

Carbon Reduction Plan

This Carbon Reduction Plan covers ICF's UK operations and has been published by ICF Consulting Services Ltd. in response to the UK Government PPN 006¹ following associated guidance and reporting standards for Carbon Reduction Plans.

Supplier name: ICF Consulting Services Ltd.

Publication date: 12 September 2025.

Commitment to Achieving Net Zero

ICF Consulting Services Ltd (hereafter ICF UK) is fully committed and actively working towards reducing carbon emissions and achieving net zero emissions by 2050 in the UK. Since 2011, we've measured and taken steps to reduce carbon emissions—including those from our business travel and employee commuting.

At ICF UK, we are committed to a shared future defined by ambitious actions, radically reducing greenhouse gas (GHG) emissions. In the race to address climate change, we recognise that we will all need to be in this together, so we must approach this challenge in a way that respects people and nature. For more than 40 years, ICF expert teams in and outside of the UK have worked with clients to study climate change, help them achieve emission reduction goals, and identify pathways to a low-carbon economy.

While we are doing our part to curb climate change through the services we provide, we are also working to reduce our own carbon footprint by estimating our annual GHG inventory, setting carbon reduction targets, adapting our operations to be more resilient, and to prepare for new climate change laws and regulations. In 2024, ICF received an SBTi approval for our new 1.5°C near-term science-based targets to be achieved by 2030 as part of its global climate strategy.

ICF UK's carbon reduction approach, which aligns with the ICF international climate transition plan, involves four main activities that together support continued environmental efforts:

- **Realise:** measure and analyse GHG emissions on an annual basis.
- **Resolve:** set targets and develop plans to reduce GHG emissions.
- **Reduce:** follow a strategy to reduce emissions from material sources.
- **Report:** disclose transparently in line with globally recognised frameworks and initiatives such as CDP (formerly the Carbon Disclosure Project), Task Force on Climate-related Financial Disclosure (TCFD, now part of the International Sustainability Standards Board²), Sustainable Development Goals, Sustainability Accounting Standards Board (SASB), the UN Global Compact (UNGC), and Science Based Targets initiative (SBTi).

¹ [PPN 006: Taking account of Carbon Reduction Plans in the procurement of major government contracts - GOV.UK](#)

² [Now incorporated into the International Financial Reporting Standards \(IFRS\) Foundation's sustainability disclosure standards, known as IFRS S1 and IFRS S2](#)

In 2024, ICF was acknowledged internationally through various awards and rankings, including achieving a 90% score in the Supplier Sustainability Assessment for Professional Services and receiving the Environmental Business Journal Achievement Award for more than ten years. More information about ICF's environmental recognition and climate awards in the past year is available in our latest [corporate citizenship report](#).

ICF UK Baseline Emissions

Baseline Year: 2018	
Additional details relating to the baseline emissions calculations:	
2018 emissions reflect typical business levels prior to the COVID-19, which disrupted operations in 2020 and 2021, mainly affecting scope 3 emissions.	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	50
Scope 2	153
Scope 3 ³ (business travel, employee commuting and waste)	361
Total Emissions	565

ICF UK Current Emissions

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	18
Scope 2	27
Scope 3 ³ (business travel, employee commuting and waste)	220
Total Emissions	265

Emissions Reduction Targets

We are proud that we first embarked on our carbon management journey more than a decade ago, and we remain committed to reducing our GHG emissions.

In 2018⁴, ICF set an internal target to reduce its absolute scope 1 and 2 emissions by 60% by 2025 compared to 2013 levels. The organisation is on track to achieve this goal and, according to its 2024 emissions inventory, has reached a 90% reduction in global GHG emissions relative to 2013.

³ Our scope 3 emissions include the following sources: employee business travel (air travel, train travel, and rental cars), employee commuting, and waste generated in our operations. ICF is a professional services firm, and the nature of our business is providing our clients with services and solutions, rather than goods. For that reason, upstream and downstream transportation and distribution of goods are not a material source of GHG emissions for ICF.

⁴ [The year was incorrectly spelled in the 2023 CRP.](#)

Subsequently, the company established science-based GHG reduction targets and adjusted its goals for further emission reductions.

In 2020, ICF aimed for a well-below 2°C science-based target, with approval by SBTi in 2021, committing to cut scope 1 and 2 emissions by 23% and scope 3 by 30% from 2018 levels by 2025. From 2018 to 2024, ICF UK reduced scope 1 emissions by 64%, scope 2 by 83%, and scope 3 by 39%, resulting in a total emissions drop of 53%. Several operational factors contributed to the reduction in emissions, including building and facilities management, increased teleworking and video conferencing, and changes in procurement spending.

In December 2024, ICF global set a new near-term science-based target aligned with a 1.5°C pathway. These targets were validated by SBTi and establish emission reduction goals across ICF's operations and value chain in line with the latest climate science; additional details are provided below. These targets supersede the previous SBTi targets.

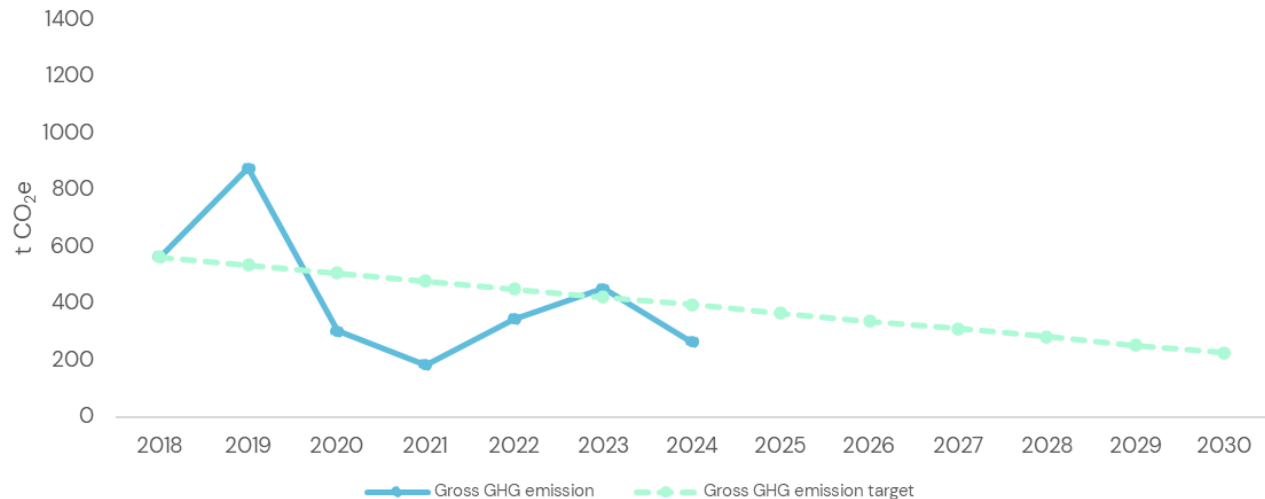
To continue our progress to achieving net zero, we have adopted the following reduction targets for 2030 relative to 2018 baseline emissions.

Current emission reduction targets:

- Reduce absolute scope 1 and 2 GHG emissions 63.19% by 2030 from 2018 base year.
- Reduce scope 3 GHG emissions 58.5% per full time employee by 2030 from a 2018 base year.
- Continue annually sourcing 100% renewable electricity through 2030.

Our updated target (with its three components) is based on the concept of a global carbon budget that will limit global warming to well-below the internationally recognised target and in line with the Paris Agreement. The graph below presents our historic gross UK emissions between 2018 (baseline year) and 2024 (current year) as well as our emission targets until 2030. We project that our gross carbon emissions will decrease over the next five years to 225tCO₂e by 2030⁵.

⁵ The breakdown of this target is 18 tCO₂e for scope 1, 56 tCO₂e for scope 2, and 150 tCO₂e for scope 3. Our scope 3 emission reduction target is a 58.5% reduction per full time employee by 2030. Hence, this is not an absolute target. Its value, and the graph, should change over time as the number of ICF's employees changes.



Carbon Reduction Initiatives

ICF UK's sustainability strategy begins with mitigation and making our environmental footprint as small as possible in the primary sources of our emissions. Key carbon reduction initiatives to help us meet our GHG emissions reduction targets include:

- ICF purchased renewable energy attribution certificates equivalent to 100% of the 2024 electricity used at our offices worldwide.
- Reduce UK facilities footprint by prioritising leases in sustainable buildings that use energy and water more efficiently and located near mass transit.
- Apply green IT policies: require laptops to be EPEAT Gold-certified and IT equipment be ENERGY STAR qualified – using 25% less energy, issue laptops with power-management setting activated so computers enter sleep mode when not in use.
- Train employees in efficient energy use practices as well as have dedicated facilities staff who conduct morning and evening energy use inspections.
- Minimise emissions from business travel and employee commuting by enhanced virtual collaboration, where feasible.
- Prioritise reduction and reuse over recycling and disposal.

Completed carbon reduction initiatives in the UK

In the UK we continue to review and analyse our office activity closely while successfully serving our clients and aiming to maintain low-carbon operations.

- During 2024, many of our employees continued to work remotely. Our work continued smoothly as we collaborated remotely, maintained productivity, and continued growing the business.

- In March 2024, the London office moved to a new space better suited for activity-based working, reducing its floor area by 56.34%. The office has an environmental management system certified to ISO14001, holds BREEAM certification, and is also ISO 9001 certified.
- In May 2024, Birmingham teams relocated to a smaller office, representing a reduced footprint of over 93% against its previous Birmingham office. This office subsequently closed in April 2025.
- The London office's current energy provider is Inteb UK, which supplies renewable energy⁶.
- In December 2024, ICF's facilities management implemented a food waste recycling protocol, available to all tenants in the building, to support more accurate waste data collection.
- The London office is equipped with LED lighting and operates HVAC systems efficiently during working hours. Thermostat controls are used to minimise energy consumption.
- Our UK office undergoes temperature adjustments to conserve energy based on consumption data and employee feedback – currently at 20°C reduced from 22°C.
- Heating in office zones that are rarely in use is switched off during the colder seasons.
- Our London office follows hot water timings to run from 9am to 5pm on weekdays and switched off during the weekends.
- The printers in our UK offices require employees' access card to avoid energy and materials waste.
- In 2024, ICF UK began implementing a new vendor management system (i.e. ICF Supplier Hub) to track supplier documentation, certifications and sustainability metrics, and develop sustainable procurement criteria. The system launched in May 2025.
- We work with suppliers who can meet our requests for emissions data and expressed preferences for more carbon-reducing products and services (e.g. equipment, car rental companies, hotel chains, travel management vendors and office supply vendors, cleaning contractors, etc.) in line with our Supplier Code of Conduct.
- Employees can book travel through a system that displays the carbon emissions for flights, rail, and rental car options. A bike-to-work scheme is also available to support lower carbon commuting choices.

Declaration and Sign Off

This Carbon Reduction Plan for ICF UK has been completed in connection with 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 Reporting Protocol corporate standard⁷ and uses the appropriate UK Government emission conversion factors for greenhouse gas company reporting⁸.

⁶ As the office operates under a lease agreement, ICF UK does not have authority over the selection of energy providers.

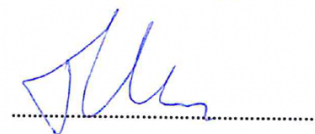
⁷ <https://ghgprotocol.org/corporate-standard>

⁸ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

Scope 1 and scope 2 emissions have been reported in accordance with SECR requirements (where required), 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) Standard⁹.

This Carbon Reduction Plan has been reviewed and signed off by the ICF UK board of directors.

Signed on behalf of ICF Consulting Services Ltd



Tobias Schaefer
Senior Vice President and Group Lead for Europe & Asia
10 September 2025

⁹ <https://ghgprotocol.org/standards/scope-3-standard>