Set a carbon intensity baseline and identify reduction/increase drivers (country, sector, Design&Build, project certifications).	Compare data quality and how this contributes to higher/lower carbon intensities, identify most contributing materials and explore alternatives for future projects.	Data analysis of 15 projects (5 per year) based on 3 datapoints: total emissions, intensity per € and intensity per sqm. Contribution to the in-house material library.	Q1 2027	Sustainability coordinator
Waste management	Develop a process applicable to all key geographies to manage waste, set stakeholders responsibilities, collect and visualise data.	- Establish a baseline - Define what good looks like - Test and adapt on projects - Improve, deploy and train stakeholders	Final strategy presentation to the board for approval.	Q1 2027	2 nd NEXTGEN training cohort, sponsored by European Operations Director

*accessible upon request at info@agilitesolutions.com