

**JBA**  
group

# NET ZERO ROUTE MAP 2022

**September 2022**

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# NET ZERO ROUTE MAP 2022

View of Catgill Wood, North Yorkshire, in October 2021, planted in 2007 with support from JBA.



## NET ZERO ROUTE MAP 2022

### MESSAGE FROM JEREMY BENN (EXECUTIVE CHAIR, JBA GROUP)

JBA has always sought to be a truly sustainable business. We've long been at the forefront of applying the latest climate science to assess the impacts of climate change. This gives us clear insight into the risks we're all facing and added responsibility to do all we can to minimise our greenhouse gas emissions. We're in a climate and ecological emergency and are already seeing alarming changes to our climate, harming communities and damaging the economy and the environment.

We've responded to the urgent call-to-action for organisations to set ambitious emissions reduction targets. Aligning our approach with the Science Based Targets initiative net zero criteria will help us to reduce our emissions at a rate and scale that climate science tells us is needed to limit global warming to 1.5°C.

We've set ourselves a big challenge to reach net zero emissions, but we have the commitment and

enthusiasm needed to meet this challenge. We'll work differently, making low carbon a positive choice that informs everything we do and will embed a carbon conscious culture across JBA.

Our Route Map is an important step on our journey to net zero. It sets out a wide range of new initiatives to help us to achieve our net zero ambition. We'll use the Route Map to support planning and decision-making across all of our business activities. Our focus now is on achieving deep emissions cuts as quickly as we can and reducing our emissions to as close to zero as possible. Everyone at JBA can contribute to this. Working together, we will make it happen.

A handwritten signature in black ink that reads "Jeremy Benn". The signature is fluid and cursive, with a large initial 'J'.

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## ABBREVIATIONS

CO <sub>2</sub> e	Carbon dioxide (CO <sub>2</sub> ) equivalent	JBAB	JBA Bentley
EMS	Environmental Management System	JBP	Jeremy Benn Pacific
GHG	Greenhouse gas	MMA	Mekong Modelling Associates
ISO	International Standards Organisation	SBTi	Science Based Targets initiative
JBA	JBA Group Limited	UN	United Nations

## INTRODUCTION

JBA is an environmental, engineering, and risk management group focused on improving the environment, society, and infrastructure. We're scientists, engineers, hydrologists, risk analysts, environmental managers, surveyors, ecologists, archaeologists, landscape architects, project managers, software developers, mathematicians, modellers, economists, trainers, and more.

We pride ourselves on our innovative, independent, and inclusive culture. Our independence has shaped who we are and gives us the flexibility to make our own decisions. Our core aim is to have a positive impact on our colleagues, clients, suppliers, and the local communities and environments in which we work. Sustainability and the health, safety, and wellbeing of our staff are our top priorities, and we strive to improve our environmental performance and minimise our environmental impacts.

We recognise that we're in a climate and ecological emergency and are committed to taking meaningful action to minimise our climate impacts. Since 2009, our ISO 14001 certified Environmental Management System (EMS) has included actions to reduce our energy and water use, business travel, and waste. We've strived to continually improve our EMS and reduce our greenhouse gas (GHG) emissions.

We want to take this further. We want to work more efficiently, minimising our resource use and the impacts of our resource use. We want to make deep cuts to our GHG emissions, in our own operations and in our indirect emissions. And we want to engage more with our staff, suppliers, and clients on these subjects, provide leadership within our industries, and manage our supply chain with accountability.

We've set ourselves a group-wide objective to become a net zero GHG emissions business. We're fully accountable for our emissions and will do all we can to reduce our emissions to as close as possible to zero. Whilst we've already made progress in reducing our GHG emissions, particularly emissions from our office energy use and business travel, we need to do much more.

To support our net zero objective, we've committed to setting science-based net zero emissions reduction targets with the [Science Based Targets initiative](#) (SBTi). Our commitment includes aligning our net zero targets with the most ambitious aim of the Paris Agreement and what climate science says is needed to limit global warming to 1.5°C. By joining the SBTi, we ensure that our approach to reducing our GHG emissions is robust and is aligned with best practice.

This document, our Net Zero Route Map, sets out the new actions we'll take to help us achieve our net zero targets. It includes a broad, integrated suite of actions - new procedures, initiatives, and investigations - that target all aspects of our business and operations. This includes actions focused on supporting our staff to adopt low carbon thinking and behaviours, embedding carbon reduction in our business planning and decision-making, reducing emissions from our offices, business travel, and staff homeworking and commuting, cutting emissions from the goods and services we buy, supporting our suppliers to decarbonise, and embedding low carbon in the projects we deliver for our clients.

We recognise that we've set ourselves an ambitious challenge. Therefore, our Route Map and its supporting Action Plan are live documents that will be reviewed and refined continually. This flexibility will allow us to add further actions as necessary to meet new challenges as they arise and adapt to changing needs and practices. We'll monitor our progress and will report how we're doing each year in our annual [Sustainability and Environmental Management Report](#).

# ABOUT JBA GROUP



JBA Group is a family of companies providing expertise in flood risk management and modelling, engineering, and environmental and water management. We started operating in 1995 with the purpose of creating a specialist consultancy offering an inter-disciplinary approach for our clients. In 2011, JBA restructured to form a new group of companies, the JBA Group, enabling us to focus our specialist expertise. Since then, the JBA companies have continued to develop, expand, and thrive, and today consists of ten businesses offering a wide range of consultancy services. We employ over 800 staff in 20 offices located in the UK, Ireland, Romania, Australia, Singapore, and Cambodia, and work on projects all over the world.

In 2011, JBA Group created the independent charity, the JBA Trust, with the specific purpose to support research and promote educational opportunities in environmental risk management, and in the water environment in particular.



## OUR SUSTAINABILITY AMBITIONS

Our [Sustainability and Environmental Management](#) policy sets out our commitment to integrate the principles of sustainability in our practices, operations, and business planning. It commits us to applying a principles-based approach to business, incorporating [The Ten Principles of the UN Global Compact](#), and actively promoting the [UN Sustainable Development Goals](#) (SDGs).

**Table 1: Central aims of our Sustainability and Environmental Management Policy.**

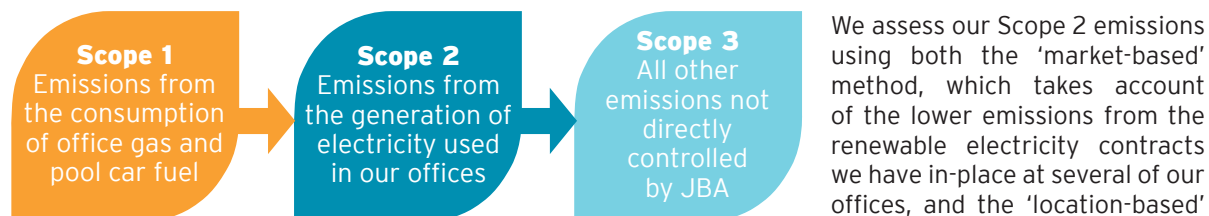
	Minimising our environmental impacts and ensuring sustainable use of natural resources.
	Working progressively to improve the sustainability of our business practices.
	Engaging with our staff, clients, and suppliers to promote sustainability.
	Taking meaningful action to minimise our climate impacts, with the objective of being a net zero carbon emissions business.
	Adopting a circular economy model and promoting the principles of a circular economy in our services.
	Using sustainability as a positive choice, prioritising suppliers who support our sustainability objectives.
	Complying with all legislation, standards, and other obligations and practices relevant to our activities.
	Maintaining and continually improving our EMS so that, as a minimum, it satisfies the requirements of the ISO-14001 standard.

Our Sustainability and Environmental Management policy sets out our ambition to become a net zero GHG emissions business. It requires us to work progressively to reduce our emissions and to be fully accountable for the impacts of our operations. This Net Zero Route Map is a key step in meeting our policy commitments, setting out a range of new actions we will implement to help us to cut our emissions to as close to zero as we reasonably can.



## JBA GROUP CARBON FOOTPRINT

Assessing and understanding our carbon footprint is a key first step in our journey to net zero. We follow best practice methodologies published by the GHG Protocol<sup>1,2</sup>, to help ensure our assessment is robust. We include all our relevant emissions sources, including our direct (controlled by JBA directly) and indirect (within JBA's 'value chain') emissions, organised under three groups or 'scopes'.

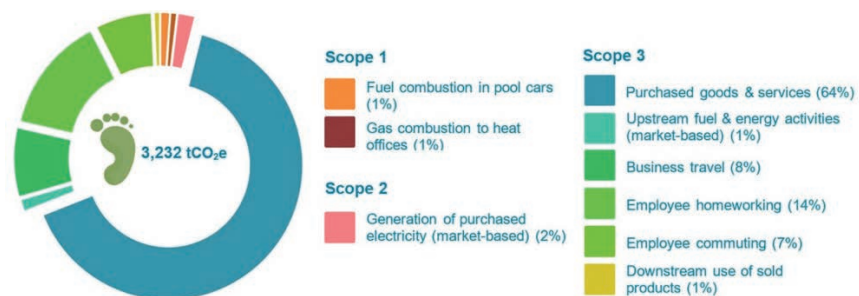


method, which applies national grid-average emissions to all office electricity we consume. We assess all of our relevant Scope 3 emissions, including emissions from use of sub-consultants and contractors, purchased office supplies, business travel, overnight accommodation, waste disposal, and staff commuting and homeworking.

**For our most recent financial year (November 2020 to October 2021), our carbon footprint was calculated as approximately 3,232 tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) (market-based) and 3,385 tCO<sub>2</sub>e (location-based).**

Scope 1 emissions account for about 2% of our footprint, whilst our Scope 2 emissions represent around 2% using the market-based method and 5% using the location-based method. Therefore, most of our emissions - as much as 95% - are within our Scope 3 emissions, of which

**Figure 1: JBA Group carbon footprint 2020-21**



about three quarters (65%) are emissions from the goods and services we purchase. Other significant emissions sources include staff homeworking (14%), business travel (8%), and staff commuting (7%).

Within the goods and services we purchase, significant emissions sources include our use of subconsultants (49%), equipment (10%), software (9%), accommodation and food (6%), and office supplies (4%). In relation to business travel, emissions from private cars (58%) and hire cars (37%) account for almost all of our emissions.

Whilst we've endeavoured to apply good practice guidance to our footprint assessment, data limitations have influenced many aspects, requiring estimations with varying levels of accuracy. It's likely that our assessment has over-estimated our emissions, meaning we can be confident our totals are not understated. We're working hard to sharpen our approach and improve the accuracy of the data we use and also apply more robust methods to calculate our Scope 3 emissions.

<sup>1</sup> GHG Protocol Corporate Accounting and Reporting Standard [available [here](#)]

<sup>2</sup> GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard [available [here](#)]

# OUR CLIMATE COMMITMENT

**We've set ourselves an ambitious, Group-wide objective to be a net zero GHG emissions business. Our focus now is to cut our emissions as far and as fast as we reasonably can and to get as close to zero emissions as possible.**

## Commitment to setting science-based reduction targets

To support our net zero ambition, we've committed to setting science-based emissions reduction targets with the [Science Based Targets initiative](#) (SBTi). This is a global initiative developed in collaboration by the Carbon Disclosure Project (CDP), the World Resource Institute (WRI), the World Wildlife Fund (WWF), and the UN Global Compact.

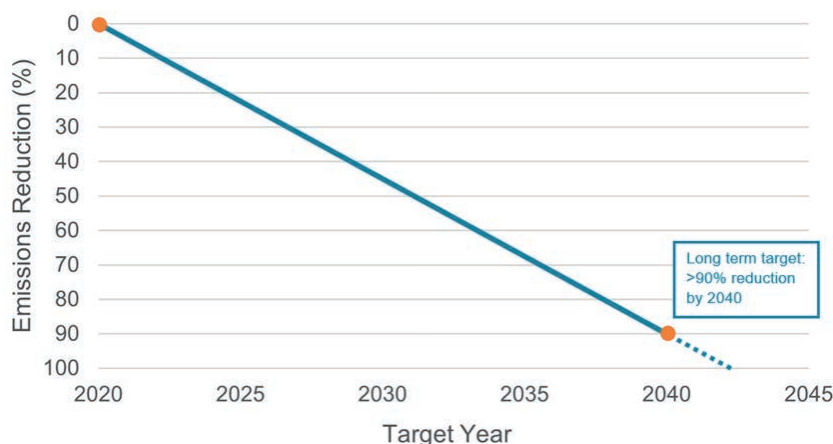
Our commitment includes aligning our emissions reduction targets with the most ambitious goal of the Paris Agreement, to limit global warming to 1.5°C above pre-industrial levels. By joining the SBTi, we can ensure that our approach to reducing our GHG emissions is robust and aligns with best practice.

Our overarching long-term target is to achieve at least a 90% reduction in our GHG emissions by 2040 at the latest. This target greatly exceeds the SBTi requirements and demonstrates our commitment to provide leadership in reducing emissions. In accordance with the SBTi Net-Zero Standard, we can only claim net zero status when we have met our long-term target.

## Addressing our emissions

We're committed to minimising our GHG emissions whilst supporting others that we work with - including our clients and our suppliers - to reduce their own emissions. Our approach to reducing our emissions has four main components, which meet the requirements of the SBTi Net-Zero Standard<sup>3</sup>.

**Figure 2: JBA Group science-based net zero emissions reduction target**



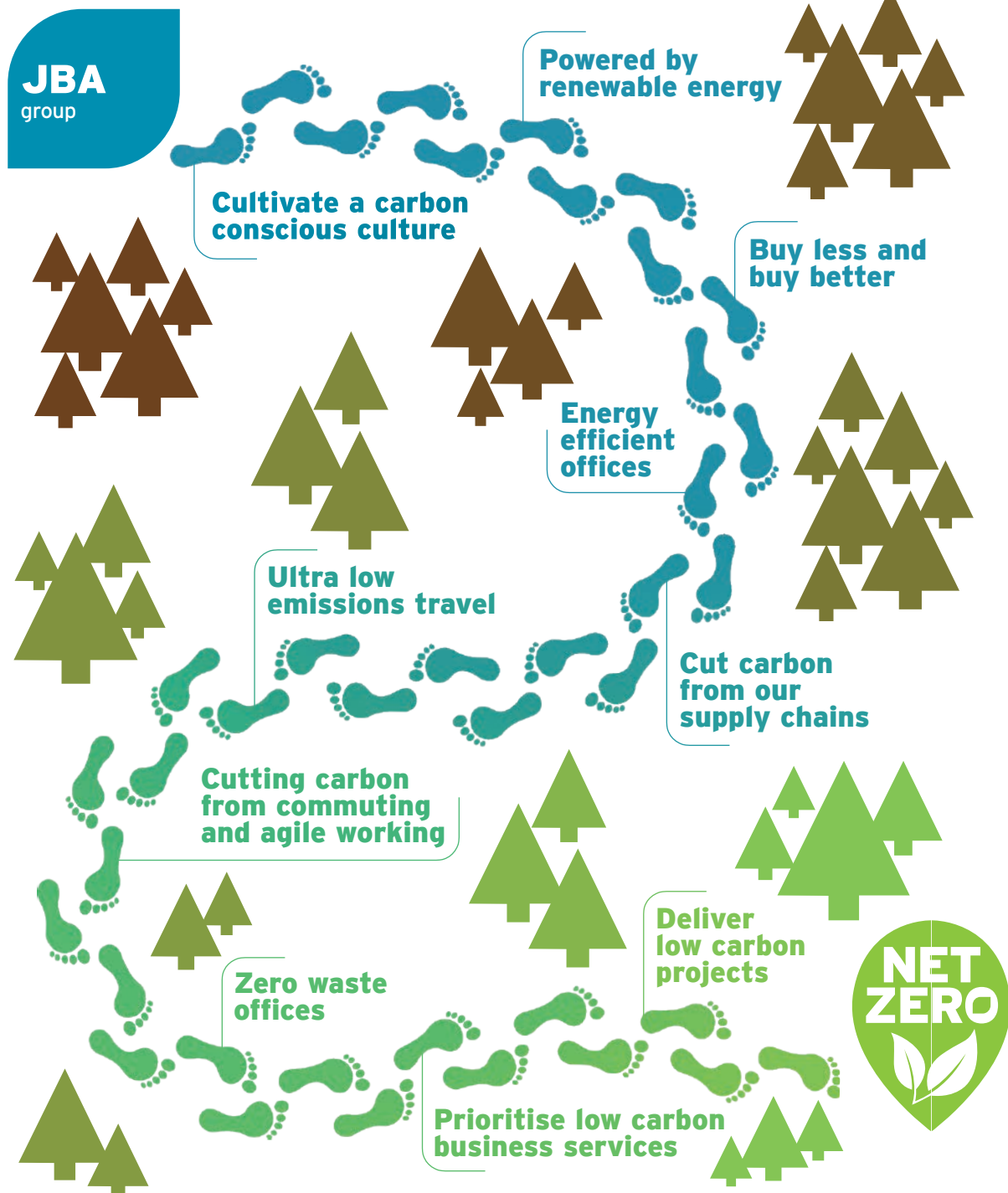
**Table 2: JBA Group approach to achieving its net zero objective**

- ➡ We've committed to setting near-term and long-term science-based emissions reduction targets with the SBTi following its Net-Zero Standard. We will not claim net zero status until we achieve our long-term target.
- ➡ We'll focus on minimising our emissions across our entire carbon footprint as far as possible in-line with our science-based targets, focusing initially on the emissions that account for most of our footprint.
- ➡ We'll work with our suppliers to encourage them to commit to setting science-based net zero targets and support them to minimise their own emissions; and
- ➡ We'll mitigate our remaining emissions by investing in carbon offsetting at a ratio greater than 1:1 and in-line with the Oxford Offsetting Principles<sup>4</sup> guidance, focusing on high-quality carbon removal offsets that provide multiple environmental benefits.

<sup>3</sup> SBTi Corporate Net-Zero Standard [available [here](#)]

<sup>4</sup> Oxford Offsetting Principles [available [here](#)]

# NET ZERO ROUTE MAP





# OUR ROUTE MAP TO NET ZERO











## Delivering our net zero ambition

### Our Priority Areas for Action

Cutting our emission by at least 90% by 2040 is a significant challenge. Our best approach is to ensure we target all parts of our business and operations whilst focusing on the aspects that contribute most to our carbon footprint.

We've identified ten carbon cutting priorities that encapsulate the key steps we need to take to reach net zero. They give us focus and help us to communicate our net zero ambitions to our staff, our clients, and our suppliers.

**Table 3: Our carbon cutting priorities to meet our net zero objective**









	<b>Cultivate a carbon conscious culture</b>	We will provide new information, guidance, tools, and procedures to help staff embed low carbon thinking in their daily decision-making and will make low carbon a top priority for all our operations and business planning.
	<b>Powered by renewable energy</b>	We will collaborate with our landlords to agree 100% renewable energy contracts for all of our offices.
	<b>Energy efficient offices</b>	We will minimise our energy use, increase the energy efficiency of our office spaces, and seek opportunities to generate our own energy.
	<b>Buy less and buy better</b>	We will minimise what we buy and ensure that what we do buy is more sustainable, prioritising products with a low environmental and climate impact and products that meet circular economy principles, minimising waste and the use of raw materials, energy, and other resources.
	<b>Cut carbon from our supply chains</b>	We will encourage and support our suppliers to set their own science-based emissions reduction targets and will prioritise suppliers who are committed to taking meaningful action to minimise their climate impacts whose sustainability ambitions match our own.
	<b>Prioritise low carbon business services</b>	We will choose business service providers - including insurance, financial, telecoms, IT equipment, and couriers - who have robust science-based emission reduction targets.
	<b>Zero waste offices</b>	We will take steps to minimise the waste we produce, by buying less and buying better, and will recycle everything that remains so that we achieve zero waste to landfill at all of our offices.
	<b>Ultra-low emissions travel</b>	We will put in place a range of new initiatives so that all of our land-based business travel is by public transport or ultra-low emissions vehicles and will take steps to further discourage air travel.
	<b>Cut carbon from commuting and agile working</b>	We will provide practical advice, guidance, and practical other support to help our staff to reduce emissions from commuting and agile working.
	<b>Deliver low carbon projects</b>	We will further embed low carbon thinking in our projects, prioritising local delivery, promoting low carbon and circular economy design principles, and encouraging low carbon innovation.

### Route Map actions


Our Route Map sets out how we'll deliver our carbon cutting priorities. For each of our priorities, we've identified a suite of actions that we'll put in place to cut our emissions. These actions are grouped into categories to provide more structure and focus. Altogether, we've identified almost 100 new actions, which we've captured in a detailed Action Plan. These actions build upon our existing emissions reduction initiatives contained in our ISO 14001 EMS.


# NET ZERO ROUTE MAP 2022

**Table 4: Route Map priorities and categories**

Priority		Category	
	Cultivate a carbon conscious culture	Low carbon behaviours	Increase awareness of our net zero target and emissions reduction measures and foster low carbon thinking.
		Leadership and strategic planning	Embed carbon targets in business planning and increase responsibility for our carbon performance within all teams.
		Finance and investments	Embed carbon reduction in financial planning and decision-making.
Priority		Category	
	Powered by renewable energy	Office energy supplies	Make renewable energy a priority for all our offices, for new offices in the future, and for future office relocations.
Priority		Category	
	Energy efficient offices	Office energy management	Further reduce office energy consumption and associated emissions and improve office energy management and monitoring.
		Green IT	Further promote energy efficiency and circular economy principles in our IT infrastructure.
Priority		Category	
	Buy less and buy better	Sustainable procurement	Further improve the sustainability of the goods and services we purchase for our offices.
Priority		Category	
	Cut carbon from our supply chains	Sub-consultants and contractors	Reduce emissions from our subcontractor supply chains, including direct engagement with key suppliers, provision of tools and advice, investment in improved data collection, and internal processes to promote greater use of low carbon suppliers.
Priority		Category	
	Prioritise low carbon business services	Business essentials	Reduce emissions from essential business services including banking, insurance, and telecoms.
Priority		Category	
	Zero waste offices	Office resource consumption	Further cut office emissions, encouraging staff to do more to reduce their resource use and waste generation.
Priority		Category	
	Ultra-low emissions travel	Business travel	Reduce emissions from all forms of business travel, most notably from all forms of car transport.



Priority	Category
 <b>Cut carbon from commuting and agile working</b>	Staff commuting and agile working Support staff to reduce emissions from commuting and when working at home, as well as measures to inform decision-making when relocating offices.

Priority	Category
 <b>JBA projects</b>	Project delivery Reduce emissions from project delivery, provide knowledge and training to project staff, and embed carbon management in project management and delivery processes.

## ACTION PLAN







A summary of our Route Map Action Plan is provided below. It sets out our priority activities, highlighting the breadth of new actions we'll implement as part of our efforts to deliver our net zero objective.

For each item in our Action Plan, we've set a timescale for implementation, identified staff resources needed, and selected an action owner with overall responsibility for delivery of the action. Most of our actions will begin implementation within the next 1-2 years to support us to make early progress towards meeting our net zero target.





### PRIORITY: Cultivate a carbon conscious culture








**Cultivate a carbon conscious culture:** We will provide new information, guidance, tools, and procedures to help staff embed low carbon thinking in their daily decision-making and will make low carbon a top priority for all our operations and business planning.

Category	Actions
<b>Low carbon behaviours</b>	 Use a range of communication tools to proactively communicate the climate emergency and our net zero ambition to all staff with the aim of creating a carbon-conscious culture and stimulating low carbon behaviours.
	 Increase knowledge of, and accountability for, carbon reduction targets and actions within all teams.
	 Embed net zero objectives in staff annual performance appraisals and training plans.
	 Provide carbon literacy training to all staff.
	 Develop a new carbon data dashboard to improve communication of JBA carbon emissions and net zero actions.
	 Provide support, to include information, tools, and examples, to encourage staff to adopt 1.5°C lifestyles.

# NET ZERO ROUTE MAP 2022





Category	Actions
<b>Leadership and strategic planning</b>	 Fully embed net zero targets in JBA vision, mission statements, business objectives, and business strategies and plans.
	 Encourage staff to make an annual carbon reduction pledge, to be reviewed annually through the performance appraisal process.
	 Apportion carbon footprint to Management Team/Office levels to support greater transparency and knowledge sharing and increase responsibility for achieving carbon reduction targets.
	 Investigate corporate sustainability accreditation to support emissions reduction initiatives and development of carbon-conscious culture.

Category	Actions
<b>Finance and investments</b>	 Operational budgets to fully account for all planned emissions reduction measures.
	 Review all company savings, investments, and financial plans and divest from any high carbon investments.
	 Ensure all major operational financial decisions consider the carbon impacts in-advance with consideration given to lower-carbon alternatives where feasible.
	 Further investigate options to enable staff to invest in a low carbon/ carbon neutral pension scheme.
	 Further investigate options opportunities for investment in on-site and off-site renewable energy generation.

## PRIORITY: Powered by renewable energy



**Powered by renewable energy:** We will collaborate with our landlords to agree 100% renewable energy contracts for all of our offices.








Category	Actions
<b>Office energy supplies</b>	 Gain agreement from our landlords to switch all remaining office energy supplies - electricity and gas - to 100% renewable energy.
	 Renewable electricity supply to be a contractual requirement for all office tenancy agreements where JBA does not have full control of energy tariff(s).
	 New offices and office relocations to include contractual control of office energy contracts.
	 Further investigate installation of on-site renewable energy generation and battery storage at JBA offices.



## PRIORITY: Energy efficient offices






**Energy efficient offices:** We will minimise our energy use, increase the energy efficiency of our office spaces, and seek opportunities to generate our own energy.

Category	Actions
Office energy management	 Undertake energy efficiency audits to identify priority opportunities to increase the energy efficiency of our office spaces.
	 Energy efficiency to be a key priority informing all office refurbishments and relocations.
	 Install smart and sub-metering technology at all JBA offices to ensure more accurate and timely capture of energy use data.
	 Investigate new office opening policy to promote office energy efficiency and reduce energy consumption.
	 Provide training and support to Office Leads and other staff on energy consumption, energy efficiency, and carbon emissions.
Category	Actions
Green IT	 Further improve the energy efficiency of our IT infrastructure and software systems.
	 Ensure the cloud-based data services we use are energy efficient and powered by certified 100% renewable energy.

## PRIORITY: Buy less and buy better











**Buy less and buy better:** We will minimise what we buy and ensure that what we do buy is more sustainable, prioritising products with a low environmental and climate impact and products that meet circular economy principles, minimising waste and the use of raw materials, energy, and other resources.

Category	Actions
Sustainable procurement	 Publish new Sustainable Procurement guidance to ensure the goods we buy meet robust sustainability criteria, are low carbon, and achieve circular economy principles.
	 Provide support and training to our staff on sustainable and ethical purchasing.
	 Select meat and dairy-free catering for all office and client meetings.

## PRIORITY: Cut carbon from our supply chains





**Cut carbon from our supply chains:** We will encourage and support our suppliers to set their own science-based emissions reduction targets and will prioritise suppliers who are committed to taking meaningful action to minimise their climate impacts.

Category	Actions
Sub-consultants and contractors	 Engage more with our key suppliers to promote our net zero (and wider sustainability) objectives and targets and the need to deliver low carbon services.
	 Encourage and support all our suppliers to adopt science-based net zero targets, including supporting our smaller suppliers to join the SME Climate Hub initiative.
	 Strengthen our supplier charter to require our key suppliers to develop and implement science-based net zero targets.
	 Prioritise subconsultants and contractors that share our sustainability objectives and can demonstrate that they have implemented robust science-based emissions reduction plans.
	 Provide support and tools to key suppliers to help them understand and measure the carbon footprint of the work they undertake for us.
	 Develop a carbon database tool to better measure and monitor emissions from our suppliers.
	 Expand and enhance our Approved Suppliers database to further support JBA staff to identify and select low carbon and sustainable suppliers.
	 Share our learning and good practices with other organisations to help them to decarbonise their supply chains.

## PRIORITY: Low carbon business services



**Prioritise low carbon business services:** We will choose business service providers - including insurance, financial, telecoms, IT equipment, and couriers - who have robust science-based emission reduction targets.

Category	Actions
Business essentials	 Prioritise business service providers - including insurance, financial, telecoms, and couriers - with robust sustainability objectives and science-based net zero plans.
	 Prioritise accommodation providers with low carbon and net zero targets.



## PRIORITY: Zero waste offices



**Zero waste offices:** We will take steps to minimise the waste we produce, by buying less and buying better, and will recycle everything that remains so that we achieve zero waste to landfill at all of our offices.

Category	Actions
Office resource consumption	Office Leads to assume greater responsibility for managing and reducing office resource use and associated emissions.
	Office refurbishment guidance to be prepared to include sustainable and low carbon refurbishment measures.
	Office sustainability to be a mandatory agenda item at all office meetings. Outcomes to be reported to Management Teams and good practices shared amongst Office Leads group.
	All offices to achieve zero waste to landfill.
	Implement paperless/no-print office policy at our offices.

## PRIORITY: Ultra-low emissions travel








**Ultra-low emissions travel:** We will put in place a range of new initiatives so that our land-based business travel is by public transport or ultra-low emissions vehicles and will take steps to further discourage air travel.

Category	Actions
Business travel	Further refine our Travel Hierarchy guidance to support greater use of active travel, public transport, and other low carbon modes of transport.
	Progressively replace our diesel pool car fleet with battery EVs.
	Install EV charging points at all JBA offices beyond minimum requirements, and, where feasible, future-proof by installing infrastructure to enable straightforward installation of future charging points.
	Implement a range of new measures to substantially reduce grey fleet miles and associated emissions.
	Increase access to EVs through new corporate memberships with car rental agencies, car clubs, and car share schemes.
	Progressively restrict and then prohibit all domestic and short haul air travel and support JBA staff to use more sustainable alternatives.

## PRIORITY: Cut carbon from commuting and agile working



*Cut carbon from commuting and agile working:* We will provide practical advice, guidance, and other support to help our staff to reduce emissions from commuting and agile working.

Category	Actions
Staff commuting and agile working	 Provide information and support to JBA staff to help reduce emissions when working from home.
	 Enhance our approach to agile working to reduce the combined emissions from home working, commuting, and office working.
	 Develop office Travel Plans to optimise both commuting travel and wider business travel.
	 Implement a staff EV salary sacrifice scheme to support JBA staff to access EVs.
	 Investigate options to support staff to install renewable energy technology and low carbon heating systems at home.

## Offsetting our remaining emissions

We adhere to and support the SBTi's guidance in relation to emissions offsetting. Our priority is to achieve deep emissions cuts as quickly as we can and reduce our emissions to as close to zero as possible.

However, as required by the SBTi Net-Zero Standard, we plan to mitigate our carbon emissions as we cut them with investments in high-quality carbon removal offsets - initiatives that physically remove CO2 from the atmosphere - in-line with good practice guidance for offsetting published by Oxford University ('Oxford Offsetting Principles').









We're currently investigating the best offset option available, with a particular focus on supporting habitat restoration and woodland creation in the UK. It is our aim to invest in initiatives that not only deliver climate benefits in terms of carbon removals, but also achieve wider environmental and social benefits, such as habitat creation, enhanced biodiversity, improved soil quality, flood risk alleviation, and improved public access, amenity, and wellbeing.



## PRIORITY: Deliver low carbon projects



**Deliver low carbon projects:** We will further embed low carbon thinking in our projects, prioritising local delivery, promoting low carbon and circular economy design principles, and encouraging low carbon innovation.

Category	Actions
Project delivery	 Provide new low carbon project delivery and design training, guidance, and procedures to all JBA staff involved in engineering project appraisal and design.
	 Carbon Challenge Group to support all carbon intensive projects and promote low carbon and circular economy design principles.
	 Enhance JBA Project Management guidance, procedures, and training to promote assessment of carbon impacts of delivery as part of the evaluation process for all project proposals.
	 Develop new staff networks to support staff to effectively engage with environmental sustainability relevant to their roles, to facilitate knowledge sharing, and foster positive behaviours.
	 Integrate whole life carbon assessment in JBA engineering appraisal, design, and construction guidance and procedures.
	 Proactively seek new opportunities to expand and enhance JBA in-house services to reduce the need to use external subconsultants and contractors.
	 Develop new, innovative techniques, using technology to enhance delivery of site surveys and reduce associated carbon emissions.
	 Further promote local service delivery, particularly in relation to site-based service delivery, to reduce associated carbon emissions.

## Flexibility in the future

Whilst we've sought to make our Route Map as comprehensive as possible, we don't yet have all the solutions and so both the Route Map and detailed Action Plan are designed to be flexible. We'll continuously refine and expand our Action Plan as needed to ensure our efforts stay on track. Flexibility is also important because JBA continues to grow and diversify and we need to be able to respond to changing business practices, client needs, and emerging best practices and standards.

We also want to learn from what others are doing, tapping into good ideas and new practices, whilst communicating what we're doing so others can learn from us. Good practices will then proliferate across JBA and more widely and will be a positive influence on our staff, clients, and suppliers.

## DELIVERING OUR ROUTE MAP

Delivery of the Route Map actions will be fully integrated into our existing governance and management structures. However, to ensure that the Route Map is implemented and communicated effectively, additional resources will be committed. This includes our Sustainability Champions group, who support actions aimed at making our offices and everyday working practices more sustainable, and a new Low Carbon Working Group, comprising key staff from across our business, which will support delivery of project-focused carbon reduction actions. Our Group Sustainability Manager will review progress of our Route Map and will report to the JBA Group Board and Operating Company boards, who will ensure that the Route Map is supported with appropriate resources and the business management decision-making necessary to achieve our targets.

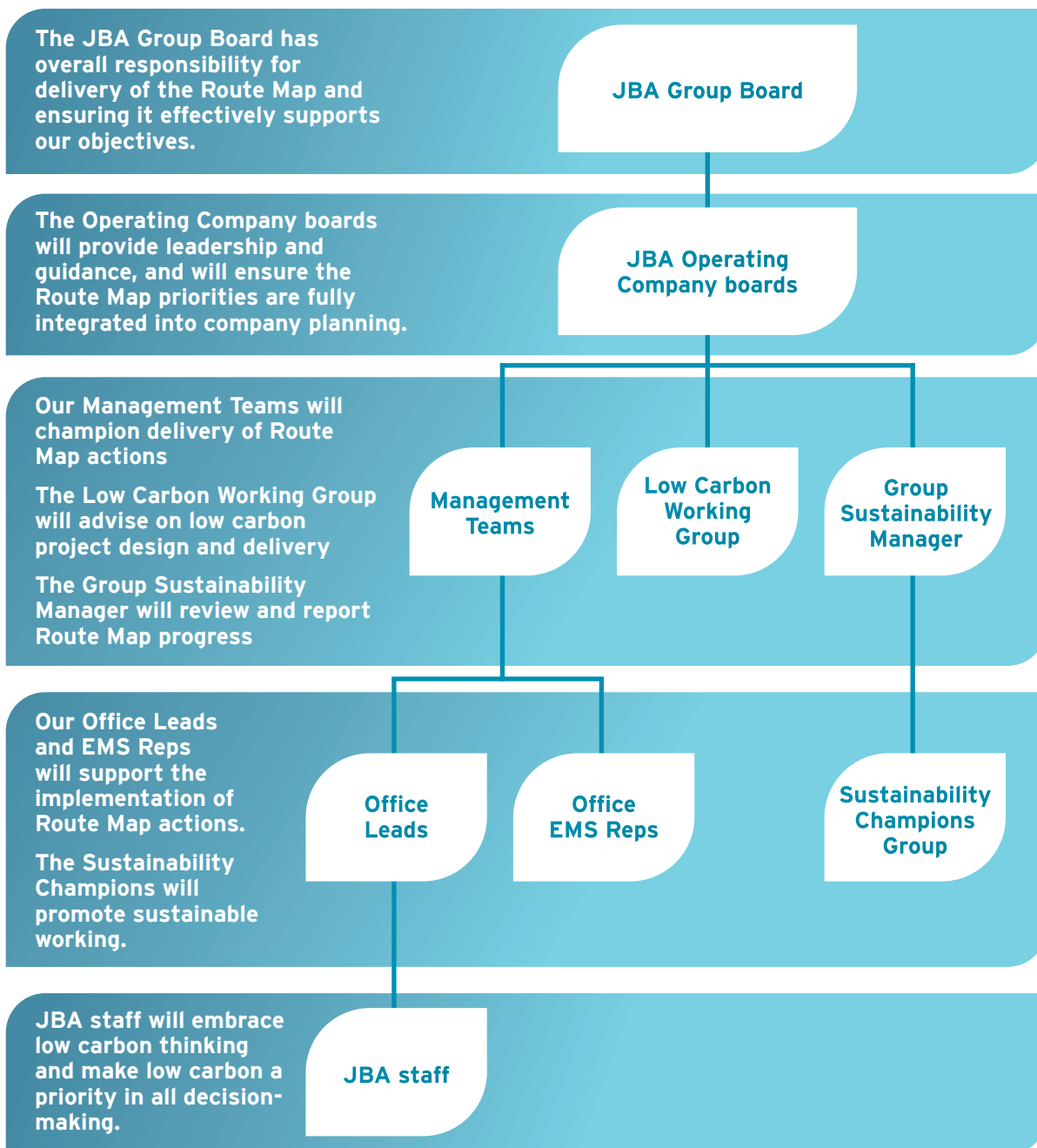
JBA staff have a crucial part to play in delivering our Route Map. We will actively encourage JBA staff to embrace low carbon thinking and make low carbon a priority in all their decision-making. Everyone at JBA can contribute to our net zero ambition. Working together, we will make it happen.

### Monitoring and reporting

Given the important link between the Route Map and our EMS, monitoring of our progress will be undertaken quarterly in-line with our existing EMS review programme. A full review of the Route Map will be undertaken each year following completion of a full carbon audit for the JBA Group. It's expected that new actions and initiatives will emerge following each review to enable us to better achieve our net zero target. Progress on the Route Map will be reported in several ways:



**Figure 3: Responsibilities for delivery of our Route Map**







**JBA**  
group

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