



Carbon Reduction Plan 2026

John Sisk & Son (Holdings) Ltd
Carbon Reduction Plan May 2026

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Published: May 2026

This document outlines the Carbon Reduction Plan for John Sisk & Son (Holdings) Limited in response to Public Procurement Notice PPN 06/21 (now PPN 006) . This plan covers all Sisk operations as reported through the Achilles Carbon Reduce Programme, and set out in our [2030 Sustainability Roadmap](#).

Commitment to achieving Net Zero

Sisk is committed to achieving Net Zero emissions by 2030* including our Scope 1, 2 and those Scope 3 emissions upon which we have immediate influence; fuel and energy related activities not included in Scope 1 and 2 [Sisk purchased electricity transmission and distribution (T&D) losses]; waste generated in operations [disposal to landfill]; and business travel [short and long haul air travel, ferry travel, grey fleet, national and international rail travel, car rental and taxis].

*Sisk is in the process of resubmitting our near- and long-term science-based targets to ensure full alignment with a 1.5°C (across all three scopes).

Baseline Emissions Footprint

Baseline Year: 2019

Additional details relating to the Baseline Emissions calculations.

John Sisk & Son (Holdings) Limited selected 2019 as its baseline year for measuring carbon reductions. This was the first year in which our emissions were verified through the Achilles Carbon Reduce Programme, in accordance with ISO 14064-1.

As required by the programme, our emissions inventory includes Scope 1, Scope 2, and mandatory Scope 3 emissions. Our selected Scope 3 emissions are based on actual data, which is used to calculate emissions from fuel- and energy-related activities, waste generated in operations, and business travel.

Our externally verified emissions inventory for both the baseline and reporting years also includes Scope 3 emissions from: purchased goods and services (material purchases, subcontract services, and water supply); fuel- and energy-related activities not included in Scope 1 and 2 (including client-supplied electricity with transmission and distribution losses, and subcontractor fuel); upstream transportation and distribution (road freight); waste generated in operations and water treatment; business travel (including hotel accommodation); and employee commuting.

Work is ongoing to capture additional actual data. Where such data is not yet available, estimates of the relevant emissions have been included in both the baseline and subsequent reporting years.

For clarity, 'downstream transportation and distribution' has not been included in our inventory, as this category is not applicable to our operations. Sisk provides project management and construction services and does not own or sell end products.

The figures below represent the full organisational boundary of John Sisk & Son (Holdings) Limited, for completeness.



Baseline Emissions Footprint - Baseline Year 2019

Emissions	Total (tCO ₂ e)	📌 Mandatory emissions as required through the Achilles Carbon Reduce Programme
Scope 1	8,347	📌 8,347
Scope 2	2,637	📌 2,637
Scope 3 (Including Sources)	561,857	📌 3,560
Our Scope 3 emissions breakdown is as follows:		
1	Purchased goods and services Including: water supply, purchased goods and services (Sisk and supply chain)	541,701
2	Capital goods	0
3	Fuel and energy related activities not included in Scope 1 and 2 Including: electricity T&D losses, client supplied electricity, supply chain gas oil and Hydrotreated Vegetable Oil (HVO)	4,047 📌 158
4	Upstream transportation and distribution Including: road freight	8,909
5	Waste generated in operations Including: waste disposal to landfill, reuse, recycle, energy from waste (EfW) and water treatment	3,237 📌 1,060
6	Business travel Including: air travel (short and long haul), ferry travel, rail travel (national and international), grey fleet, car rental, taxis and hotel accommodation	2,706 📌 2,341
7	Employee commuting	1,258
8	Upstream leased assets	0
9	Downstream transportation and distribution	0
10	Processing of sold products	0
11	Use of sold products	0
12	End-of-life treatment of sold products	0
13	Downstream leased assets	0
14	Franchises	0
15	Investments	0
<p>The below Scope 3 categories have been assessed and determined as not applicable due to our operations, they have been reported as 0 above:</p> <p>2. Capital goods – Sisk purchases a small quantity of construction equipment which has been assessed and determined as de minimis.</p> <p>8. Upstream leased assets – Sisk do not lease assets which are operated by the company.</p> <p>9. Downstream transportation and distribution – Sisk provide project management and construction services and do not sell end products.</p> <p>10. Processing of sold products – Sisk provide project management and construction services and do not sell end products.</p> <p>11. Use of sold products – Sisk provide project management and construction services and do not sell end products.</p> <p>12. End-of-life treatment of sold products – Sisk provide project management and construction services and do not sell end products.</p> <p>13. Downstream leased assets – Sisk owns and leases a small number of assets which are operated by the lessee which have been assessed and determined as de minimis.</p> <p>14. Franchises – Sisk does not operate any franchises.</p> <p>15. Investments – Sisk does not have any investments which require reporting under this category.</p>		
Total Emissions	572,841	📌 14,544

Previous Emissions Reporting - Reporting Year 2024

Emissions	Total (tCO ₂ e) 📉 Mandatory emissions as required through the Achilles Carbon Reduce Programme
Scope 1	6,960 📉 6,960
Scope 2	2,663 📉 2,663
Scope 3 (Including Sources)	910,357 📉 3,601
Our Scope 3 emissions breakdown is as follows:	
1	Purchased goods and services Including: water supply, purchased goods and services (Sisk and supply chain) 889,056
2	Capital goods 0
3	Fuel and energy related activities not included in Scope 1 and 2 Including: electricity T&D losses, client supplied electricity, supply chain gas oil and Hydrotreated Vegetable Oil (HVO) 3,095 📉 197
4	Upstream transportation and distribution Including: road freight 11,111
5	Waste generated in operations Including: waste disposal to landfill, reuse, recycle, energy from waste (EfW) and water treatment 911 📉 368
6	Business travel Including: air travel (short and long haul), ferry travel, rail travel (national and international), grey fleet, car rental, taxis and hotel accommodation 3,559 📉 3,036
7	Employee commuting 2,625
8	Upstream leased assets 0
9	Downstream transportation and distribution 0
10	Processing of sold products 0
11	Use of sold products 0
12	End-of-life treatment of sold products 0
13	Downstream leased assets 0
14	Franchises 0
15	Investments 0
<p>The below Scope 3 categories have been assessed and determined as not applicable due to our operations, they have been reported as 0 above:</p> <p>2. Capital goods – Sisk purchases a small quantity of construction equipment which has been assessed and determined as de minimis.</p> <p>8. Upstream leased assets – Sisk do not lease assets which are operated by the company.</p> <p>9. Downstream transportation and distribution – Sisk provide project management and construction services and do not sell end products.</p> <p>10. Processing of sold products – Sisk provide project management and construction services and do not sell end products.</p> <p>11. Use of sold products – Sisk provide project management and construction services and do not sell end products.</p> <p>12. End-of-life treatment of sold products – Sisk provide project management and construction services and do not sell end products.</p> <p>13. Downstream leased assets – Sisk owns and leases a small number of assets which are operated by the lessee which have been assessed and determined as de minimis.</p> <p>14. Franchises – Sisk does not operate any franchises.</p> <p>15. Investments – Sisk does not have any investments which require reporting under this category.</p>	
Total Emissions	919,979 📉 13,224

Current Emissions Reporting - Reporting Year 2025

Emissions	Total (tCO ₂ e) 📌 Mandatory emissions as required through the Achilles Carbon Reduce Programme
Scope 1	5,173 📌 5,173
Scope 2	3,166 📌 3,166
Scope 3 (Including Sources)	766,040 📌 2,989 Our Scope 3 emissions breakdown is as follows:
1	Purchased goods and services Including: water supply, purchased goods and services (Sisk and supply chain) 744,714
2	Capital goods 0
3	Fuel and energy related activities not included in Scope 1 and 2 Including: electricity T&D losses, client supplied electricity, supply chain gas oil and Hydrotreated Vegetable Oil (HVO) 3,415 📌 243
4	Upstream transportation and distribution Including: road freight 13,075
5	Waste generated in operations Including: waste disposal to landfill, reuse, recycle, energy from waste (EfW) and water treatment 1,002 📌 600
6	Business travel Including: air travel (short and long haul), ferry travel, rail travel (national and international), grey fleet, car rental, taxis and hotel accommodation 2,809 📌 2,146
7	Employee commuting 1,025
8	Upstream leased assets 0
9	Downstream transportation and distribution 0
10	Processing of sold products 0
11	Use of sold products 0
12	End-of-life treatment of sold products 0
13	Downstream leased assets 0
14	Franchises 0
15	Investments 0
Total Emissions	774,379 📌 11,328

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9. Downstream transportation and distribution – Sisk provide project management and construction services and do not sell end products.

10. Processing of sold products – Sisk provide project management and construction services and do not sell end products.

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14. Franchises – Sisk does not operate any franchises.

15. Investments – Sisk does not have any investments which require reporting under this category.

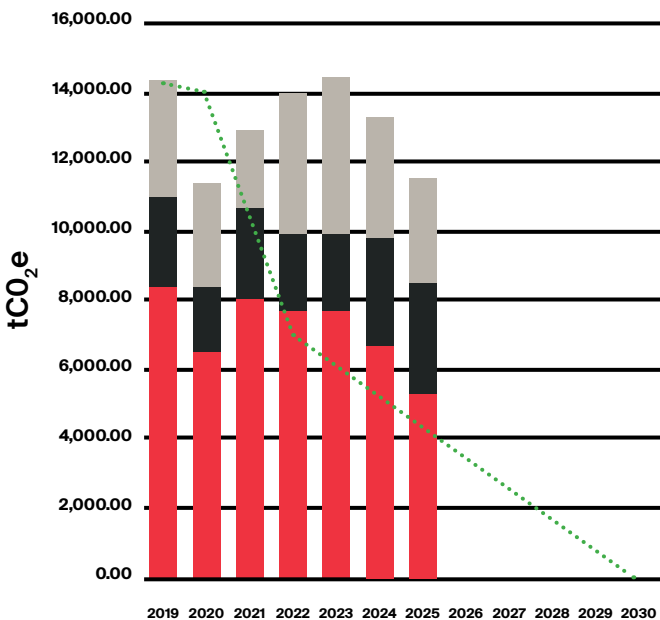
Emission Reduction Targets

Our 2030 Sustainability Roadmap, **Building Today, Caring for Tomorrow**, sets out ambitious targets to accelerate decarbonisation, embrace circularity, and restore natural environments in support of a resilient future. Over the past year, we have maintained our CDP A rating and achieved a 22% absolute reduction in carbon emissions since 2019 (Scope 1 & 2 and mandatory scope 3). An updated 2030 Sustainability Roadmap will be launched shortly, reinforcing our commitment to sustainability and accelerating carbon reduction across our operations and supply chain.

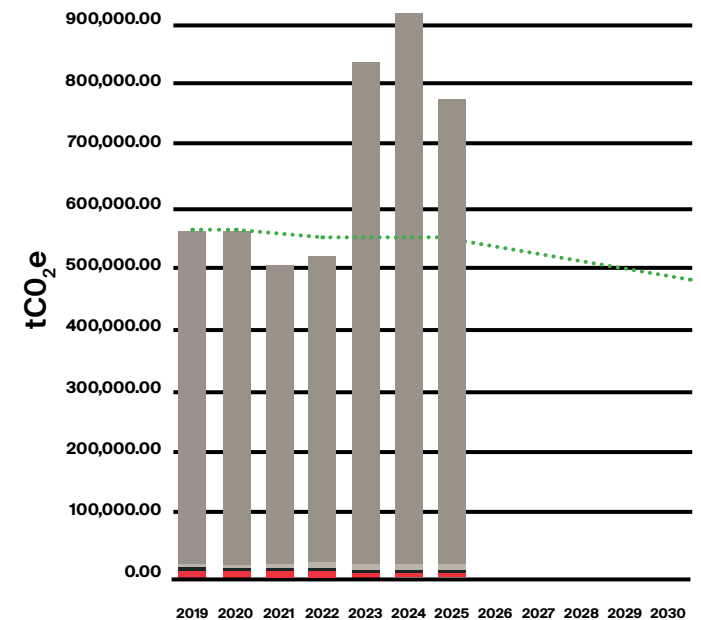
Progress is illustrated in the graphs below. Company growth of approximately 70% in recent years has been a key driver of increased “Scope 3 additional emissions,” primarily within the “Purchased Goods and Services” category, reflecting higher levels of material procurement since 2019. This increase is also influenced by continued improvements in our emissions calculation methodology, particularly in capturing embodied carbon, providing a more accurate and comprehensive view of our emissions profile. In addition, increased turnover with supply chain partners can inflate spend-based emissions calculations, which may not fully reflect actual emissions, particularly in the context of abnormal pricing volatility since 2020. Several departments across Sisk are actively working to enhance this methodology. Despite these factors, we continue to reduce carbon intensity across total emissions and to achieve absolute reductions in our mandatory categories, demonstrating clear progress in decoupling emissions from business growth.

Carbon Reduction Projection vs Actual

Mandatory Emissions



All Emissions



- Actual Emissions - Scope 1
- Actual Emissions - Scope 2
- Actual Emissions - Scope 3 Mandatory
- Target Emissions (Mandatory)

- Actual Emissions - Scope 2
- Actual Emissions - Scope 3 Additional
- Target Emissions (All)

Carbon Reduction Projects

Since establishing our 2019 baseline, we have implemented a range of energy and environmental initiatives that have collectively delivered a 22% absolute reduction in mandatory carbon emissions under the Achilles Carbon Reduce Programme, equivalent to 3,216 tCO₂e. These efforts span targeted projects and operational improvements, each contributing to a measurable reduction in the company's carbon footprint.

Zero Emissions Construction

We are exploring the development of Zero Emissions Construction capability by drawing on leading international examples, including the ZEMCON initiative in Norway. This initiative provides a valuable reference model, particularly through its alignment with the Oslo model, helping us to better understand best practice in the delivery of zero-emission construction sites.

We are using these insights to inform the development of internal frameworks and guidance, enabling us to assess the technical, commercial, and supply chain implications of adopting similar approaches in an Irish and UK context. Key areas of focus include energy planning, grid connection requirements, and the use of low-emission plant.

In parallel, we are engaging with stakeholders and supply chain partners to evaluate feasibility, readiness, and the practical considerations associated with transitioning to zero-emission construction delivery.

Smart Metering & Control

We are developing a structured Smart Metering and Control capability as part of our wider energy management strategy, with a focus on standardisation, data visibility, and operational optimisation. Metering plans are being rolled out across projects to measure energy consumption at key points, such as incoming supply, temporary electrics, and site accommodation with high-frequency data transmitted to a central cloud-based energy platform.

This enables regular performance reporting, identification of out-of-hours consumption, and targeted energy efficiency improvements at project level.

Temporary Electrics Procedure

We have introduced a new Temporary Electrical Design Procedure within our management system, repositioning temporary electrics as a key lever for energy management and carbon reduction rather than solely a logistical or safety-driven activity.

The procedure embeds energy considerations from project outset through structured pre-planning, including the development of a Project Energy Forecast, a defined carbon budget, and a detailed temporary electrical design aligned with energy efficiency principles. It also requires formal engagement between project teams and the Energy team to ensure energy efficiency is embedded during mobilisation.

Additional initiatives include:

- Delivering low-carbon concrete demonstrator projects successfully across Ireland and the UK to test lower embodied carbon solutions.
- Conducted research with Trinity College Dublin on on-site electrical consumption, identifying opportunities to reduce energy demand through smart controls and submetering. Results were published in the Institution of Civil Engineers journal Engineering Sustainability in June 2025.

- Founding partner of the Supply Chain Sustainability School in Ireland and partner in the UK, supporting sustainability capability-building across the construction sector.
- Expanded in-house sustainable design and carbon management services to support clients with Life Cycle Assessments and embodied carbon reduction.
- Maintained certification to ISO 14001 (Environmental Management) and ISO 50001 (Energy Management).
- Achieved PAS 2080 certification in 2025, supporting best practice in carbon management in the built environment.
- Guaranteeing the purchase of renewable electricity for all electricity used by Sisk.
- Installed smart metering (electricity and water) on all new projects.
- Prioritised early grid connection on projects, where feasible.
- Continued integration of electric vehicles into our fleet of over 990 vehicles, with approximately 35% now EV or PHEV. The UK company car list is exclusively EV or PHEV.
- Completed a telematics trial across the UK fleet, demonstrating fuel efficiency improvements.
- Continued installation of EV charging infrastructure across offices and construction sites.
- Increased the use of electric plant, battery storage, and solar technologies.
- Conducted trials of alternative fuels, including glycerine, in the UK.
- Enhanced our in-house Scope 3 emissions calculator using material quantities to improve data accuracy.
- Promoted our updated Waste 6 Programme, targeting the reduction of six key waste streams.
- Piloted the “Loop your spare” platform in 2025, with expansion planned through 2026 to support material reuse and circularity.
- Maintained Concrete Zero and Steel Zero commitments, supporting net zero targets for these materials by 2050.

As we work towards 2030, we will continue to identify and implement further measures to reduce our carbon emissions as part of our 2030 Sustainability Roadmap, including:

- Developing and implementing mechanisms to support the decarbonisation of our grey fleet.
- Continually enhancing our energy management procedures, including the further development and promotion of our Exemplar Project Standard.
- Collaborating with supply chain partners to support the measurement, reporting, and reduction of their Scope 1 and 2 emissions (our Scope 3), while also reducing waste, with a particular focus on packaging and single-use plastics.
- Embedding supply chain material take-back and recycling schemes into business-as-usual practices.
- Scaling the redesigned temporary electrics approach across all projects.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 (now 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 Protocol Corporate Reporting Standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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

Signed on 29 May 2026 on behalf of John Sisk & Son (Holdings) Limited



Ger Penny

Chief Financial Officer



Sinéad Hickey

Group Sustainability Director

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>



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