Carbon Reduction Plan 2025

John Sisk & Son (Holdings) Ltd

Carbon Reduction Plan May 2025

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Carbon Reduction Plan

Published: May 2025

This document outlines the Carbon Reduction Plan for John Sisk & Son (Holdings) Limited in response to Public Procurement Notice (PPN) 06/21. 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]. Since 2021, we have been a certified carbon neutral business by measuring, managing and offsetting our unavoidable emissions through the Achilles Carbon Reduce Programme.

Baseline Emissions Footprint

Baseline Year: 2019

Additional details relating to the Baseline Emissions calculations.

John Sisk & Son (Holdings) Limited selected 2019 as the baseline year for measuring carbon reductions against, with this being the first year that verification of our emissions was achieved through the Achilles Carbon Reduce Programme, in accordance with ISO 14064-1.

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

Our externally verified emissions inventory for our baseline and reporting years also includes our 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 [client supplied electricity including T&D losses and subcontract fuel], upstream transportation and distribution [road freight], waste generated in operations and water treatment, business travel [hotel accomodation] and employee commuting. Work is currently ongoing to capture further actual data, and where not available, estimates of the relative emissions from these sources have been included in our 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 due to Sisk providing project management and construction services, and we do not own or sell the end products.

The figures below are for the whole of John Sisk & Son (Holdings) Limited for completeness.

Baseline Emissions Footprint - Baseline Year 2019

Emissions	Total (tCO_2e)	Mandatory emissions as required through the Achilles Carbon Reduce Programme
Scope 1	8,308	8,308
Scope 2	2,637	2,637
Scope 3 (Including Sources)	561,857	3,467

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	66
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	

The below Scope 3 categories have been assessed and determined as not applicable due to our operations, they have been reported as 0 above:
2. Capital goods – Sisk purchases a small quantity of construction equipment which has been assessed and determined as de minimis.
8. Upstream leased assets – Sisk do not lease assets which are operated by the company.
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.
11. Use of sold products – Sisk provide project management and construction services and do not sell end products.
12. End-of-life treatment of sold products – Sisk provide project management and construction services and do not sell end products.
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.
14. Franchises – Sisk does not operate any franchises.
15. Investments – Sisk does not have any investments which require reporting under this category.

Total Emissions	572,802	14,413

Previous Emissions Reporting - Reporting Year 2020

Emissions	Total (tCO_2e) ⓘ Mandatory emissions as required through the Achilles Carbon Reduce Programme		
Scope 1	6,361 ⓘ 6,361		
Scope 2	1,961 ⓘ 1,961		
Scope 3 (Including Sources)	559,647 ⓘ 3,009 Our Scope 3 emissions breakdown is as follows:		
	1	Purchased goods and services Including: water supply, purchased goods and services (Sisk and supply chain)	535,938
	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)	3,972 ⓘ 46
	4	Upstream transportation and distribution Including: road freight	13,900
	5	Waste generated in operations Including: waste disposal to landfill, reuse, recycle, energy from waste (EfW) and water treatment	3,265 ⓘ 1,449
	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	1,627 ⓘ 1,514
	7	Employee commuting	946
	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

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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.

Total Emissions	567,970 ⓘ 11,331

Previous Emissions Reporting - Reporting Year 2021

Emissions	Total (tCO_2e) ⓘ Mandatory emissions as required through the Achilles Carbon Reduce Programme
Scope 1	8,110 ⓘ 8,110
Scope 2	2,507 ⓘ 2,507
Scope 3 (Including Sources)	485,420 ⓘ 2,199

Our Scope 3 emissions breakdown is as follows:

1	Purchased goods and services Including: water supply, purchased goods and services (Sisk and supply chain)	464,166
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)	7,004 ⓘ 60
4	Upstream transportation and distribution Including: road freight	10,769
5	Waste generated in operations Including: waste disposal to landfill, reuse, recycle, energy from waste (EfW) and water treatment	1,378 ⓘ 543
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	1,754 ⓘ 1,597
7	Employee commuting	349
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

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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.

Total Emissions	496,038 ⓘ 12,817

Previous Emissions Reporting - Reporting Year 2022

Emissions	Total (tCO_2e) ⓘ Mandatory emissions as required through the Achilles Carbon Reduce Programme		
Scope 1	7,617 ⓘ 7,617		
Scope 2	2,149 ⓘ 2,149		
Scope 3 (Including Sources)	499,494 ⓘ 4,121		
	Our Scope 3 emissions breakdown is as follows:		
	1	Purchased goods and services Including: water supply, purchased goods and services (Sisk and supply chain)	472,932
	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)	5,900 ⓘ 51
	4	Upstream transportation and distribution Including: road freight	13,280.10
	5	Waste generated in operations Including: waste disposal to landfill, reuse, recycle, energy from waste (EfW) and water treatment	2,756 ⓘ 1,789
	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	2,514 ⓘ 2,282
	7	Employee commuting	2,112
	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

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

Total Emissions	590,261 ⓘ 13,888

Previous Emissions Reporting - Reporting Year 2023

Emissions	Total (tCO_2e) ⓘ Mandatory emissions as required through the Achilles Carbon Reduce Programme
Scope 1	7,639 ⓘ 7,639
Scope 2	2,191 ⓘ 2,191
Scope 3 (Including Sources)	790,427 ⓘ 4,579

Our Scope 3 emissions breakdown is as follows:

1	Purchased goods and services Including: water supply, purchased goods and services (Sisk and supply chain)	761,476
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)	5,950 ⓘ 162
4	Upstream transportation and distribution Including: road freight	14,380
5	Waste generated in operations Including: waste disposal to landfill, reuse, recycle, energy from waste (EfW) and water treatment	3,030 ⓘ 1,640
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	3,321 ⓘ 2,777
7	Employee commuting	2,270
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
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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.

Total Emissions	800,257 ⓘ 14,409

Current Emissions Reporting - Reporting Year 2024

Emissions	Total (tCO_2e) ⓘ Mandatory emissions as required through the Achilles Carbon Reduce Programme
Scope 1	6,973 ⓘ 6,973
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

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

Total Emissions	919,993 ⓘ 13,237

Emission Reduction Targets

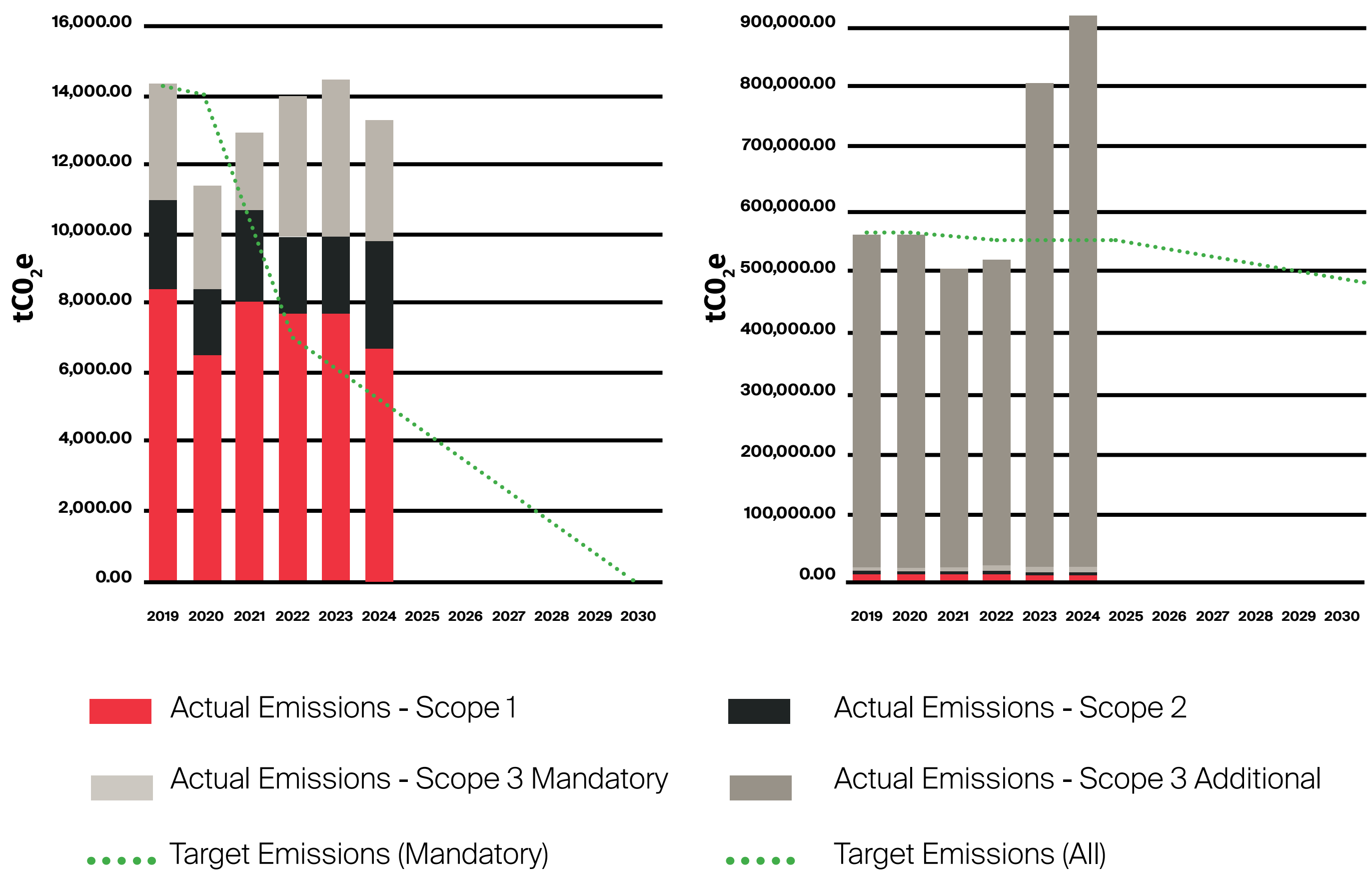
In December 2020, we published our 2030 Sustainability Roadmap: Building today, Caring for tomorrow, outlining our ambition to achieve carbon neutrality by 2030. Our Roadmap sets ambitious targets on tackling climate change and air pollution, committing to 21 targets across a range of themes, including 50% of our vehicle fleet being electric by 2024 and achieving a CDP A rating for Climate Change. Over the last year we achieved our CDP target becoming one of six Irish companies with the highest rating, putting us into the top 1% of responding companies worldwide Our carbon emissions targets, were approved by the Science Based Targets initiative (SBTi) in line with a 1.5OC global warming scenario.

Progress against these targets can be seen in the graphs below. Company growth of circa 50% in recent years is one of the key drivers of increased “Scope 3 Additional emissions” primarily within the “Purchased Goods and Services” category due to higher material procurement. Another influence on this increase is the continued improvement of our emissions calculation method, particularly in capturing embodied carbon, which is providing a more accurate and comprehensive view of our emissions profile. Additionally, increased turnover with supply chain partners inflates spend-based emissions calculations, which may not accurately reflect actual emissions due to high abnormal pricing volatility since 2020. Several departments across Sisk are actively working to improve this methodology. Despite these factors, we continue to reduce carbon intensity, demonstrating progress in decoupling emissions from growth.

Carbon Reduction Projection vs Actual

Mandatory Emissions

All Emissions



Carbon Reduction Projects

Since establishing our 2019 baseline, Sisk has introduced a number of energy and environmental initiatives that have collectively delivered an 8% absolute reduction in mandatory carbon emissions, equivalent to 1,175 tCO_2e. These efforts span a range of targeted projects and operational improvements, each contributing to a measurable decline in the company's carbon footprint.

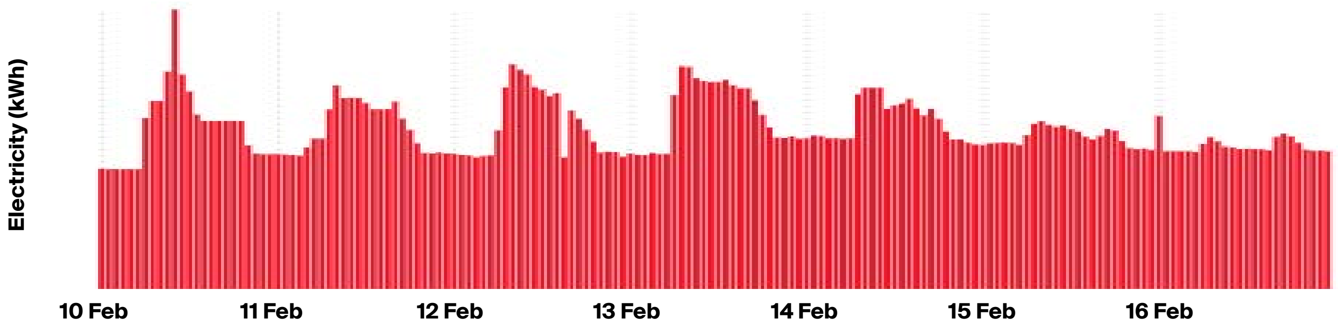
Construction Site Baseload Reductions

Sisk has completed a research study with Trinity College Dublin on electricity consumption during on-site construction. This groundbreaking study highlighted significant out-of-hours energy use in the construction process and identifies opportunities to reduce energy demand and carbon emissions through smart controls and submetering. The research provides benchmark data to inform sustainable construction practices and supports the integration of energy-efficient strategies in project planning and delivery. This research paper is due to published in the Institution of Civil Engineers' journal "Engineering Sustainability" in June 2025.

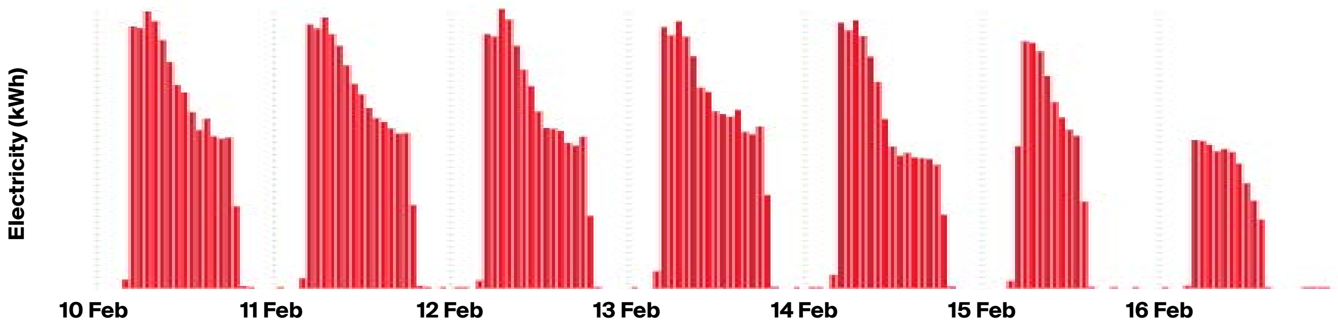
Site Accommodation

Through our Exemplar Project Standard several projects have targeted energy reduction as a key objective. In Copenhagen, our team harnessed innovative smart relays that are sufficiently robust for the construction environment. This enabled precise control of site cabin power usage ensuring energy was consumed only when necessary, functionality previously unavailable in the industry. The output study from this initiative has provided insight to further potential savings that are currently being developed.

Site Accommodation - Unmetered & Uncontrolled



Site Accommodation - Metered & Controlled



Site Power Demand

At our Wembley residential development our building services team redefined traditional temporary electrics procedures replacing site power supply setup with energy efficiency at the forefront of their thinking. The team halved the size of energy-intensive transformers, installed smart breakers on power distribution boards and utilised lights with integrated presence and daylight sensor. These measures reduced site power consumption by over 40%.

Additional initiatives include:

- Founding partners of the Supply Chain Sustainability School in Ireland, building on the school's success in the UK. The school advances education within the construction sector by providing free access to a range of sustainability courses and tools.
- Utilising our in house sustainable design and carbon management team to support our clients with Life Cycle Assessments (LCAs) and reduce the embodied carbon of our projects. 18 LCAs were completed in 2024.
- Ensuring compliance with our management systems which are certified to ISO 14001 (Environment) and ISO 50001 (Energy)
- Guaranteeing the purchase of renewable electricity for all electricity used by Sisk
- Installation of smart meters (electricity and water) on all new Sisk sites
- Ensure connections to the grid at the earliest opportunity on projects, where possible
- A focus on the integration of electric vehicles (EV) into our fleet of over 1,000 vehicles, 30.4% of which are EV or Hybrid EV. Our UK company car list is now exclusively EV or Plug in Hybrid EV (PHEV) options only.
- Continued installation of EV charging infrastructure at Sisk premises and construction sites
- Refreshed our Waste 6 Programme targeting the reduction of our six largest waste streams generated
- Maintained Concrete Zero and Steel Zero membership supporting, our commitment to net zero concrete and steel by 2050 with ambitious interim targets

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

- Developing and implementing mechanisms to encourage the decarbonisation of our grey fleet
- Continually enhancing our energy management procedures including the further development and promote our Exemplar Project Standard
- Developing and delivering an action plan to achieve our first zero emissions site
- Collaborate with our supply chain partners to encourage the measurement, reporting and reduction of their Scope 1 and 2 emissions (our Scope 3) and to reduce waste, with particular focus on packaging and single use plastics
- Embedding the use of supply chain material take-back and recycling schemes into business as usual
- Reviewing and updating design procedures to embed Zero Avoidable Waste Principles
- Embedding work conducted on the redesign of temporary electrics across all projects
- Further developing our management system to achieve the PAS 2080 standard

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 Protocol Corporate Reporting Standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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 reviewed and signed off by the board of directors (or equivalent management body).

Signed on 30 May 2025 on behalf of John Sisk & Son (Holdings) Limited

G. Penny

Ger Penny
Chief Financial Officer

S. Hickey

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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