

Carbon Reduction Plan

Supplier name: Bain & Company United Kingdom LLP

Original publication date: December 2024

Most recent update: 26th January 2026

Commitment to achieving Net Zero

Bain & Company United Kingdom LLP is committed to achieving Net Zero emissions by 2050.

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.

Data provided is for Bain & Company, Inc. Bain & Company United Kingdom LLP is wholly owned by Bain & Company, Inc. Both Bain & Company United Kingdom LLP and its parent company – Bain & Company, Inc. – are committed to achieving Net Zero emissions by 2050.

Baseline Year: 2019	
Additional Details relating to the Baseline Emissions calculations.	
The emissions reported below cover all global offices and subsidiaries, and all relevant Scope 3 categories for Bain & Company. This represents the baseline year used by Bain for all SBTi-approved targets.	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	2,910
Scope 2	1,071

Scope 3 Categories Included: <ul style="list-style-type: none">• Category 1: Purchased goods and services• Category 3: Fuel and energy-related activities not included in scope 1 or scope 2• Category 4*• Category 5: Waste generated in operations• Category 6: business travel emissions including emissions from air travel, hotels, buses, cars, taxis, and trains• Category 7: Employee commuting• Category 9*	226,588
Total Emissions	230,569

* Note:

- Category 4: Upstream transportation and distribution – this is included in Category 1: Purchased goods and services, based on our procurement contracts;
- Category 9: Downstream transportation and distribution – this is not material / relevant for our organisation as a service company.

Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	1340
Scope 2	562
Scope 3 Categories Included: <ul style="list-style-type: none">• Category 1: Purchased goods and services• Category 2: Capital Goods• Category 3: Fuel and energy-related activities not included in scope 1 or scope 2• Category 5: Waste generated in operations• Category 6: business travel emissions, including emissions from air travel, hotels, buses, cars, taxis, and trains• Category 7: Employee commuting	172,298

Total Emissions	174,200
------------------------	---------

Emissions reduction targets

- Bain has set both near-term and long-term Net Zero targets that have been approved by the Science Based Targets Initiative (SBTi), the leading global authority on scientifically-derived targets. These targets meet SBTi's Corporate Net-Zero Standard and are aligned to the 1.5°C pathway.
- Specifically:
 - In the near term: Bain has committed to reducing Scope 1 and 2 emissions by 30% and Scope 3 business travel emissions by 35% per employee by 2026.
 - In the long term, Bain has committed to reducing Scope 1 and 2 emissions by 90% by 2050. We have also committed to reducing Scope 3 emissions on a per employee basis by 97% by 2050.
 - These targets cover 100% of our emissions as of the publication of this transition plan and future transition plan updates will reflect any future material carbon footprint changes.
 - Note: The target boundaries include land-related emissions and removals from bioenergy feedstocks.
 - In line with the SBTi Net-Zero Standard, our highest priority is to take substantial, transparent, and cost-effective actions to reduce our operational emissions by more than 90% and then, once we've achieved our long-term target and cut emissions by >90%, use permanent carbon removal and storage to counterbalance the final <10% of residual emissions that cannot be eliminated.
- We also believe that counterbalancing residual emissions can't wait until 2050. To that end, we are committed to ongoing Beyond Value Chain Mitigation (BVCM) strategies to remove more carbon from the atmosphere than we emit on an annual basis.
 - In 2022, Bain committed to have a net-negative carbon impact, starting with 2021 emissions year and for all future years, by working to reduce its emissions and investing in high-quality carbon removal projects to offset more than its annual carbon footprint.
 - We pledge to purchase and retire high-quality carbon removal credits in an amount greater than 100% of our annual residual Scopes 1, 2, and 3 emissions on an ongoing basis.
- Bain committed to sourcing 100% of its electricity usage from renewable energy by 2021, a target which it achieved in 2020, one year ahead of schedule. Bain is committed to continue annually sourcing 100% renewable electricity on an ongoing basis, and formalized that commitment with science-based targets:
 - Near-term: Bain commits to continue annually sourcing 100% renewable electricity through 2030.
 - Long-term: Bain commits to continue annually sourcing 100% renewable electricity from 2030 through 2050.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives:

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The carbon emission reduction achieved by these schemes equate to 56,369 tCO2e, a 24%ge reduction against the 2019 baseline and the measures will be in effect when performing the contract.

Since 2019, we have reduced our carbon footprint by 24% and our carbon emissions per FTE have decreased by 57%.

Scope 1 & 2:

- Bain is transitioning its company cars to electric vehicles, with 23% of company-owned or -leased vehicles electric as of 2024.
- Bain's global real estate team considers Leadership in Energy and Environmental Design (LEED)/Building Research Establishment Environmental Assessment Methodology (BREEAM) building certification as a criteria for leasing new office space, with 32 offices in LEED- or BREEAM-certified, or have an equivalent certification.
- Bain has also begun seeking LEED certification for interior design and construction for its offices. Bain's Houston office was certified Gold in 2024, and Bain's offices in Los Angeles, Doha, and Riyadh were certified in 2025.

Scope 3:

- In 2022, Bain introduced carbon budgets to manage its air travel emissions for non-client travel. Bain's internal functions are assigned a carbon budget and must stay within the budgeted amount. The result of this effort in 2023 was that Bain successfully capped its non-client air travel emissions, staying under the overall emissions target. As part of this effort, the company undertook major changes to carbon-intensive functions such as recruiting and training to reduce the impact of travel for those activities. For example, locations for global training programs have been optimized to minimize flight miles. Bain will continue to use carbon budgets going forward.
- Bain also joined the Sustainable Aviation Buyers Alliance (SABA) to help drive the adoption of Sustainable Aviation Fuel (SAF), which can reduce carbon emissions by up to 80% over its lifecycle compared to conventional jet fuel. In 2023, Bain purchased enough SAF to cover all emissions associated with North American recruiting flights for the 2022-2023 recruiting cycle. Bain rolled forward this commitment in 2024 to cover the 2023-2024 recruiting cycle.
- In 2024, Bain partnered with Uber in North America and Europe to offer employees an incentive for choosing electric vehicle rides
- Bain's Global Procurement team engages with suppliers to assess supplier performance on key sustainability topics, including carbon emissions. As part of this engagement, Bain has launched EcoVadis with suppliers to help decarbonize its supply chain

- Bain's local Green Teams, which cover 75% of its operations by employee count, lead local office initiatives to promote sustainable behaviour in the office like the use of reuseable kitchenware in office cafes and educate employees on topics such as home composting

Beyond Value Chain Mitigation:

- Bain achieved net-negative carbon emissions in 2024, purchasing enough high-quality carbon removal credits to offset more than 100% of its footprint (which in 2024 was 174.2 ktCO2e)
- In 2024, Bain supported 16 projects, including the Delta Blue mangrove reforestation project in Pakistan, and multiple afforestation and forest management projects in Myanmar, India, Colombia, Mexico, Kenya, and the United States
- Since 2022, Bain has dedicated a portion of its offset portfolio to catalyzing the development of permanent carbon removal and storage technologies, including enhanced rock weathering, biochar, carbonated building materials, and biomass with carbon removal and storage (BiCRS) projects, in addition to its portfolio of nature-based removals.
- Bain has also achieved a Voluntary Carbon Markets Initiative (VCMI) Carbon Integrity Platinum claim for its 2023 and 2024 footprints, verifying that Bain purchased and retired high-quality carbon removal credits in an amount greater than 100% of its scope 1, 2, and 3 emissions.

In the future, we hope to implement further measures such as:

Bain's climate transition plan builds on our industry-leading carbon management program and sets a path forward to a Net Zero future. The emissions reduction levers listed below highlight the key actions Bain will implement in both the near-term and long-term to reach our 2050 Net Zero emissions targets:

- **Sustainable Aviation Fuel (SAF):** Since 2023, Bain has partnered with air transport operators to replace a portion of our conventional jet fuel demand with SAF. As the technology advances and becomes more readily available, we are committed to procuring higher volumes of SAF, with higher life cycle GHG emissions reductions, specifically:
 - By 2030, we will partner with air transport operators to replace at least 5% of conventional jet fuel demand for our air transport with SAF that reduces life cycle GHG emissions by 85% or more when compared with conventional jet fuel and/or utilizing zero-carbon emissions propulsion technologies.
 - By 2050, we will partner with air transport operators to replace 100% of our residual conventional jet fuel demand for our air transport with high-integrity SAF, using the best, most cost-effective technology at that time.
- **Travel reduction:** Bain has a number of specific initiatives in place to manage the carbon impact of business travel, including:
 - Using carbon budgets to cap and reduce non-client travel emissions.
 - Engaging with our clients to prioritize travel needed to drive the most value from our work, establishing travel patterns that maximize client impact while fitting within our and our clients' climate goals.

- Incentivizing teams to switch from air to rail travel in markets where this is feasible.
- **Electric Vehicles:**
 - Across our global offices, we will shift to electric vehicles (EVs) for our leased vehicles, taxis and rideshares, and car rentals.
 - We plan to convert over 90% of our leased fleet to electric power by 2030 and aim to transition to a fully electric fleet by 2050.
- **Real estate:**
 - We will continue to drive energy efficiency improvements in our current office space with a target of increasing efficiency by 15% by 2030 and pursue LEED ID+C (LEED for Interior Design and Construction) certification on the existing office spaces we already occupy.
 - We will also retrofit HVAC systems in existing offices to be powered by electricity or renewable sources, where feasible.
- **Supply Chain:** To address our upstream supply chain emissions, we will:
 - Monitor and evaluate the ESG maturity of our supplier base through an annual supplier assessment survey.
 - Incentivize and work with suppliers to set their own science-based targets and provide transparency through public reporting.
 - Begin requesting and then requiring Bain-specific emissions reporting, as our suppliers advance in maturity.
 - Proactively collaborate with engaged suppliers on joint reduction initiatives and best practice sharing, while shifting purchase volume away from suppliers who do not engage in sustainability efforts.
- **Waste:**
 - We are committed to diverting 90% of the waste we produce away from landfills by 2030. As of 2024, Bain is diverting 64% of the waste we produce away from landfills through our in-office recycling and composting programs.

For more information, please see our published [Climate Transition Plan](#).

Declaration and Sign Off

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 standardⁱⁱⁱ and uses the appropriate Government emission conversion factors for greenhouse gas company reportingⁱⁱⁱ.

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^{iv}.

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

Signed on behalf of the Supplier:

Steve McLaughlin

Chief Financial Officer

27th January 2026

ⁱⁱ <https://ghgprotocol.org/corporate-standard>

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

^{iv} <https://ghgprotocol.org/standards/scope-3-standard>