Carbon Reduction Plan

Mantec International AB

Document control	
Organisation (bidding entity)	Mantec International AB (organisation number 556546-5472)
Purpose	Carbon Reduction Plan for the RM6399 Consultancy & Professional Services framework (Government Commercial Agency)
Classification	Plan
Author	Michael McCoy (Meridian Productivity Ltd, on behalf of Mantec International AB)
Reviewer	Ashley Hildebrandt (Meridian Productivity Ltd)
Approver	[Name], Director, Mantec International AB
Document owner	Mantec International AB
Current version	v0.1 – Draft 1 (becomes v1.0 on director sign-off)
Draft date	03/11/2026
Reporting year	Calendar year 2025 (1 January – 31 December 2025)
Date of next review	[Within 6 months of Mantec International AB financial year-end – confirm date]

Version	Description of change	Date
0.1	First draft. Mantec International AB is the reporting entity for RM6399; its UK subsidiary Meridian Productivity Ltd is included in the boundary. Built on Meridian Productivity Ltd's signed Carbon Reduction Plan v3.2 (figures unchanged) and the combined working paper v3.3 (22/10/2026). Baseline set at calendar year 2024; combined target set; PPN 006 structure applied.	03/11/2026

1. Commitment to achieving Net Zero

Mantec International AB is committed to achieving Net Zero emissions by 2050.

This Carbon Reduction Plan has been prepared in accordance with Procurement Policy Note 006 (PPN 006) and the associated technical standard for the completion of Carbon Reduction Plans. Emissions are calculated using the UK Government greenhouse gas conversion factors for company reporting 2025 (DESNZ), with activity-based calculations wherever activity data is available.

2. Organisational boundary

This plan covers Mantec International AB under an operational control approach. In line with the PPN 006 technical standard, it reports emissions from sources in the United Kingdom. It includes Meridian Productivity Ltd, a UK company owned by Mantec International AB and a separate legal entity within the Mantec group. Meridian Productivity Ltd will deliver most of the UK services within the scope of the RM6399 framework, so its emissions are included in this plan.

Emissions are shown on two lines so that each can be traced to its source records:

- Mantec International AB – UK operations: business travel reimbursed through Mantec International AB's GBP expense system for travel within the UK and the Isle of Man (classed as Domestic by DESNZ), plus flights and Channel crossings that start or end in the UK. Travel wholly outside the UK (for example client work in Mexico, France and Sweden) is excluded because it is not from UK sources.
- Meridian Productivity Ltd – UK delivery: as reported in Meridian Productivity Ltd's signed Carbon Reduction Plan v3.2. These figures are reproduced unchanged.

Neither organisation owns or controls combustion sources (Scope 1) or leases UK premises (Scope 2). Expenses dated 2026 are excluded and will be reported in the 2026 plan.

3. Baseline emissions footprint

Baseline year: calendar year 2024 (1 January – 31 December 2024).

2024 is the first year for which complete, activity-based travel data is available for both Mantec International AB's UK operations and Meridian Productivity Ltd, so it is the baseline for this combined plan. Meridian Productivity Ltd's own plan retains its 2022 baseline of 59.03 tCO_2e, which covers Meridian only and is not comparable with this boundary.

Emissions	**Total (tCO_2e)**
Scope 1	0.00
Scope 2	0.00
Scope 3 – Category 6 business travel – Mantec International AB (UK)	9.40
Scope 3 – Category 6 business travel – Meridian Productivity Ltd	28.80
Scope 3 – Categories 4, 5, 7 and 9	0.00 (see section 4)
Total emissions	38.20

4. Current emissions reporting

Reporting year: calendar year 2025 (1 January – 31 December 2025).

Emissions	**2025 (tCO_2e)**	**2024 (tCO_2e)**
Scope 1	0.00	0.00
Scope 2	0.00	0.00
Scope 3 – Category 6 business travel – Mantec International AB (UK)	10.21	9.40

Scope 3 – Category 6 business travel – Meridian Productivity Ltd	31.22	28.80
Scope 3 – Category 4 upstream transportation and distribution	0.00	0.00
Scope 3 – Category 5 waste generated in operations	0.00	0.00
Scope 3 – Category 7 employee commuting	0.00	0.00
Scope 3 – Category 9 downstream transportation and distribution	0.00	0.00
Total emissions	41.43	38.20

Combined emissions rose from 38.20 tCO_2e in 2024 to 41.43 tCO_2e in 2025 (+8.5%). Meridian Productivity Ltd rose by 2.42 tCO_2e, driven by short-haul flights and on-site presence for specific client engagements. Mantec International AB (UK) rose by 0.81 tCO_2e: flights increased from 5.95 to 7.40 tCO_2e, partly offset by fewer hotel nights (1.80 to 0.81 tCO_2e) as the Isle of Man engagement wound down.

Categories 4, 5, 7 and 9 are reported as nil because they are not material under the operating model: no physical goods are transported (Categories 4 and 9); operations are paperless and there are no UK premises, so waste is negligible (Category 5); and there is no fixed place of work, so commuting is not part of the operating model (Category 7).

Mantec International AB (UK) – business travel by source

Emission source	2025 (tCO_2e)	2024 (tCO_2e)
Air (with Radiative Forcing)	7.40	5.95
Fuel (hire or own car)	1.34	1.10
Hotel stays	0.81	1.80
Taxi	0.33	0.21
Rail (national)	0.32	0.20
Other (mileage, Channel crossing, international rail, Underground, bus)	0.01	0.14
Total	10.21	9.40

5. Methodology

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard, using the UK Government emission conversion factors for greenhouse gas company reporting (DESNZ 2025). Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements where required, and the required subset of Scope 3 emissions in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard. Radiative Forcing is applied to aviation. Well-to-tank factors are not applied, consistent with Meridian Productivity Ltd's signed plan.

Meridian Productivity Ltd

Activity-based calculations as set out in Meridian Productivity Ltd's signed plan v3.2: flights (with Radiative Forcing), national rail (passenger-km), taxi (km), car travel (average petrol car; mileage converted at 45p per mile) and UK hotel stays (room-nights). Reimbursed contractor travel is included.

Mantec International AB (UK)

Calculated line by line from Mantec International AB's GBP expense ledger using the same DESNZ 2025 factor set:

- Flights: great-circle distance between the airports on each claim (DESNZ factors include the 8% routing uplift), with Radiative Forcing. Domestic factor for UK and Isle of Man flights; short-haul or long-haul economy for international legs.
- Hotels: room-nights stated on the claim; where not stated, cost divided by the ledger's average stated cost per night.
- Fuel: litres stated on the claim, or cost divided by the pump price stated on the claims (petrol, average biofuel blend).
- Rail, taxi and bus: cost divided by an average fare per km (rail £0.15, taxi £1.50), the same proxies used for Meridian Productivity Ltd.
- Excluded: per diems, meals, mobile and other non-travel costs, car-hire charges (captured through fuel claims), parking, tolls and seat or baggage fees.

Each expense line, the rule applied and its data-quality rating are recorded in the supporting working paper (Meridian_Mantec_CRP_Working_Paper_v3.3.xlsx). Activity stated directly on the claim (route, nights or litres) accounts for 84% of Mantec International AB (UK) emissions in 2024 and 66% in 2025.

6. Emissions reduction targets

To progress towards Net Zero, Mantec International AB has adopted the following target for the combined boundary:

Reduce total emissions to 34.2 tCO_2e by 2027.

This is a 17.4% reduction on 2025 emissions (41.43 tCO_2e) and a 10.4% reduction on the 2024 baseline (38.20 tCO_2e). It applies the same rate of reduction that Meridian Productivity Ltd has already committed to (31.22 tCO_2e in 2025 to 25.8 tCO_2e by 2027) across the whole boundary:

Line	2025 actual (tCO_2e)	2027 target (tCO_2e)
Meridian Productivity Ltd	31.22	25.80
Mantec International AB (UK)	10.21	8.44
Total	41.43	34.24

Progress will be reviewed annually. Reductions beyond 2027 will continue towards Net Zero by 2050, with further milestones set in the 2026 plan.

7. Carbon reduction projects

Completed carbon reduction initiatives

The following measures are already in place and will be in effect when the RM6399 contract is performed:

- Clustering site visits to reduce repeat travel.
- Prioritising rail over air for UK journeys where commercially feasible.
- Hybrid and low-emission vehicle use.
- Digital reporting and paperless workflows.
- Hybrid delivery approaches, with Project Managers assessing on-site requirements project by project and minimising non-essential travel.
- A fully cloud-based operating model with no UK premises, which avoids Scope 1 and Scope 2 emissions.

Future carbon reduction initiatives

In the future, Mantec International AB and Meridian Productivity Ltd will implement further measures, which will apply when Meridian Productivity Ltd delivers services under the RM6399 framework:

- A rail-first rule for travel within Great Britain where journey time allows, with flights approved only where rail is not practical.
- A remote-first default for meetings, with on-site attendance planned around client delivery needs.
- Recording activity data (route, nights, litres) on every expense claim, to raise data quality and track progress against the target.
- A verified carbon offset programme for residual aviation emissions, to be identified during 2026. Offsetting will supplement, not replace, reduction measures and will be reviewed annually.

8. Declaration and sign-off

This Carbon Reduction Plan has been completed in accordance 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 standard and use the appropriate Government emission conversion factors for greenhouse gas 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) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body) of Mantec International AB on [date of board approval].

Signed on behalf of Mantec International AB	
Name	Kjetil Barfelt
Job title	Director, Mantec International AB
Date	04/11/2026
Signature	

Reviewed for Meridian Productivity Ltd (UK subsidiary of Mantec International AB): Michael McCoy, Director; Neil Taylor, Director; Ashley Hildebrandt, Chief Analyst.