



Answering
tomorrow's
challenges
today

Ecorys UK Environmental Policy 2026-2029

Version 1: January 2026

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Introduction

Ecorys UK is committed to reducing the negative environmental impact of its business activities. This policy explains our commitments to reduce our carbon footprint and work towards sustainable and environmentally friendly business operations.

This policy document includes the following sections:

1. **Ecorys UK environmental policy statement.** This statement sums up our environmental commitment. We will use it to promote our environmental ambitions inside and outside of Ecorys UK.
2. **Ecorys UK's carbon footprint.** This section provides an overview of our CO² emissions produced from 2019 to 2025 to help us understand our baseline and progress and determines our objectives and priorities for the next few years. Our baseline year to calculate our CO² emissions was 2019.
3. **Ecorys UK Climate Neutral Task Force.** This section describes the role and responsibilities of the Ecorys UK Climate Neutral Task Force.
4. **Environmental policy objectives.** This section describes our short-term objectives to achieve our overarching and long-term environmental goal.
5. **ISO 14001 Environmental Management System (EMS).** This section explains how we have set up a comprehensive EMS and obtained the ISO 14001 certification.
6. **Overview of Ecorys UK's Annual Climate Action Plan.** This section provides a list of actions that we aim to implement to contribute to our short-term objectives and overarching environmental goal.

1.0 Ecorys UK's carbon footprint¹

Year	Total tonnes of CO ₂ e	Comments
2019	595.96	In 2019, Ecorys UK produced an estimated 595.96 tCO₂e . Just under 85% of these emissions came from travel. Many of Ecorys' international and European research projects required staff to travel internationally for client meetings, data collection activities, events etc. Thus, most of our emissions came from these project-related activities. Ecorys UK produced substantially higher levels of carbon dioxide (CO ₂ e) than the rough estimate average for medium-size businesses in the UK in 2019. ² This rough estimate is 100 to 200 tonnes of CO ₂ per year. However, this rough estimate does not include emissions produced by international travel so full comparability is limited.
2020	294.22	In 2020, Ecorys UK produced an estimated ³ 294.22 tCO₂e . This figure represents a 51% decrease in CO ₂ emissions compared to the previous year. Due to COVID-19, international travel in 2020 was very limited and many project activities took place online. Without international travel, Ecorys UK produced 175 tonnes of CO ₂ emissions in 2020, of which 28% were linked to commuting, 10% to the electricity consumption in our London office ⁴ , 6% to the water consumption in all our offices and 11% from electricity and heating usage from home working. ⁵
2021	303.31	Ecorys UK's carbon footprint in 2021 increased slightly as COVID-19 restrictions were lifted and some clients started to request face-to-face field visits. Ecorys UK produced an estimated 303.31 tCO₂e in 2021.
2022	469.03	In 2022, Ecorys UK's footprint continued to rise following the COVID-19 restrictions and clients requesting face-to-face field visits. Ecorys UK produced an estimated 469.03 tCO₂e in 2022 ⁶ . However, Ecorys UK's emissions were substantially lower when compared to our baseline year – 21% lower in 2022 compared to 2019.

¹ To calculate the total carbon footprint of Ecorys UK for 2019 and 2020 we use some estimations for our water and gas usage (e.g., medium/large companies in the UK use 15,000 kWh on gas) as well as daily commute by car and public transport

² <https://www.makeitwild.co.uk/carbon-mitigation-for-businesses-with-make-it-wild#:~:text=As%20a%20rough%20guide%2C%20the,tonnes%20for%20a%20large%20business>

³ Water and gas consumption was estimated using data provided by Leeds office. CO₂ emissions produced by daily commute were estimated using the following sources: <https://www.eea.europa.eu/highlights/average-co2-emissions-from-new> and <https://www.carbonindependent.org/20.html#:~:text=the%20average%20CO2%20emission%20for,i.e.%200.07%20tonnes%20per%20person%5D>

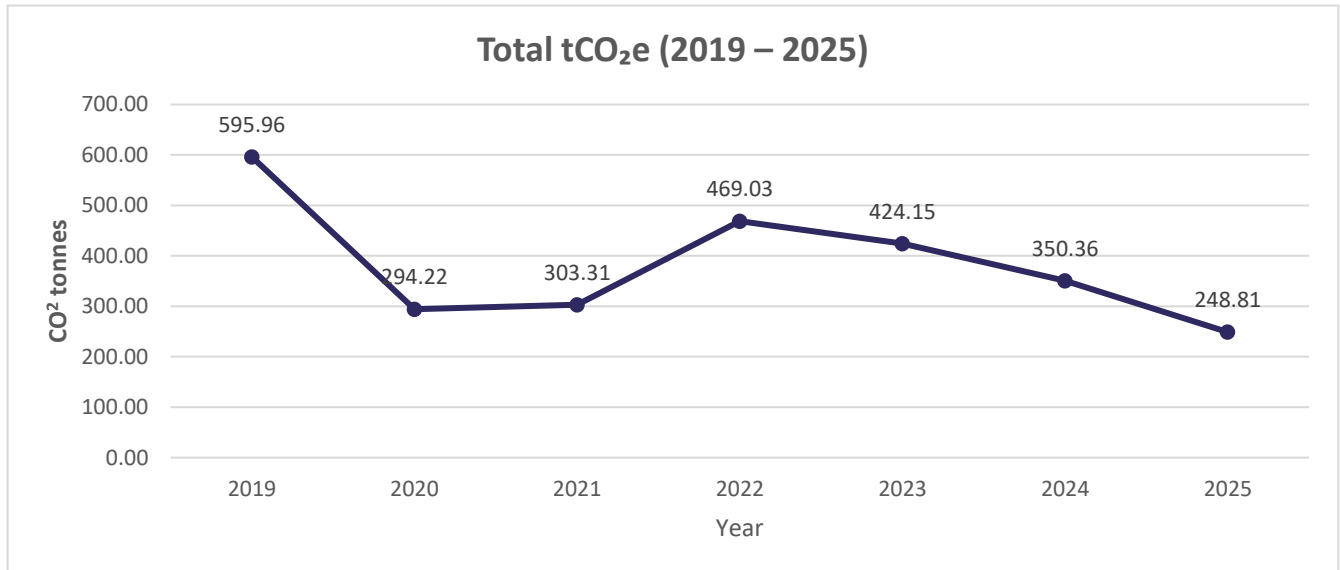
⁴ Energy provider: MA Energy, our London electricity provider from 2019 to 2021, only used 8% of renewable sources to produce electricity. Electricity providers in Leeds and Birmingham office produce energy using renewable sources, thus there is no CO₂ emitted from the consumption of electricity in these offices.

⁵ Home working emissions were not part of 2019 baseline calculations. Home working emissions were included in our CO₂ emission monitoring tool from 2020.

⁶ To calculate the total carbon footprint of Ecorys UK for 2021 through to 2025 we use some estimations for our gas usage.

Year	Total tonnes of CO ₂ e	Comments
2023	424.15	In 2023 we registered an estimated total of 424.15 tCO₂e which is a decrease compared to the previous year and our baseline year. We noticed a slight increase in travel with train travel significantly increased and air travel decreased compared to 2022.
2024	350.36	Ecorys UK’s carbon footprint continued to decrease across 2024 and 2025. Ecorys UK reported an estimated 350.36 tCO₂e in 2024 (17% decrease on 2023) and estimated 248.81 tCO₂e in 2025 (29% decrease on 2024). Following the COVID-19 pandemic, client demand for travel resumed, but levels have not returned to pre-pandemic levels. Ecorys UK operates a well-established hybrid model of remote and in-person project meetings and fieldwork. In 2025 Ecorys UK’s footprint continued to be dominated by emissions from travel however its proportion stands at 53% compared to just under 85% in our baseline year.
2025	248.81	

Figure 1 below summarises the trend in Ecorys UK’s annual carbon footprint between 2019 and 2025.



2.0 Ecorys UK Climate Neutral Task Force

Our Climate Neutral Task Force (CNTF) - also acting as the ISO 14001 committee - was set up in April 2021. The CNTF aims to ensure that Ecorys UK meets its long-term objective of becoming a carbon-neutral company by 2029 by working on the actions listed in Section 5. Additionally, the task force aims to prepare Ecorys UK for the ISO 14001 environmental management certification.

The team is formed of eleven members. Nicki Smith (Board Sponsor), Nicola Poultney (Project Manager) and Robert Holdcroft (Compliance and Health and Safety Advisor) are supported by seven climate-neutral champions from across the UK business. The Board Sponsor represents the Ecorys UK senior management team and ensures alignment of environmental objectives and actions with Ecorys UK business strategies and other policies.

The Project Manager organises the efforts and activities to maintain the ISO certification and Ecorys UK environmental ambitions. The Internal Auditor Advisor ensures that Ecorys UK's efforts to obtain the ISO 14001 certification are maintained and coordinates internal audits ahead of external ISO audits. The seven champions engage with staff and raise awareness of the objectives and actions to reach our objectives.








Climate Neutral Task Force Team		
Facilitators		
		
Nicola Smith Board Sponsor	Nicola Poultney Environmental Manager	Robert Holdcroft ISO Internal Auditor
Climate Champions		
		
Adriana Rodriguez Champion	James Ronicle Champion	Eliza Pantea Champion
		
Erica Bertolotto Champion	Liam Shah Champion	Thomas Bowe Champion



Figure 1. Ecorys UK Climate Neutral Task Force

3.0 Environmental policy objectives

Ecorys UK aims to become a **carbon neutral company by 2029**. To achieve this goal, we will:

- ▶ **Measure our carbon footprint.** Ecorys UK's environmental team will measure Ecorys UK's carbon footprint based on all aspects of the business, determine annual CO² emission levels and targets, and develop monitoring tools and practices to measure CO² emissions per business activity. The previous section provides an estimate of Ecorys UK emissions from 2019 through to 2025.
- ▶ **Reduce CO² emissions of in-house operations.** Several actions will be implemented to reduce in-house emissions including changing to greener suppliers across our supply chain and promoting environmental practices to change stakeholders' behaviour and practices.
- ▶ **Offset CO² emissions that are not possible to eliminate completely.** Ecorys UK will offset CO² emissions that cannot be fully reduced, for example: CO² emissions generated by international travel via Earthly, our offsetting partner.

To achieve carbon neutrality, Ecorys UK needs to reduce its yearly carbon footprint by working towards the **following six short-term objectives**:

1. **Maintain low-carbon ways of working by** continuing to minimise business travel by prioritising virtual meetings, efficient travel planning, and multi-purpose fieldwork for several projects in the same location at the same time.
2. **Strengthen carbon measurement and monitoring by** enhancing the accuracy, consistency, and coverage of Ecorys UK's carbon footprint data by maintaining and improving internal dashboards and monitoring tools, enabling year-on-year performance tracking and informed decision-making.
3. **Ensure and promote environmental responsibility through our work.** Ecorys UK complies with legal environmental requirements and integrates environmental considerations into tendering, project delivery, and supplier selection, including the use of project-level carbon calculations.
4. **Align Ecorys' policies and strategies with Ecorys' environmental policy objectives and actions.** Ecorys UK aligns all policies and strategies with its environmental objectives. Ecorys' environmental team will review and contribute to the development of relevant policies and strategies such as our travel and hybrid-working policies.

5. **Raise awareness and build staff engagement.** Increase staff awareness and engagement through regular communications, training, campaigns, and Climate Neutral Task Force activities that promote environmentally responsible behaviours and shared ownership of the 2029 carbon-neutral goal.
6. **Offset residual emissions responsibly.** Where emissions cannot yet be eliminated, continue to offset residual CO₂ emissions through an approved offsetting provider, while prioritising ongoing reduction over offsetting alone.

4.0 ISO 14001 Environmental Management System

To ensure Ecorys UK achieves its long-term environmental objective in an effective manner, Ecorys UK operates an integrated Environmental and Quality Management System (EQMS) of which this Environmental Policy is part of. In December 2021, Ecorys UK obtained **ISO 14001 certification**.

ISO 14001 certification enables Ecorys UK to:

1. **Control suppliers** – ISO 14001 prevents our good work being undone by suppliers with poor environmental performance.
2. **Win more business** – the certification is increasingly a requirement when bidding to win work with the public sector.
3. **Legal compliance** – comply with regulations and avoid fines and sanctions against our business.
4. **Realise cost savings** – through better energy management, efficient use of resources such as water and reduced waste.

5.0 Climate Annual Action Plan 2026/2027

The Climate Neutral Task Force has developed our latest annual action plan to work towards the reduction of our CO₂ emissions and maintain the ISO 14001 certification. We will work on the below actions this year:

- ▶ Maintain and improve Ecorys UK's internal carbon footprint dashboard to ensure accurate, consistent, and auditable carbon data across all emission sources.
- ▶ Review office arrangements and suppliers to ensure continued use of low-carbon and renewable energy sources where possible.
- ▶ Promote and encourage staff to cycle and/or travel to work by public transport.
- ▶ Promote energy-efficient behaviours across offices and home working environments.
- ▶ Deliver regular internal communications and awareness-raising activities linked to environmental priorities, performance and ISO 14001 certification.
- ▶ Deliver COP30 session to Ecorys UK staff raising environmental awareness.

- ▶ Participate in volunteering activities related to environment preservation (e.g., planting trees) and promote these activities to our staff.
- ▶ Ask suppliers and partners for their environmental policy/responsibility statement and increasingly work with green suppliers.
- ▶ Collaborate with colleagues across the Ecorys group to share best practices including environmental monitoring.
- ▶ Bid for projects in which Ecorys can contribute to environmental policies (e.g., research, communication, or programme-management projects on environmental topics).
- ▶ Quarterly task force meetings to review environmental performance, share best practices and plan task force activities.
- ▶ Input and support Ecorys UK's EQMS continuous improvement activities.



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