

Commitment to Achieving Net Zero
FM Conway is committed to achieving
Net Zero emissions by 2045



SEPTEMBER 2025

CARBON REDUCTION PLAN





Statement of Verification

Our Carbon Reduction Plan has been independently verified to the ISO 14064-3 standard, by Carbon Footprint Ltd.

Carbon Footprint Ltd provided a limited level of assurance that FM Conway has established appropriate systems for the collection, aggregation and analysis of quantitative data for accurate determination of GHG emissions for the stated period and boundaries in accordance with the ISO 14064-3 standard.



CO₂e
Assessed
Organisation

Baseline Emissions Footprint

Baseline emissions are a record of the Greenhouse Gases (GHG) 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 and encompass all FM Conway emissions. Subsidiaries which were not part of FM Conway have been added to the emissions baseline report for consistency and accuracy of reporting.

BASELINE YEAR: 2019

Additional Details Relating to the Baseline Emissions Calculations

Our historic baseline figures include Scope 1 and 2 from data collected in real time from verified sources using Streamlined Energy and Carbon Reporting (SECR) reporting criteria.

Our Scope 3 baseline has been applied retrospectively using purchase orders and conversion factors which are in line with the Greenhouse Gas Protocol for Scope 3 calculations from the following categories:

- Purchased Goods & Services
- Capital Goods
- Fuel- & energy-related activities (not included in scope 1 or scope 2)
- Upstream Transportation & Distribution
- Waste Generated in Operations
- Business Travel
- Employee Commuting
- Downstream Transportation & Distribution

BASELINE YEAR EMISSIONS: 2019

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	53,801
Scope 2	2,581
Scope 3 (Included Sources)	166,807
Total Emissions	223,189



Current Emissions Reporting

REPORTING YEAR: FY 2024/25		
EMISSIONS	TOTAL (tCO ₂ e)	
Scope 1	48,034	
Scope 2	0	
Scope 3 (Included Sources)	207,262	
	Scope 3 Category by Category	tCO ₂ e
	Purchased Goods & Services	155,887
	Capital Goods	4,182
	Fuel- & Energy-Related Activities	10,807
	Upstream Transportation & Distribution	31,455
	Waste Generated in Operations	601
	Business Travel	558
	Employee Commuting	2,418
	Downstream Transportation & Distribution	1,355
Total Emissions	255,296	

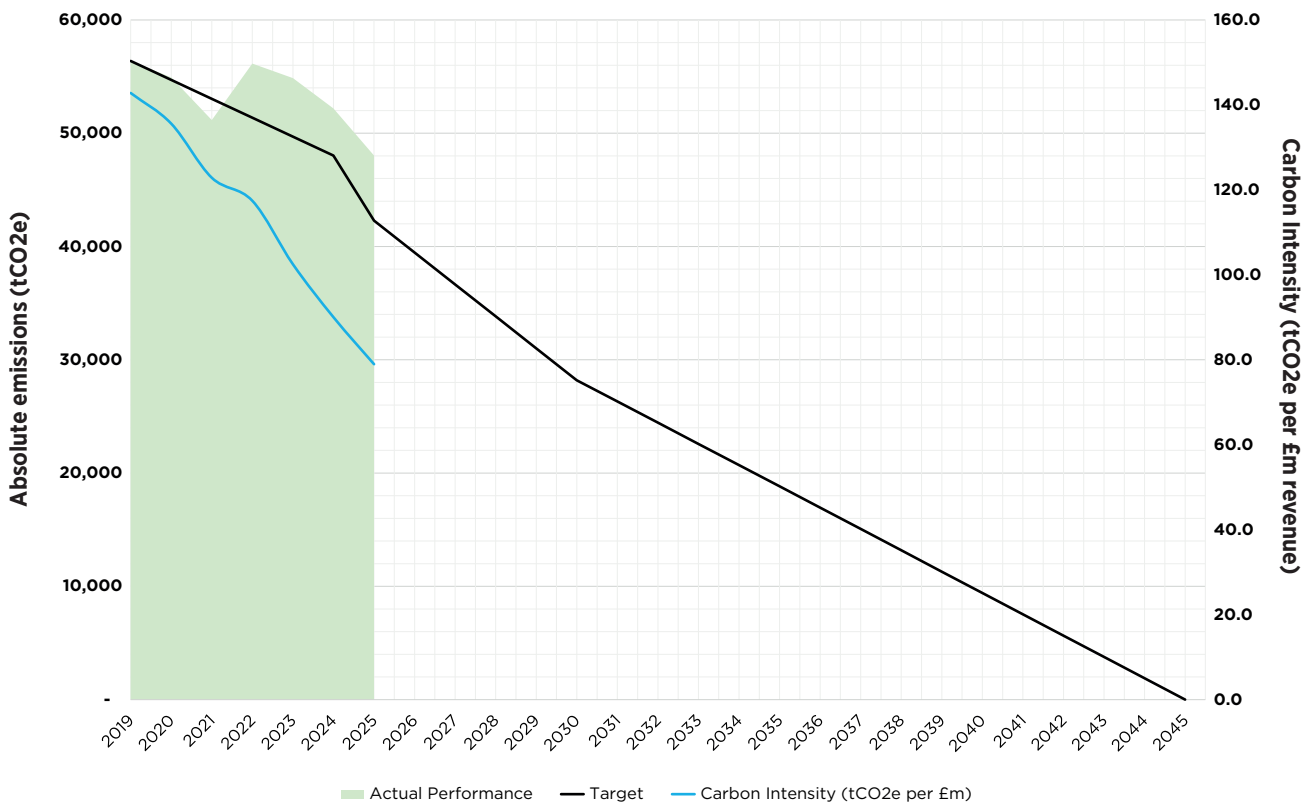


Emissions Reduction Targets

In line with the latest climate science and science-based targets, we have set short, medium, and long-term net zero targets in relation to our Scope 1 and 2 emissions.

- By the current reporting year FY 2024/25, we committed to reducing our Scope 1 and 2 emissions from the 2019 baseline of 56,382 tCO₂e to 42,286 tCO₂e, representing a reduction of 25%.
- By 2030, we have committed to further reduce our Scope 1 and 2 emissions from the 2019 baseline to 28,191 tCO₂e. This represents a reduction of 50%.
- By 2045, we will have become a net zero organisation.

Our Scope 3 carbon impact has been comprehensively assessed since the baseline financial year 2018/19 and in the previous 3 financial years we have developed an activity tracker to facilitate a move away from the spend-method approach to instead use the activity-based approach. This change in approach has increased the accuracy of our estimates and now sets the correct baseline from which scope 3 targets can be developed and will be applied for 2026 onwards.



We are pleased to confirm that as of the latest reporting year FY 2024/25, we have delivered an annual emissions reduction for the 3rd year in a row.

Compared with the baseline reporting year, annual emissions have been reduced by 8,348 tCO₂e - representing a 15% reduction in absolute emissions.

On an intensity ratio basis of tCO₂e per £1m revenue, compared with the baseline reporting year of 143 tCO₂e per £1m, this has reduced to 79 tCO₂e per £1m - representing a 45% reduction.

In addition to the 15% reduction in absolute CO₂e reductions achieved, to meet our March 2025 target of 42,286 tCO₂e, we offset an additional 10% of our baseline using voluntary carbon units which support credible projects around the world in alignment with the United Nations' Sustainable Development Goals.

Carbon Reduction Projects

COMPLETED CARBON REDUCTION INITIATIVES

In FY 2024/25, we enhanced our sustainability commitments through verification to two key standards, reinforcing our focus on transparency and accountability:

- **PAS 2080:2023: Carbon Management in Infrastructure** We completed our second annual audit with BSI, achieving zero non-conformities. The auditor praised our expertise in carbon impact assessment, stakeholder collaboration, and continuous improvements in carbon management. Maintaining this certification underscores our leadership in delivering low-carbon solutions for our clients.
- **ISO 14064-3: Greenhouse Gas Emissions Verification** Our Scope 1, 2, and 3 emissions reporting was independently verified by Carbon Footprint Ltd to a limited level of assurance. This verification strengthens transparency and accuracy of our carbon assessment reporting, supporting our clients and driving meaningful emissions reductions across the supply chain.

Key Net Zero Initiatives

Our Net Zero Action Delivery Group, consisting of Managing Directors and key leadership, continues to oversee the successful implementation of our Net Zero Strategy. Notable initiatives this year include:

- We expanded the electrification of our fleet, whereby 46% of our <1.5-tonne fleet is now fully electric, supported by charging infrastructure.
- We took delivery of our first hybrid electric granulator at Heathrow Asphalt, replacing its diesel equivalent, reducing emissions associated with processing of asphalt plantings.
- In January 2025 we hired our first Energy Manager, a new role created within the business, whose role is to optimise energy usage across the business and lead our ISO 50001 verification.
- The Sustainability Fund, our employee-driven financial incentive scheme to encourage sustainable idea generation within the business, completed its first year. The top 20 ideas were reviewed by the Sustainability Fund panel and were financially rewarded. Key themes included energy management, waste reduction, and water conservation.
- We increased our use of Hydrotreated Vegetable Oil (HVO) as a transition fuel, by replacing over 1.5 million litres of diesel and cutting 4,000 tCO₂e. Our HVO is certified for sustainability and traceability of feedstocks, with guarantees of no virgin palm oil content.

Partnerships

- In collaboration with TfL, under the STIC framework, we completed an 11-week trial successfully utilising mobile charging for compact electric mobile plant on site, reducing costly infrastructure requirements and unnecessary equipment movement.
- In collaboration with Westminster City Council and WSP, we co-authored Westminster City Council's Carbon Management Plan to drive emissions reductions in highway infrastructure projects. This work complemented our low-carbon work under the PPM model, which we have now completed over 100 schemes for using low-carbon materials, equipment, and sustainable travel solutions.
- We also successfully trialled fully electric surfacing kits, including an electric paver in Westminster and a complete electric surfacing setup (planer, paver, roller) in Merton.

Industry Engagement and Knowledge Sharing

- In November 2024, we hosted a Sustainability Event at Guildhall, London, with attendees from local authorities, TfL, and National Highways. Discussions focused on shared challenges and opportunities around sustainability, structured into three roundtable sessions: People, Planet, and Purpose. We are forming a taskforce to drive sustainable change across London.
- We rolled out an e-learning module and continue to deliver our in-person “Road to Net Zero” carbon workshop to enhance sustainability awareness across the business and client base.

Ongoing Sustainability Commitments

- We continue to only use 100% renewable sourced electricity across all FM Conway sites.
- We continue to switch asphalt plants to low carbon burners and mains electricity, thereby reducing need for carbon intensive fuels and generators.
- We continue to reduce reliance on carbon-intensive fuels at our asphalt plants.
- We’ve continued to electrify our tools. Now 40% of our powered tools have switched from fossil fuels to electric alternatives.



Future Carbon Reduction Measures

Our publicly available Net Zero Strategy outlines our measures to meet our short and medium-term objectives for Scope 1, 2 and 3.

To be completed by end of 2026:

- All company cars to be switched to electric
- Install smart water meters at all key sites
- Switch 60% of our <1.5t vehicles to electric
- Increase the electric charging capacity at all FM Conway-owned sites proportional to the number of electric vehicles based there
- Invest in and research new technology that utilises electricity or other low/zero carbon alternatives for large plant operations
- Trial sustainable alternatives to virgin bitumen and invest in materials innovation to create climate-resilient products
- Evaluate on-site renewable power feasibility at a key site
- Evaluate green hydrogen feasibility studies at key sites
- Partner with industry leading equipment manufacturers with regard to improving air quality from mobile equipment on site
- Establish a biodiversity action group with an educational body to guide biodiversity enhancements in our buildings, sites, and designs
- Set a baseline for the GHG emissions associated with skipped waste sent to landfill
- Roll out our carbon estimating tool (ConEst) to estimate carbon emissions for standard designs and task orders based on schedule of rates, to facilitate designing out carbon
- Enhance internal communications systems to improve the translation of climate risk and climate opportunity importance.

To be completed by end of 2030:

- 100% of <1.5.t fleet to be electric
- 100% of <5t fleet to be zero emission
- 50% of >5t to be zero emission
- Mobile plant to use low or zero emission alternatives
- Reduce waste by 40% from baseline figure
- Reduce potable water by 25% from baseline figure

3rd Party Verification Statement

During the reporting year FY 2024/25, the Group engaged Carbon Footprint Ltd to undertake independent third-party verification of our Scope 1, 2 and 3 greenhouse gas (GHG) emissions in accordance with the ISO 14064-3 standard. This verification enhanced the transparency and accountability of our reported emissions.

Carbon Footprint Ltd provided a limited level of assurance that FM Conway's GHG emissions statement based on FY 2023/24 were prepared in accordance with the GHG Protocol and the UK Government's PPN 06/21 requirements.

In their opinion, FM Conway has established and maintained appropriate systems for the collection, aggregation and analysis of quantitative data, enabling the accurate determination of GHG emissions within the defined reporting period and boundaries, in line with ISO 14064-3.

These systems have been maintained and applied consistently for the current reporting year's GHG emissions statement.



Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards 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 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.

This Carbon Reduction Plan has been reviewed and is signed by a member of our board.

Signed on behalf of the Supplier:


Mark Goldsworthy
CFO

Date: September 2025



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>





SEPTEMBER 2025

CARBON REDUCTION PLAN



CARE

As a business we act with care and compassion



EXCELLENCE

Great people delivering great work, always



INTEGRITY

A business committed to doing the right thing



INNOVATION

Our passion is to always find a better way