

# 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 06/21<sup>1</sup> following associated guidance and reporting standards for Carbon Reduction Plans.

Supplier name: ICF Consulting Services Ltd.

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## Commitment to Achieving Net Zero

ICF is committed to achieving net zero emissions by 2050. Since 2006, we've measured, reduced, then offset carbon emissions—including emissions from our business travel and employee commuting.

At ICF, we're committed to a shared future defined by ambitious actions, radically reduced greenhouse gas emissions, and removing CO<sub>2</sub> from the atmosphere. In the race to address climate change, we recognize that we will all need to be in this together, so we must approach this challenge in a way that respects people and nature. We are doing our part to curb climate change through the services we provide our clients and by reducing our own carbon footprint.

In 2021, ICF was recognized with a Climate Leadership Award by The Center for Climate and Energy Solutions (C2ES) and The Climate Registry. The award recognizes exemplary corporate, organisational and individual leadership in reducing carbon pollution and addressing climate change in our operations and business strategies. ICF was also named in CDP's highly exclusive "A List" for our 2021 climate report, placing us in the top 2% of 12,000 companies reporting on climate change.

## Baseline Emissions

Baseline Year: 2018 <sup>2</sup>	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	50
Scope 2	153
Scope 3 <sup>3</sup>	361
<b>Total Emissions</b>	<b>565</b>

<sup>1</sup> <https://www.gov.uk/government/publications/procurement-policy-note-0621-taking-account-of-carbon-reduction-plans-in-the-procurement-of-major-government-contracts>

<sup>2</sup> Baseline emissions were updated with new data and conversion units.

<sup>3</sup> 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.

## Current Emissions

Reporting Year: 2021	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	22
Scope 2	67
Scope 3 <sup>2</sup>	95
<b>Total Emissions</b>	<b>184</b>

## Emissions Reduction Targets

As a leader in climate change consulting, ICF recognized long ago our responsibility to reduce our impact on the climate. We're proud that we've been carbon neutral for 15 years, but we are committed to further reducing our greenhouse gas (GHG) emissions. In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets for 2025.

### Science-based increased ambition

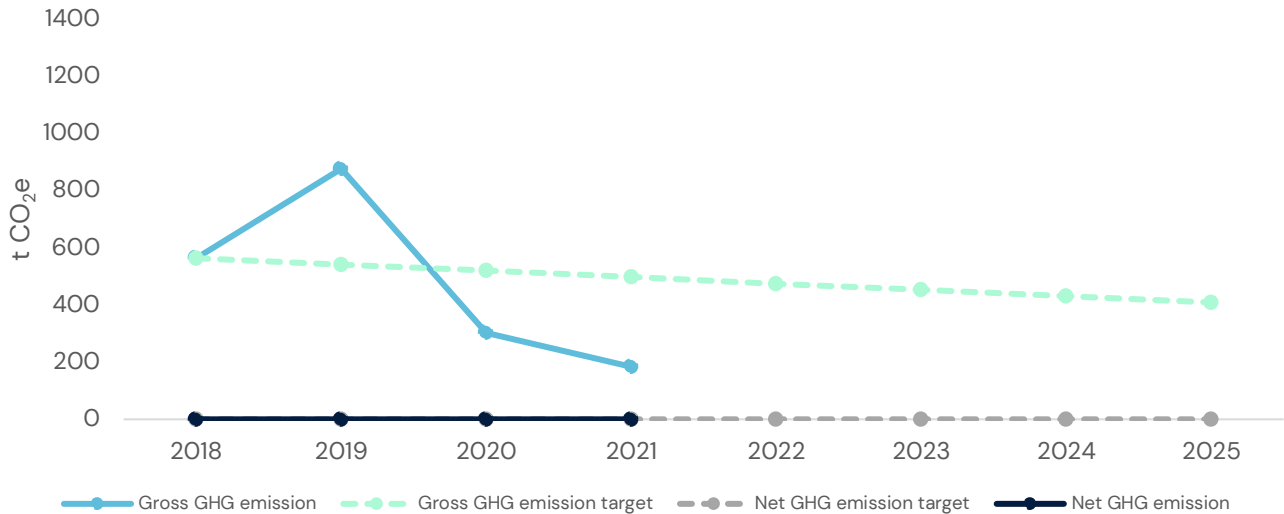
- Reduce absolute scope 1 and 2 GHG emissions 23% by 2025 from a 2018 base year.
- Continue annually sourcing 100% of the electricity used in our operations through renewable energy certificates through 2025.
- Reduce scope 3 GHG emissions 30% per benefits-eligible employee by 2025 from a 2018 base year.

Our 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 recognized target of 2°C. In March 2021, the Science Based Targets Initiative approved our target, adding ICF to the list of pioneering companies driving change to a zero-carbon economy.

The graph below presents our historic net and gross emissions between 2018 (baseline year) and 2021 (current year) as well as our emission targets until 2025 and our net greenhouse gas emissions. We project that our gross carbon emissions will decrease over the next five years to 409 tCO<sub>2</sub>e by 2025<sup>4</sup>. We will continue to set ambitious emission reduction targets and to offset our emissions to ensure the carbon neutrality of our operations until 2050.

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<sup>4</sup> The breakdown of this target is 39 tCO<sub>2</sub>e for scope 1, 118 tCO<sub>2</sub>e for scope 2, and 253 tCO<sub>2</sub>e for scope 3. Our scope 3 emission reduction target is a 30% reduction per benefits-eligible employee by 2025. Hence, this is not an absolute target and its value, and the graph should change over time as the number of ICF's benefit-eligible employees changes.



## Carbon Reduction Initiatives

Since 2006, we have maintained our carbon neutral status—including emissions from business travel and employees’ commutes. Our strategy to remain carbon neutral involves three vital activities:

### Reduce

- Lease more energy efficient facilities
- Prioritize reduction and reuse over recycling
- Maximize virtual tools to travel less
- Provide a generous benefit for our commuters who use mass transit
- Purchase sustainable aviation fuel (SAF) certificates (e.g., from British Airways and as part of JetBlue’s Sustainable Travel Partners’ Program)
- Engage our people to work sustainably and use less energy by offering flexibility in work locations and travel habits
- Apply green IT policies: require laptops be EPEAT Gold-certified and all IT equipment be ENERGY STAR qualified
- Purchase eco-friendly products

### Buy renewable energy

- Purchase Green-e certified renewable energy certificates (RECs) equivalent to 100% of the electricity used by our global operations

### Buy carbon offsets

- After taking the measures above, buy high-quality, verified emission offsets equivalent to the GHG emissions of our global operations (including those from business travel, employee commuting, and purchased goods and services).

More information about ICF's strategy to remain carbon neutral is available in our [corporate citizenship report](#).

### Completed carbon reduction initiatives in the UK

- ICF's offices in London, Birmingham and Leeds have ISO9001 and ISO14001 certifications
- We have installed LED lighting throughout most of our facilities
- Our London office has sensor lighting installed in open plan offices and meeting rooms and all kitchen equipment is A+ rated or above
- We have implemented procedures to avoid energy waste in our Birmingham office
- The events delivered by our legal entity ICF Next Limited (UK) are certified under ISO20121 for Sustainable Events
- We have various schemes in place to encourage low carbon employee commuting (e.g., bike to work, rail cards paid for, season pass loans)
- The printers in our London office require employees' access card to avoid energy and materials waste
- Our cleaning contractor for Birmingham, Leeds and London uses eco-friendly products

## Declaration and Sign Off

This Carbon Reduction Plan has been completed in connection 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<sup>5</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>6</sup>.

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<sup>7</sup>.

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

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<sup>5</sup> <https://ghgprotocol.org/corporate-standard>

<sup>6</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>7</sup> <https://ghgprotocol.org/standards/scope-3-standard>

Signed on behalf of ICF

A handwritten signature in blue ink, appearing to be 'T. Schaefer', is written over a horizontal dotted line.

Tobias Schaefer  
Senior Vice President and Group Lead for Europe & Asia  
29 September 2022