

# TKMS

# CARBON REDUCTION PLAN

AEUK/2022/1079 / V5

31 MARCH 2026

PPN-0621

SUPPLIER NAME: TKMS TKMS ATLAS UK



Cabinet Office

ATLAS UK

# CONTROL

## RELEASE

ACTION	NAME	ROLE	DATE
Prepared by	C Bailey-Ryall	Head of Production & Infrastructure	09 March 2026
	D Toogood	Safety and Environmental Protection Engineering Team Leader	
Authorised by	Antoni Mazur	Managing Director	31 March 2026

## CHANGE HISTORY

VERSION	DATE	CHANGE DETAILS
V1	30 March 2022	First Published Issue
V2	31 March 2023	Second Published Issue
V3	28 March 2024	Third Published Issue
V4	21 March 2025	Fourth Published Issue
V5	31 March 2026	Fifth Published Issue

# COMMITMENT TO ACHIEVING NET ZERO

**TKMS ATLAS UK** remains committed to achieving Net Zero<sup>1</sup> emissions by 2045 exceeding the requirement as defined by Procurement Policy Note 06/21.

Note, TKMS ATLAS ELEKTRONIK UK, as referred to in previous iterations of this document, was formally renamed to TKMS ATLAS UK in June 2025. All other aspects of the companies operating footprint and business type remain unchanged.

## BASELINE EMISSIONS FOOTPRINT

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

**BASELINE YEAR: OCTOBER 2020 TO SEPTEMBER 2021 (TKMS ATLAS UK FINANCIAL YEAR)**

### ADDITIONAL DETAILS RELATING TO THE BASELINE EMISSIONS CALCULATIONS

We have chosen to use our financial year of 2020/2021 as our baseline as being the most representative data set against which to measure our reductions going forward but we may re-assess this in the future. TKMS ATLAS UK is a growing business which resulted in an increase to our actual emissions in 2022 and 2023, however due to the wide range of initiatives we have implemented in the previous years we have seen a reduction in actual emissions for 2024. This is also reflective in the intensity ratios (table 4) where we have reduced our emissions by headcount and turnover year on year since the baseline data. The previous and planned measures continue to have a positive impact in our journey to Net Zero and shows our commitment to achieving these targets. Compass House, a new building comprising offices, employee restaurant and stores, came online at the end of 2024, and emissions data will be collected during the next FY. This may result in a re-baseline of the emissions footprint to take into account the increased square footage of our premises. The intensity ratios will also be updated in the 2025/2026 report to reflect this.

TKMS ATLAS UK first published its baseline emissions in March 2022 having evaluated our Scope 1 (direct energy) and Scope 2 (indirect energy) emissions with good data sources for these and having followed Streamlined Energy and Carbon Reporting (SECR) practices.

For Scope 3 (indirect upstream and downstream) emissions we have assessed our boundaries and have prioritised Categories 4, 5, 6, 7 and 9 for evaluation and data for these are included in the baseline reported here. We have followed Greenhouse Gas (GHG) Protocols in assessing these and used UK Government sourced emissions factors wherever possible to determine the baseline emissions for these categories. In accordance with GHG protocols, we have used a variety of methods as appropriate to estimated emissions. As shown below, this has enabled us to scope these emissions and assess their significance for reduction and further assessment. As more optimised methods are implemented this will allow us to further increase the accuracy of the estimates.

Additionally, since the first publication of our Carbon Reduction Plan (CRP), we have undertaken annual independent verification assessments of our emissions for each financial year. This has confirmed the accuracy of our calculations and assumptions.

---

<sup>1</sup>. Net zero is defined as offsetting the amount of greenhouse gas generated as a business by reduction of avoidable emissions and offsetting of unavoidable emissions to the equivalent figure.

**BASELINE YEAR EMISSIONS (2020-2021 FY):**

<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>E)</b>
<b>Scope 1</b>	<b>268 (was 255)</b>
<b>Scope 2</b>	<b>459 (was 432)</b>
<b>Scope 3</b> (Included sources)	<b>2,671</b> (was previously 2,582, increased after more accurate assessment of categories 4 & 7) (Categories 4, 5, 6, 7, & 9 only)
Categories 4 & 9 – Upstream Transportation & Distribution	507
Category 5 – Waste generated in Operations	93
Category 6 – Business Travel	500
Category 7 – Employee Commuting	1,571 (was 900)
Category 9 – Downstream Transportation & Distribution	0
(Note for TKMS ATLAS UK Category 9 is included within Category 4 in accordance with GHG Protocols)	
<b>Total</b>	<b>2,671 (was 2,000)</b>
<b>Total emissions</b>	<b>3,397 (was 2,687)</b>

Table 1. Carbon emissions for baseline year (previous figures shown in brackets).

We have also calculated our carbon emissions for our financial year October 2024 to September 2025. These are shown in the table below.

<b>REPORTING YEAR: SEPTEMBER 2024 TO OCTOBER 2025</b>	
<b>DATA ARE PROVIDED BELOW FOR THE REPORTING PERIOD</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>E)</b>
<b>Scope 1</b>	<b>127</b>
<b>Scope 2</b>	<b>455</b>
<b>Scope 3</b> (Included sources)	(Categories 4, 5, 6, 7, & 9 only)
	Categories 4 & 9 – Upstream Transportation & Distribution 399
	Category 5 – Waste generated in Operations 23
	Category 6 – Business Travel 965
	Category 7 – Employee Commuting 863
	Category 9 – Downstream Transportation & Distribution 192
	(Note for TKMS ATLAS UK Category 9 is included within Category 4 in accordance with GHG Protocols)
	<b>Total 2442</b>
<b>Total emissions</b>	<b>3024</b>

Table 3. Carbon emissions for financial year 2024/25.

Table 4 below shows our emissions expressed as intensity ratios based on turnover and headcount for the baseline year and each FY since.

<b>YEAR</b>	<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>	<b>2023/24</b>	<b>2024/25</b>
Turnover £M	87.6	103.9	118.0	138	N/A*
Headcount	466	499	556	575	580
TKMS ATLAS UK premises sqm	n/a	18,004	18,044	18,220	20,801
CRP related emissions tonne CO <sub>2</sub> e	3,397.9	3,278.5	3336	3156	3024
CRP emissions/turnover	38.8	31.6	28.3	22.8	N/A*
CRP emissions/headcount	7.3	6.6	6	5.5	5.2
CRP emissions/square M	n/a	0.18	0.18	0.17	0.15

Table 4. Intensity Ratios based on carbon emissions.

This shows a consistent trend in emissions reduction per unit of measure. While this analysis is not a replacement for quantified carbon emission reductions, it is useful in putting TKMS ATLAS UK's operational circumstances into context. It is also acknowledged that TKMS ATLAS UK footprint has increased significantly since the baseline emissions were calculated and intensity ratios developed.

\*Data on headcount and turnover for 2024/2025 will not be available until May 26, due to the financial auditing process, hence being excluded from this report.

# EMISSIONS REDUCTION TARGETS

In order to continue our progress to achieving Net Zero as defined under PPN 06/21, we have adopted the following carbon reduction targets:

- ◆ TKMS ATLAS UK is committed to achieve Net Zero emissions in Scopes 1 & 2 by 2040
- ◆ TKMS ATLAS UK is committed to achieving Net Zero in Scope 3 emissions by 2045 latest

## TKMS ATLAS UK PROJECTED CARBON EMISSIONS

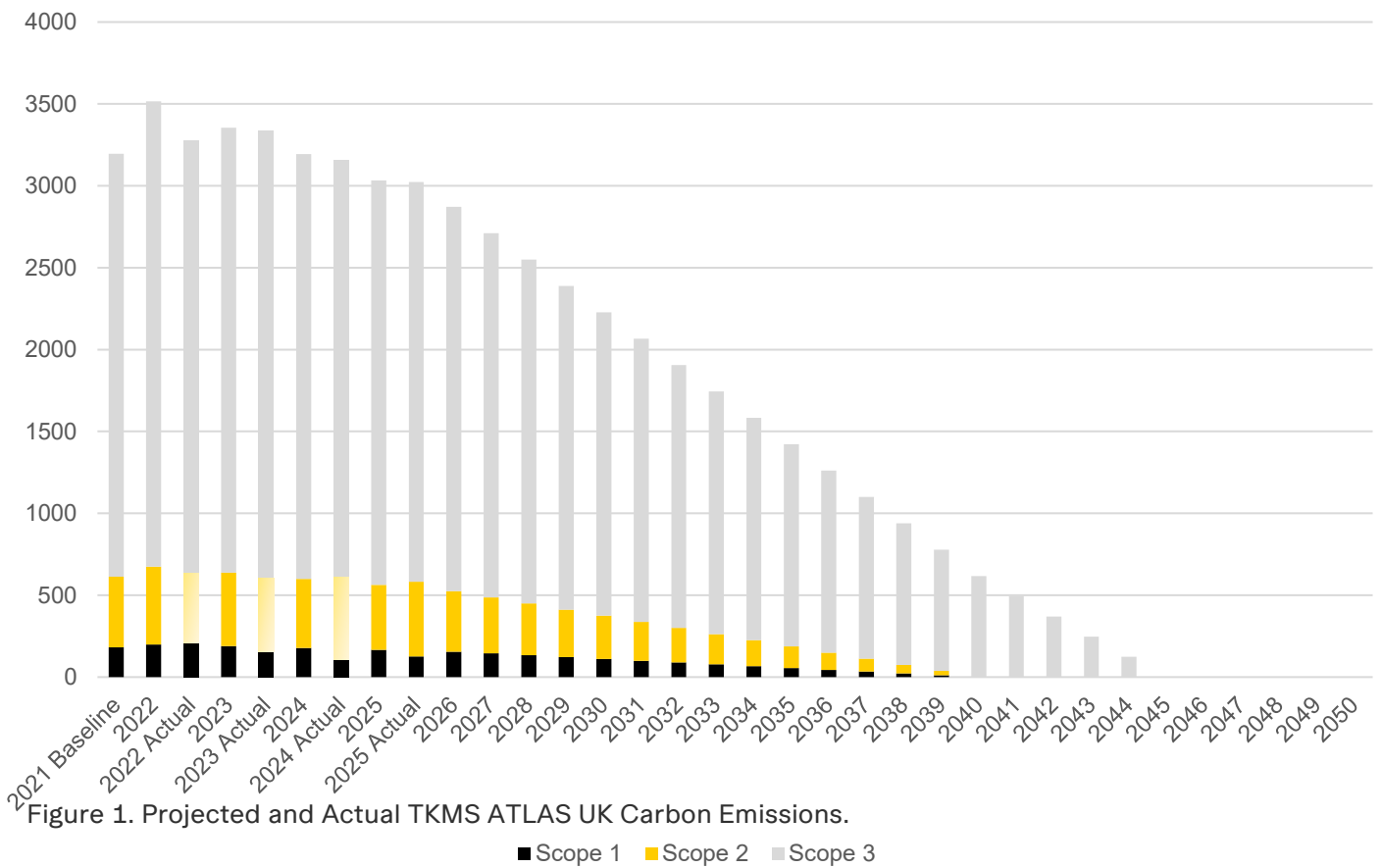


Figure 1. Projected and Actual TKMS ATLAS UK Carbon Emissions.

■ Scope 1 ■ Scope 2 ■ Scope 3

As we are a growing business, whilst we aspire to reduce our emissions year on year, there is a chance these will increase due to the types of programmes we are currently bidding plus further expansion planned to our footprint. We have continued to see a reduction in emissions for 2024/2025 as shown in the figure above, and we project a continued reduction to Net Zero by 2045 but these figures will be reviewed when contracts of significance are awarded.

Please refer to the following section for further details on our strategy to deliver Net Zero operation. We will update the above plan with actual progress in due course with a re-issue at least annually.

# CARBON REDUCTION PROJECTS

## OPERATIONAL CONTEXT

TKMS ATLAS UK provides innovation for underwater systems for the Royal Navy and overseas navies. Operating from its headquarters at Winfrith in Dorset, it is a leading innovative maritime systems company operating throughout all phases of the acquisition and engineering lifecycles, from concept to in-service support.

Operating as a subsidiary under the wider TKMS group, TKMS ATLAS UK directly contributes to the wider [ESG and sustainability strategy](#). We strive to design our processes and products to contribute positively to the environment whilst delivering peak performance. Further details can be found in the TKMS Sustainability Report 2024/2025.

## OUR TRACK RECORD

TKMS ATLAS UK are fully registered on the JOSCAR framework (ID: 10008748) and are members of the JOSCAR Zero programme to report and develop emission action plans. Our Integrated Management System (IMS) is independently certified against the following standards:

- ISO 14001: 2015 Environmental Management System – Certificate (BSI) EMS 510591 (Exp May-28)
- ISO 50001: 2018 Energy Management System - Certificate (BSI) ENMS 783887 (Exp Feb-27)
- ISO 9001: 2015 Quality Management System – Certificate (BSI) FM 510590 (Exp Apr-28)

We are also compliant with the Energy Savings Opportunities Scheme (ESOS), mandated by the UK Government, and carry out ESOS audits as part of this scheme annually.

TKMS ATLAS UK's sustainability programmes (formally the Energy Management Team) operate under the organisational level ESG Steering Group. These have helped the business use its energy more effectively and reduce the energy consumption per employee that would otherwise have occurred by around 40%. The following sections outline our progress prior to the introduction of PPN 06/21, initiatives implemented since, and our overall strategy to deliver Net Zero operation for TKMS ATLAS UK ahead of the UK target of 2050.

## COMPLETED CARBON REDUCTION INITIATIVES

The following environmental management measures and projects have been completed since 2014 but before the 2020/21 baseline and so these do not contribute to our forward carbon reduction measures:

- ◆ Electricity sourced via 100% renewables or nuclear;
- ◆ Our main production facility (Horizon Building) was designed and delivered in compliance with ISO 50001 Energy Management requirements;
- ◆ Continued replacement of a high proportion of our aging and inefficient air conditioning systems and boilers with modern more efficient systems.
- ◆ Improvements in our Building Management System for controlling energy and heating alongside improvements in insulation on large areas of our building structures;
- ◆ Replacement of all lighting in our main building with LED fittings and installation of sensors to reduce water usage in kitchens and bathrooms;
- ◆ Minimisation of waste to landfill and maximisation of waste to recycling waste streams;
- ◆ Awareness campaigns to employees and visitors on our strategy and CO2 emission reductions coupled with mandatory training modules for all staff on energy and environment;
- ◆ Installation of four charging points for electric/hybrid vehicles;
- ◆ Replacement of plastics wherever possible with sustainable alternatives, e.g. our in-house restaurant uses minimal disposable containers, and those used are either 100% recyclable or compostable;

## NET ZERO STRATEGY

TKMS ATLAS UK are fully committed to achieving Net Zero by 2045 and have established the ESG Steering Group with support from the TKMS ATLAS UK Board to deliver this. This strategy is by necessity embryonic but will grow and evolve through the following:

- ◆ PHASE 1 – Discovery, exploration, and initial implementation (five years or less, moving into year 5). This is predominantly focussed on infrastructure and operational changes;
- ◆ PHASE 2 – Transformation (less than 20 years). This is predominantly focussed on technology led and supply chain changes and has started in parallel with Phase 1.

### PHASE 1

Phase 1 is targeting identification and implementation of viable initial carbon reduction and potential offset actions that can be achieved by the end of the current decade. Progress achieved in the last year comprises the following:

Understanding TKMS ATLAS UK's carbon emissions:

- ◆ Full independent verification of our GHG inventory under Scopes 1, 2, and all applicable Scope 3 categories has been verified according to ISO 14064-3 by an independent assessor.
- ◆ Further engagement with the top 60 suppliers from our supply chain to support them on their decarbonisation journey and ensure continuing alignment with our objectives;
- ◆ Further engagement with suppliers that we have identified as being critical to our forward plans and establishment of regular business reviews with these parties to share and monitor progress;
- ◆ Engagement with wider stakeholders and industry forums for collaborative working.

Carbon Reduction initiatives:

- ◆ Progress on detailed decarbonisation action plans targeting our priority areas of Supply Chain and Products and aligned with our current ESG policy;
- ◆ Our energy supply contracts were switched to fully non-fossil fuel-based supplies in July 2023, certifiable from November 2023. No reduction has been made on emissions for FY 2022/23 in connection with this, however, reductions will be applied in subsequent financial years;
- ◆ We have assessed the viability of solar power at our main site as following completion of previous infrastructure initiatives the roof of our main building is now a suitable location for a significant solar array. Solar panels have now been installed on our Horizon building which will provide approx. 10% of our energy use. Solar panel installation on our main ATLAS House building is factored into future refurbishment plans which is expected to reduce our reliance on grid electricity by a further 15%. Additionally, we are evaluating the suitability of other areas of our site for solar power installations including the potential use of solar carports in our car parks. This task has been brought forward from Phase 2;
- ◆ We have conducted thermal surveys of the buildings on our sites assessing energy loss, effectiveness of insulation, and potential water ingress. This has confirmed no major deficiencies with our real estate and effective energy loss measures via insulation;
- ◆ We have introduced fully electric vehicles to around a third of our company pool of cars, this is planned to increase further in the future;
- ◆ Installation of 28 further electric vehicle charging points, including 4 faster charging points to ensure more availability;
- ◆ All Senior Management Team company cars have been switched to fully electric vehicles;
- ◆ We have updated our company scheme supporting staff with leasing electric vehicles on a long-term basis for personal use and rolled out a scheme in conjunction with Octopus Electric Vehicles. We already have 58 vehicles on the road through this scheme with further orders in place;

- ◆ Personnel are attending industry conferences and collaborative working groups to continue to improve our own understanding of Net Zero and how the industry is adapting;
- ◆ Engagement with our customers and suppliers to develop meaningful conversations regarding how we can collaborate to meet our individual net zero targets. The Heliios JOSCAR ESG analysis tool has allowed us to have more objective and productive supplier engagement on ESG maturity and action plans;
- ◆ We have joined the JOSCAR Zero buyer community as a founder member to accelerate the capture of supplier derived emissions data and to progress from spend-based estimated calculations.
- ◆ Implementation of ISO 50001 principles to our new Compass House building complex including restaurant, warehouse, offices and meeting rooms which completed August 2024. Measures incorporated include heating solutions with reduced environmental impact (e.g. Air Source Heat Pump) with zero usage of natural gas, increased insulation options, and inclusion of solar power generation from panels on the roof;
- ◆ Creation of a company-wide Technology Repository for the capture of potential technologies as future carbon reduction solutions and facilitating easy access for information sharing;
- ◆ Ongoing endorsement by TKMS ATLAS UK's Board of our overarching net zero strategy and ESG strategy and communicated to our employees via briefings by our Managing Director.
- ◆ Creation of an ESG steering committee, lead by our Business Development Director. Under this steering committee leads have been identified for each of the pillars, and the environmental pillar now encompasses all aspects of energy saving, emissions targets and reporting, net zero targets and sustainability. This ensures alignment of all environmental objectives and efficiencies realised in the management of each team. The generation of this committee further cements the boards commitment to meeting the net zero targets.
- ◆ High level overview of ESG steering group to employees at the annual briefing;
- ◆ Engineering and project lifecycle reviews have been updated to incorporate specific environmental related questions to ensure commitment and consideration of emissions from early stages of a project.
- ◆ Upgraded video conference facilities to promote digital collaboration and less physical travel;
- ◆ Supported energy saving initiatives as part of social value responses to future bids;
- ◆ Management of our new restaurant by a contractor committed to net zero targets; including use of recyclable and compostable containers, monitoring of carbon footprint associated with their menus, minimising food waste and working with sustainable supply chain;

The above list is not exhaustive and there are other ongoing activities in Phase 1 which will be covered in subsequent issues of this Carbon Reduction Plan.

## PHASE 2

Phase 2 will cover substantive programmes and changes to reduce our carbon emissions down to the required target levels. In the future we will evaluate for implementation further measures such as:

- ◆ Replacement of natural gas fuelled systems in our buildings with suitable alternatives;
- ◆ Full replacement of fossil fuelled company vehicles with fully electric vehicles;
- ◆ Extended working with our supply chain to help them understand and reduce the emissions that feed into our products and services;
- ◆ Evolve our product development and support strategies to integrate new neutral energy sources and carbon saving measures; Engagement with our parent organisations to build on their established commitment to, and evaluation by, the Science Based Targets Initiative;
- ◆ Reducing business travel as much as practical or undertaking via environmentally neutral energy solutions coupled with adapting our business travel guidelines
- ◆ A major refurbishment of ATLAS House is being planned, with work expected to commence Spring 2027. This refurbishment will feature sustainable design practices such as reuse, repurpose and recycle with a target of zero to landfill. The contractor tendering for the work will be assessed against their environmental practices. The core design incorporates additional solar panels and upgrade of any remaining plant with low or poor energy performance.
- ◆ A material re-use audit is being contracted prior to the refurbishment to understand the full scope of possibilities which will be factored into the design.
- ◆ Continuously reviewing our processes for improvement and opportunities for reduction of carbon emissions.
- ◆ Maintaining and improving our environmental management systems such as ISO 14001 Environmental Management and ISO 50001 Energy Management, increasing our focus on Sustainability and maintaining compliance of our emissions calculations with ISO 14064-3;
- ◆ As a final resort, we will explore options to compensate for unavoidable emissions;

## CONCLUSION

The above measures demonstrate our commitment to achieving our net zero targets and providing transparency of our activities and progress.

The next 5 years sees the potential for significant change to our footprint and current building refurbishment, which will result in emissions projections requiring re-baselining. This re-baseline will seek to reflect our new operating practices and therefore route to net zero. This will be communicated in future publications of this document as and when the changes are defined and implemented, for example when a new building comes online and when the refurbishment programme is complete.

The new business strategy being developed will outline our key product focus for the next 5 years which will also affect the emissions projections. This is expected to be available in time for the next publication of this plan.

# DECLARATION

This Carbon Reduction Plan has been completed in accordance 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>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</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>3</sup>.

This Carbon Reduction Plan has been reviewed by the board of directors (or equivalent management body).

**SIGNED ON BEHALF OF TKMS ATLAS UK:**



**Antoni Mazur**  
Managing Director

Date: 31st March 2026

<sup>1</sup> [ghgprotocol.org/corporate-standard](https://ghgprotocol.org/corporate-standard)

<sup>2</sup> [gov.uk/government/collections/government-conversion-factors-for-company-reporting](https://gov.uk/government/collections/government-conversion-factors-for-company-reporting)

<sup>3</sup> [ghgprotocol.org/standards/scope-3-standard](https://ghgprotocol.org/standards/scope-3-standard)

TKMS ATLAS UK Ltd.  
Dorset Innovation Park  
Winfrith Newburgh  
Dorchester  
DT2 8ZB  
United Kingdom

[enquiries@uk.tkmsgroup.com](mailto:enquiries@uk.tkmsgroup.com)

[www.tkmsgroup.com](http://www.tkmsgroup.com)