

WE WILL BE

**CARBON**

2030

NEUTRAL

**WSP Sweden**  
*Climate strategy 3.0*

**wsp**

# About WSP Sweden's climate strategy

## The strategy applies to our assignments as well as to our own operations.

Targets and measures for reduced climate impact through our assignments and targets and measures for emission reductions in our own operations are presented in each section.

### Each section contains:

- Goals and Targets
- Concrete measures
- Goal and target progress plan

The climate strategy is revised for each new strategy period or more often if necessary. Goals and measures are established annually in WSP Sweden's business plan and are followed up annually.

Version 1.0 was adopted by WSP Sweden's management team in January 2019. Version 2.0 was adopted by WSP Sweden's management team in February 2021 and version 3.0 (this version) was revised in February 2022.

## Our climate targets

### WSP takes responsibility for the climate of the future by:

- Our own operations will be carbon neutral by 2030
- We will halve the climate impact from our advice and solutions to 2030



# The purpose of WSP Sweden's climate strategy

The strategy is a governing document for the whole of WSP Sweden. The strategy will contribute to:

### Global and national climate targets can be achieved

- The increase in the global average temperature must be limited to a maximum of 1,5°C.<sup>1</sup>
- Sweden's greenhouse gas emissions should be net zero by 2045.
- As consultants and employees, we have great opportunities and thus a responsibility to contribute to the global and national climate objectives.
- WSP Sweden was a driving force in the development of the company's Climate roadmap for the construction sector, and the first consulting company to sign it.

### Clarity and predictability for our business

- The strategy helps us prioritize actions and contributes to cost-effectiveness in our climate work.
- The responsibility clearly lies with the management, our managers at all levels and all individual employees to know and contribute to this strategy.

### Credibility as a supplier and partner

- Setting climate goals for one's own business is these days given. At WSP we also set ambitious climate targets for our assignments, which puts us at the forefront of the industry.
- WSP and many of our customers are signatories to the climate roadmaps that have been developed for different sectors. Now work on the roadmaps is entering an implementation phase. WSP wants to contribute to this.<sup>2</sup>

### Attractiveness as an employer

- Students and potential new employees are demanding that their future employers take responsibility for a sustainable future.<sup>3,4</sup>

- The fact that the climate issue engages students and potential employees, we see from the good response to our 100H student competition, which in 2019 was about innovations for climate neutral transport and 2020 about recycling in urban transformation projects.
- WSP is ranked highest in the industry in the category of employers who give back to society.<sup>5</sup>

### Long-term sustainable emission reductions

- In order to achieve national and international climate targets, global emissions of climate-affecting gases need to be significantly reduced, through measures that provide lasting reductions in emissions and are sustainable in the long term.
- WSP estimates that demand for climate compensation will increase when more companies want to achieve net zero emissions. With increased demand there is a risk that the supply of certified compensation measures will not cover the demand. It is therefore important that those who can take action in their own business do that in the first place, before any climate compensation is purchased.
- WSP Sweden therefore focuses primarily on measures that directly reduce our own CO<sub>2</sub> emissions instead of systematically compensating for emissions. Through this approach, we want to contribute to emission reductions that are sustainable over time.
- However, we will compensate for any remaining emissions from 2030, but a maximum of 0,30 tons of CO<sub>2</sub> eq per employee, to achieve carbon neutrality in our own operations by 2030.
- The goal is for our own operations to be completely carbon neutral in 2040 without compensation measures. This presupposes that our suppliers also take very far reaching climate measures.

<sup>1</sup> IPCCs Special report 15, 2018

<sup>2</sup> See [www.fossilfritt.se](http://www.fossilfritt.se)

<sup>3</sup> DN Debatt, 3 December 2018

<sup>4</sup> [www.kollega.se/student-kraver-att-arbetsgivarna-tar-klimatansvar](http://www.kollega.se/student-kraver-att-arbetsgivarna-tar-klimatansvar), 11 march 2019

<sup>5</sup> Randstads Employer Brand Research 2020

<sup>6</sup> See SOU (2020:4) the Road to a climate-positive future or the Swedish Consumer Agency, Report 2020:7 a review of climate compensation for a description of what this is.



# Our assignments



**WSP's global sustainability and innovation program Future Ready helps us to future-proof our assignments and increase our ability to innovate.**

## Targets for reduced climate impact through our assignments

WSP takes responsibility for the climate of the future by ensuring that our advice and solutions contribute significantly to the reduction of the climate impact of our customers' operations and society as a whole.

- We will actively contribute to halving the total climate impact from our assignments by 2030 compared to 2020.<sup>7</sup>
- The method for how WSP measures the assignments' contribution to halving the climate impact has been established and will be implemented in three steps starting in the spring of 2022.
- We will be the leader in our industry in reducing the climate impact in our assignments. From 2023, we will be the choice for customers who want to reduce the climate impact of their operations.<sup>8</sup>

## Measures to reduce climate impact through our assignments

- In our tenders and assignments, actively propose solutions that contribute to reduce the climate impact in a life-cycle perspective.
- Work actively to acquire the knowledge, skills and tools required to halve the climate impact from our assignments to 2030.
- Actively seek out and prioritize assignments with great potential to reduce the impact on climate
- Building strategic partnerships with customers and other stakeholders who have ambitious climate targets.
- Discuss the climate issue with our customers and stakeholders to learn and to better understand how we can help them.
- Develop adapted tools for sector- or business areas to calculate and visualize how we can reduce the climate impact of our customers and, at the end of the project, follow up the outcome.

<sup>7</sup> The benchmark year for climate impact from assignments is set to 2020 because we have more reliable data to calculate the climate impact for 2020 than for 2018, which was our previous 'zero year'. It is worth noting that a 50% reduction

between 2020 and 2030 is more ambitious than a 50% reduction between 2018 and 2030.

<sup>8</sup> The goals mean that we follow up our customers' perceptions of our climate work in our customer surveys.

## Tools for reducing the climate impact through our assignments

- Our employees' expertise and commitment are our most important tools to reduce the climate impact in our assignments.
- Mandatory sustainability training for all employees
- Tools for calculating the climate impact of our assignments, for example applications for various engineering tools.
- WSP's global sustainability and innovation program Future Ready helps us to future-proof our assignments and increase our ability in innovation.
- WSP's internal sustainability network.
- A Sector and business overall Climate Center for internal distribution of knowledge
- The Sustainability Mentor Program, a reverse mentoring program where senior managers have sustainability experts as mentors.
- WSP's tools to support employees to steer towards climate goals in our assignments, as well as to increase the assignment's contribution to the UN's global sustainability goals, such as the Sustainability Scanning and the Climate Compass

- Workshops on the UN global sustainability goals.
- WSP's global practice area networks (PANS) for sharing knowledge.
- WSP's Global Innovation Platform to share innovations.
- Networks for development in different technology areas and customer segments.

## Follow-up of reduced climate impact through our assignments

- The work of halving the climate footprint generated in our assignments is reported annually and distributed by business areas / sectors and when relevant, by service categories, starting in 2022.
- In the WSP ESG Report, we highlight concrete examples of climate action in our assignments.



## Our own operations

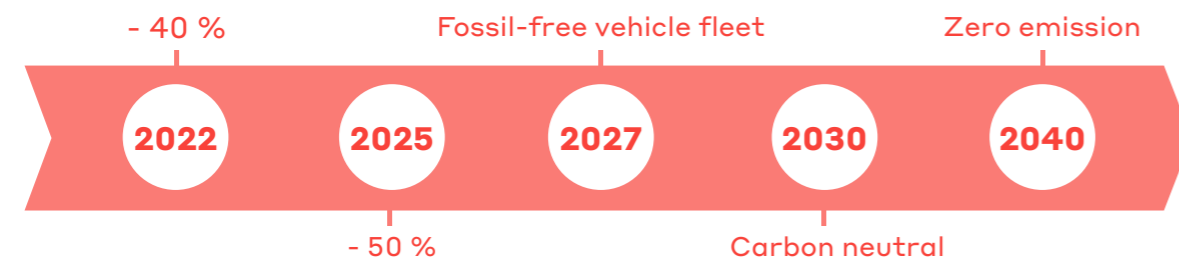
WSP takes responsibility for the climate of the future by making our own operations carbon neutral by 2030. Our own operations include business travel, unit cars, service vehicles and work vehicles, energy use in offices, purchases of goods and services<sup>9</sup> and waste. We are actively working to create conditions for more sustainable work commuting and annually follow up on our employees' travel habits to and from work.

WSP Global has adopted climate goals in line with the Paris Agreement and is connected to the Science based targets Initiative. For WSP Sweden, we have adopted more ambitious targets than that, which is made clear by this climate strategy.

## Goals and milestones for reducing the climate impact of our own operations

WSP Sveriges has the following climate targets for our own operations:

- 2040: Our own operations<sup>10</sup> will be carbon neutral without compensatory measures.
- 2030: Our own operations will be carbon neutral with compensation measures.<sup>11</sup>
- 2027: Our own fleet (cars and work vehicles) will be fossil-free.
- 2025: the climate impact (CO<sub>2</sub> eq) from our own operations will be reduced by 50% compared to 2018.
- 2021: The climate impact (CO<sub>2</sub> eq) of energy use in offices will be reduced by 20 % and the climate impact from business travel will be reduced by 25% compared to 2018.



Timeline of our internal climate targets. The percentages are compared to 2018.

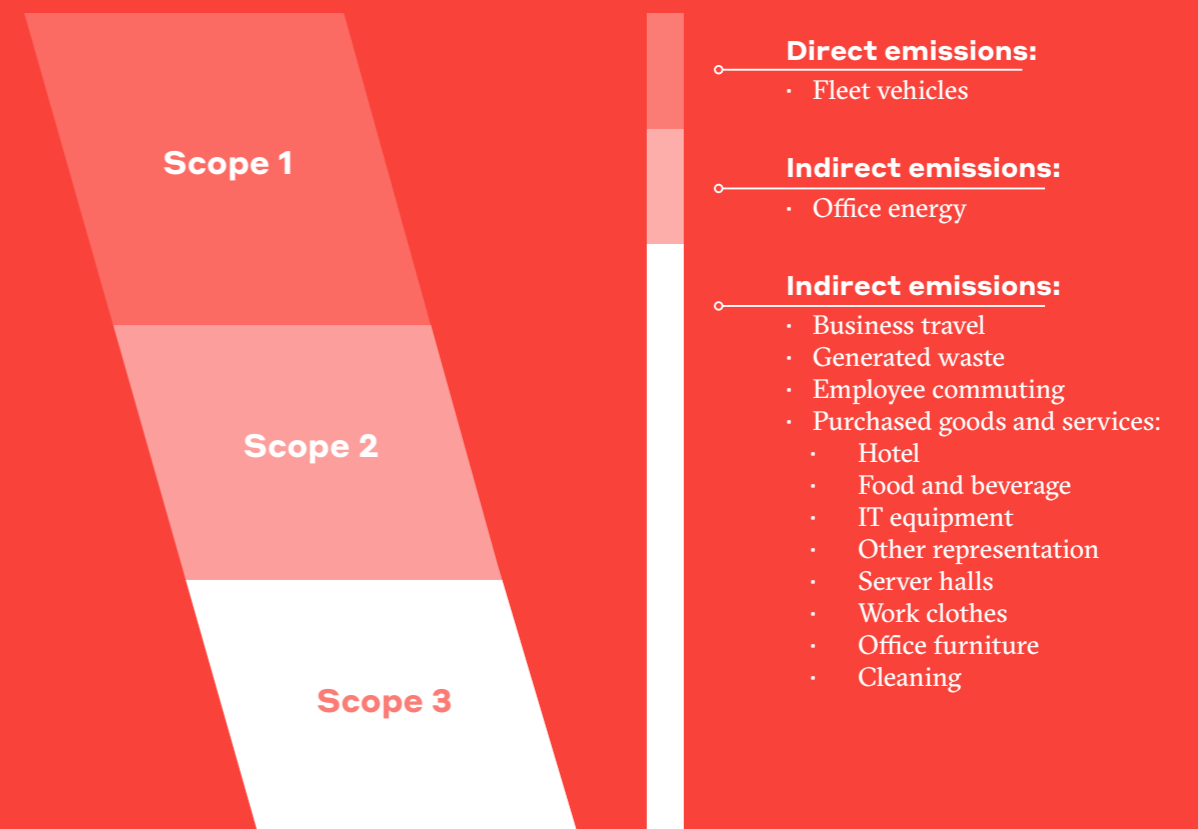
<sup>9</sup> Includes IT equipment, hotels, food, entertainment, server halls, office supplies, workwear, office furniture/furnishings and cleaning.

<sup>10</sup> Including business travel, unit cars, service vehicles and work vehicles, energy use in offices, purchases of goods and services and waste.

<sup>11</sup> By carbon neutral, we mean zero climate impact, where most of the reduction has been achieved through our own measures and a maximum of 0,30 tons of CO<sub>2</sub> eq per employee (FTE) may be compensated.

## Climate impact from our own operations

Climate impact from WSP Sweden's own operations, reported for different categories. Of this, everything but work commuting is included in our goal.





## Starting point for carbon neutrality in our own operations

**Table 1:**

Starting point 2018. Climate impact from WSP Sweden's own operations, reported for different categories of total emissions (CO<sub>2</sub> eq) and emissions per full-time employee (CO<sub>2</sub> eq/FTE).

Category	Total emissions	Emissions per employee
Business travel, unit cars, service vehicles and work vehicles	2302 tons CO <sub>2</sub> eq	0,56 tons CO <sub>2</sub> eq/FTE
Energy use in offices	675 tons CO <sub>2</sub> eq	0,16 tons CO <sub>2</sub> eq /FTE
Purchases of goods and services	3365 tons CO <sub>2</sub> eq <sup>12</sup>	0,83 tons CO <sub>2</sub> eq /FTE
Waste	23 tons CO <sub>2</sub> eq <sup>13,14</sup>	0,01 tons CO <sub>2</sub> eq /FTE
<b>Total climate impact</b>	<b>6365 tons CO<sub>2</sub> eq</b>	<b>1,55 tons CO<sub>2</sub> eq /FTE</b>

We are also actively working to create conditions for more sustainable work commuting and annually follow up on our employees' travel habits to and from work. However, work commuting is not part of our commitment to be climate neutral in 2030.

**Table 2:**

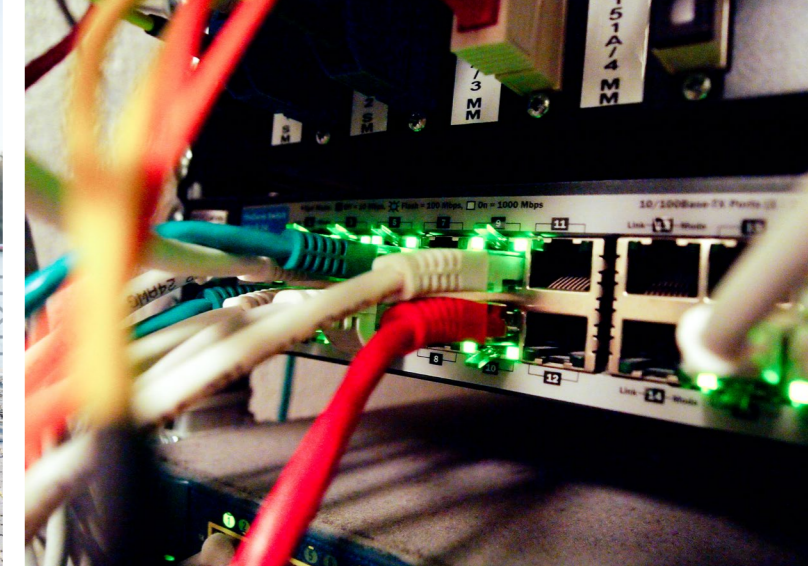
Starting point 2018. Climate impact from WSP Sweden's employees' work commuting in total emissions (CO<sub>2</sub> eq) and emissions per full-time employee (CO<sub>2</sub> eq/FTE).

Category	Total emissions	Emissions per employee
Working culture	1590 tons CO <sub>2</sub> eq	0,39 tons CO <sub>2</sub> eq /FTE

<sup>12</sup> Included in this category is IT equipment. WSP is active in the recycling and recovery of IT equipment and contributed to a climate saving of 12 tons of CO<sub>2</sub> eq in 2020.

<sup>14</sup> At WSP, waste is collected and sent to recycling, which in 2019 generated a climate saving of 49 tons of CO<sub>2</sub> eq.

<sup>13</sup> Non-hazardous waste recycled has a climate impact of close to zero and is neglected in these calculations.



### Measures to reduce the climate impact of our own operations

WSP's global sustainability policy and Swedish environmental and quality policy define overall goals and methods for our environmental and sustainability work. Measures to improve climate performance are governed by developed action plans to reduce climate impact and increase sustainability from our travel, account and purchasing activities.

#### Transport

- Stricter application of travel policy, i.e. increasing the proportion of travel-free meetings and significantly reducing travel by air and car.
- Continuous updating and tightening of climate requirements in vehicle policy to reach the goal fossil-free own fleet 2027.
- Apply more flexible forms of work.
- Facilitate commuting and business travel by bicycle and public transport.
- Explore the possibilities of creating an internal climate fund for financing internal development projects with a climate focus.

#### Energy use in offices

- 100% renewable energy (with verified certificates) when the current agreement is renegotiated, but by 2022 at the latest.
- Green leases and a landlord dialog with a climate focus.
- Own production of solar electricity in more offices.

#### Purchasing

- Climate requirements for the procurement and purchase of goods and services.
- Facilitate climate-smart choices in offices and during events.
- No disposable items, no bottled water.
- Take-back and reuse of IT equipment.
- Circular flows for office equipment and increased share of recycled office furniture.

### Follow-up of reduced climate impact from our internal operations

- Annual follow-up (according to GHG protocol) in the global sustainability report and in internal information on the sustainability performance of the business.
- Quarterly follow-up of the climate impact from transport, broken down by mode and unit.



## **Responsibility for implementing this strategy**

*All employees in WSP Sweden* have a responsibility to know and contribute to the climate strategy and our climate goals. Sustainability, including climate, is included in the mandatory introduction training for new employees and in the mandatory e-training Sustainability.

*Joakim Köhler*, acting manager of Sustainability and Innovation, and *Sofia Nyholm*, Head of Health & Safety, Quality and Sustainability, are responsible for following up strategy, goals, milestones and activities.

*The Coordinators of Health & Safety, Quality and Sustainability*, have an important role to play in supporting their colleagues in each business area / sectors in the implementation of the strategy on assignments.

*Office managers and appointed sustainability representatives* at some offices play an important role in the implementation of the elements of the strategy relating to the climate impact of our internal operations.

*Together with all employees at WSP*, we achieve the goals in this strategy



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