

Carbon Reduction Plan

Commitment to achieving Net Zero emissions by 2050

January 2026

Our commitment.

As part of Maximus, a global and responsible company, Maximus UK is committed to achieving net zero emissions by 2050.

Background.

Maximus UK is committed to being net-zero by 2050 and keen to demonstrate action towards this commitment and comply with PPN 006 and SECR requirements. We set out to measure, monitor, and communicate climate impacts resulting from our scope 1, 2 and 3 emissions and report on progress on activities to reduce these impacts against our 2022 emissions baseline.

Baseline emissions footprint.

We set an estimated baseline year incorporating data from 2018/19 to comply with PPN 06/21 requirements in 2021, this was prior to the introduction of any strategies to reduce greenhouse gas emissions. As we developed a greater understanding of our scope 1, 2 and 3 emissions data in 2023 we were able to reset our emissions baseline year to be 2022, the figures which all future measures will reference.

Baseline emissions reporting year: 2022			
Emissions:	Scope 1	Total (tCO ₂ e):	221.7
Emissions:	Scope 2	Total (tCO ₂ e):	450.4
Emissions:	Scope 3	Total (tCO ₂ e):	19,513.8
Sources included for Scope 1:			
1. Fugitive emissions from air-conditioning	We did not have any fugitive emissions from air-conditioning		0
2. Other fugitive or process emissions	No other fugitive emissions identified.		0
3. Stationary combustion	Working with landlords and property agents across our office spaces we have obtained either actual meter reading data or estimates from energy supplier invoices. Where data has not been available, we have used an estimation approach based on the size of the site we occupy		221.69
4. Mobile combustion	No owned vehicles		0

Sources included for Scope 2:			
1. Purchased electricity – location based	Working with landlords and property agents across our office spaces we have obtained either actual meter reading data or estimates from energy supplier invoices. Where data has not been available, we have used an estimation approach based on the size of the site we occupy		450.36
2. Purchased heat and steam	None		0
Sources included for Scope 3			
1. Purchased goods and services	In accordance with GHG Protocol Corporate Accounting and Reporting Standards a spend base estimate apply relevant emissions factors has been used. Upstream and transmissions and distribution emissions of purchase fuels for heating and electricity use DEFRA UK Government GHG Conversion Factors has also been included		14,205
2. Capital goods	We do not have any emissions from capital goods		0
3. Waste generated in operations	Waste generated in our operations has been estimated using waste contractors waste transfer and consignment notes to determine quantities. This data has then been extrapolated to estimate emissions for offices where data is unavailable.		5.55
4. Business travel	Emissions from air, rail and employee mileage claims extrapolated to cover emissions for 2022. Hotel stay, taxi and hire car usage has also been included.		602.8
5. Employee commuting <small>Includes extrapolations from home working</small>	An annual employee commuting and home working survey has been implemented to determine commuting transport modes, distances and home working numbers to estimate these emission sources.		4700.5
5. Downstream transportation and distribution	We do not transport or distribute products.		0
6. End of life treatment of sold products	We do not produce products.		0
7. Downstream leased assets	We do not have any downstream leased assets.		0
Emissions:	Scope 1,2 & 3	Total (tCO₂e):	20,186

Having identified gaps in our emissions inventory data we undertook the following steps to ensure a reasonable level of assurance when revisiting our 2022 baseline estimate. These steps were taken alongside the technical expertise of an external consultancy and adhering to greenhouse gas protocol's corporate accounting and reporting standards:

A comprehensive review of our scope 1 and 2 emissions sources has resulted in the below methodologies being implemented:

- A robust system for capturing metered building energy consumption and associated emissions from building owners/managers and estimating using benchmarks where energy data is not currently available.
- Fugitive emissions from air-conditioning units have been captured through F Gas regulation compliance.

A comprehensive review of our scope 3 emissions sources has resulted in the below methodologies being implemented:

- Emissions from fuel and energy related activities, accounting for the extraction, production and transportation of fuels and energy purchased using DEFRA (Department for Environment Food & Rural Affairs) UK Government Green House Gas conversion factors for company reporting.
- Business travel emissions have been calculated using the appropriate DEFRA UK Government Green House Gas Conversion Factors.
- A one-off employee commuting survey to determine commuter modes of transport and distances travelled was undertaken to develop emissions estimate for all employees.
- Waste generated in our operations has been estimated using waste contractors waste transfer and consignment notes to determine quantities.
- Purchase goods and Services emissions estimate has been calculated using Green House Gas Protocols spend based methodology and applying the relevant emission factors.

2025 was a transformational year for Maximus with major operational changes in the way the business operates, this meant central support areas such as a dedicated Environmental Manager were no longer appropriate and the appointment of external partner was established to provide a more robust and scalable approach. A new comprehensive Green House Gas report has produced for FY25.

Current emissions reporting.

Maximus UK delivers health, wellbeing, and recruitment solutions to large public and private sector organisations from leased sites across the United Kingdom with a c5000 strong workforce around 18% of whom work from home with many others having the option of hybrid working where the operational activity allows.

For this reporting period we have updated our methodology and partnered with a climate tech company that provide AI-driven, SaaS-based software to simplify the process of measure, manage, and reduce our carbon footprint. The platform simplifies Greenhouse Gas emissions reporting and compliance (SBTi, CSRD) across Scope 1, 2, and 3 emissions. This updated approach will deliver a more robust and scalable methodology going forward and aligns with Maximus core objectives.

We have produced our current emissions report for 2025 (data range 01/10/2024 – 01/10/2025) using our new methodology.

Current emissions reporting year: 2025			
Emissions:	Scope 1	Total (tCO ₂ e):	51
Emissions:	Scope 2	Total (tCO ₂ e):	336
Emissions:	Scope 3	Total (tCO ₂ e):	10,251

Sources included for Scope 1:

1. Fugitive emissions from air-conditioning	We did not have any fugitive emissions from air-conditioning	0
2. Other fugitive or process emissions	No other fugitive emissions identified.	0
3. Stationary combustion	Working with landlords and property agents across our office spaces we have obtained the usage data. Where data has not been available, we have used GHG conversion factors. Reduction driven by fewer sites overall and greater understanding of energy provision throughout our leased estate.	51.1
4. Mobile combustion	No owned vehicles	0

Sources included for Scope 2:

1. Purchased electricity – location based	Emissions from 72 Maximus location within the period. 19 sites have direct supply managed by Maximus on a Green tariff. The remaining 53 have been estimated based on GHG conversion factors.	336.4
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Sources included for Scope 3

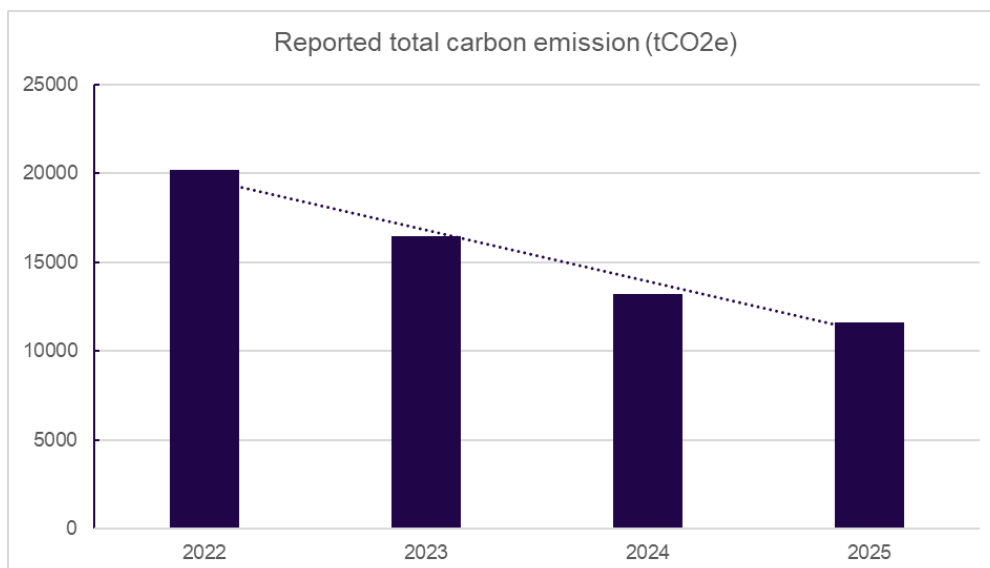
1. Purchased goods and services	In accordance with GHG Protocol Corporate Accounting and Reporting Standards a spend base estimate apply relevant emissions factors has been used. Upstream and transmissions and distribution emissions of purchase fuels for heating and electricity using GHG conversion factors has also been included	8,278.8
2. Capital goods	We do not have any emissions from Capital goods	0
3. Waste generated in operations	Waste generated in our operations has been estimated using waste contractors waste transfer and consignment notes to determine quantities. This data has then been extrapolated to estimate emissions for offices where data is unavailable.	81.7
4. Business travel	Emissions from air, rail and employee mileage claims calculated from financial data	53.2
5. Employee commuting	Based in headcount, work styles and average data method, future plan to roll out detailed survey to create a more robust response.	1687.4
6. Fuel- and energy-related activities not included in Scope 1 or Scope 2	Covers the upstream emissions from producing and transporting fuels and energy we purchase, but excludes the actual combustion / use part (which is already counted in Scope 1 or 2), using GHG conversion factors for sites we occupy	112.9
7. Upstream transportation and distribution	These emissions were calculated using monetary emission factors for each transport type, we will look to improve accuracy with activity-based data like distance, weight, and vehicle type.	37.2

Emissions:	Scope 1,2 & 3	Total (tCO₂e):	10,638
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Progress on reduction targets.

We continue to progress towards our target of achieving net zero by 2050.

Overall, we have achieved a **47%** emissions reduction against our 2022 baseline by implementing the projects detailed below and continuously working to gain data clarity and accuracy.



Carbon Reduction Projects.

Completed Carbon Reduction Initiatives.

The following environmental management measures have been implemented since the introduction of the 2022 baseline:

- We have implemented a policy to swap all our office consumables to only sustainable and environmentally friendly alternatives, our current sustainable product mix with our supply partner is around 49%, however in 2026 we are reviewing the partnership agreement to drive greater sustainable choices.
- Ongoing review of the property portfolio to either close or consolidation where operationally safe to do so, in the last 12 months we have exited 31 locations / c25k sqft reduction.
- Extended our green energy contracts for another 12 months (UK renewable 100%), moved to a fully digital platform for bills, giving greater clarity of usage.
- Removed the provision of single use plastics from all our operations.
- Successfully maintained our ISO 14001 accreditation.
- Mandatory environmental awareness training for all colleagues continues as part the group wide annual compliance training.
- Season ticket loan scheme active, offering an interest free season ticket loan to support employees take up of public transport.
- We've teamed up with Tusker, the UK's leader in salary sacrifice cars, this gives all who are eligible access a brand-new or used, electric or hybrid car.
- Cycle to work scheme established promoting a sustainable travel alternative for employees.
- Partnered with a climate tech company to provide AI-driven, SaaS-based software for Maximus to simplify the process of measure, manage, and reduce our carbon footprints.

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

- Development of a sustainable procurement policy to minimise the negative environment impacts and emissions within our supply chain, using our sustainability partner to issue supplier questionnaire to help better understand our supply chain emissions and to make informed decisions to reduce our supply chain impact.
- Working with our Integrated Facilities Management partner to identify further waste reduction, segregation, recycling improvements and reducing any waste to landfill.
- Re-launch the MaxGreen network to forge employee engagement and increase the visibility of sustainable activities.
- Host workshop on carbon reduction ideas with key representatives from all areas of the organisation represented (procurement, bid, operations, finance, training etc)
- Push to get all direct energy supplies on non-half hourly automatic meters, removing the reliance on manual data feeds by end of 2026.

Declaration and Sign Off

This carbon reduction plan has been completed in accordance with PPN 06/21 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 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 signed off by the board of directors (or equivalent management body).

Michelle Delices – UK Division President

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