



Environmental Report 2023



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Introduction

This report provides a holistic view of what Illuminet does to help the environment. The purpose of this report is to account for our full carbon emissions of the previous year, review our Net Zero plan and progress, and define targets for the year ahead.

This document is also supported by our Carbon Reduction Plan which has been created in accordance with in PPN 06/21.

Illuminet recognises the importance of measuring and reducing carbon emissions but also the wider challenges facing the planet such as biodiversity, pollution, and wildlife conservation.

Our efforts to be greener began in 2019 with the announcement of our flagship initiative, Treevolution, where we plant native, broad-leaf trees with Yorkshire Dales Millenium Trust. In 2022, we took the next step and initiated work to be Net Zero by 2035. As you will see in this report, we aim to drive initiatives that have a tangible, positive impact on the environment whilst also finding ways to reduce our overall carbon emissions.

Each year we will release our Impact Statement of the previous year and the Commitment Statement for the year ahead which will cover carbon reduction initiatives and our initiatives to help the other aspects of improving our impact on the planet.

This report reviews progress made in 2022 and looks ahead at the plan for 2023.

Environmental Objectives

To work towards Net Zero

To enable progress against our environmental goals, the whole business should be aligned to the same objectives.

We are working towards a 90% reduction in emissions by 2035 with the aim to offset the remaining 10%.

To improve biodiversity and environmental impact

Our overarching initiative is always to plant trees to help offset carbon and improve biodiversity in the UK.

Our approach to Net Zero is nature first.

To support individual behaviour change

To be a green company, we aim to have a green workforce. This means making tangible difference in our day to day lives, making greener options more accessible and raising money for our partner, Yorkshire Dales Millenium Trust.

Carbon Emissions Accounting

[Reporting year: 2022]

Scope 1, 2 & 3 Emissions Explained

Scope 1

Direct emissions:

Direct emissions that come from things such as company vehicles, building and facilities.

Scope 2

Indirect emissions:

Indirect emissions that are made up from purchased electricity (and steam, heating & cooling) for our own use.

Scope 3

Upstream & Downstream emissions:

Upstream emissions include:

- Purchased goods & services
- Capital goods
- Fuel & energy related activities
- Transportation & distribution
- Waste from operations
- Business travel
- Commuting
- Leased assets

Downstream activities include:

- Transportation & distribution
- Processing of sold products
- Use of sold products
- End-of-life of products
- Leased assets
- Franchises
- Investments

Note: although we are not obliged to include scope 3, we do to produce a truly representative report of our emissions.

These emissions account for our UK employees only.

UK Operational Overview 2022

- Two leased serviced offices in Birmingham and Poole with the introduction of a third in Leamington Spa in August.
- Headcount increased from 35 in January to 64 in December.
- Office work and in-person meetings increased significantly since the end of the Covid-19 pandemic lockdowns.
- Data collected from Finance for procurement related emissions, office landlords for energy and waste related emissions and expense data for travel related emissions.

Overview of 2022 Emissions

Scope Totals (kgCO₂e)



As a company that leases office space (with lots of remote employees), does not own vehicles or manufacture products, the majority of our emissions lie under Scope 3.

2021 vs 2022

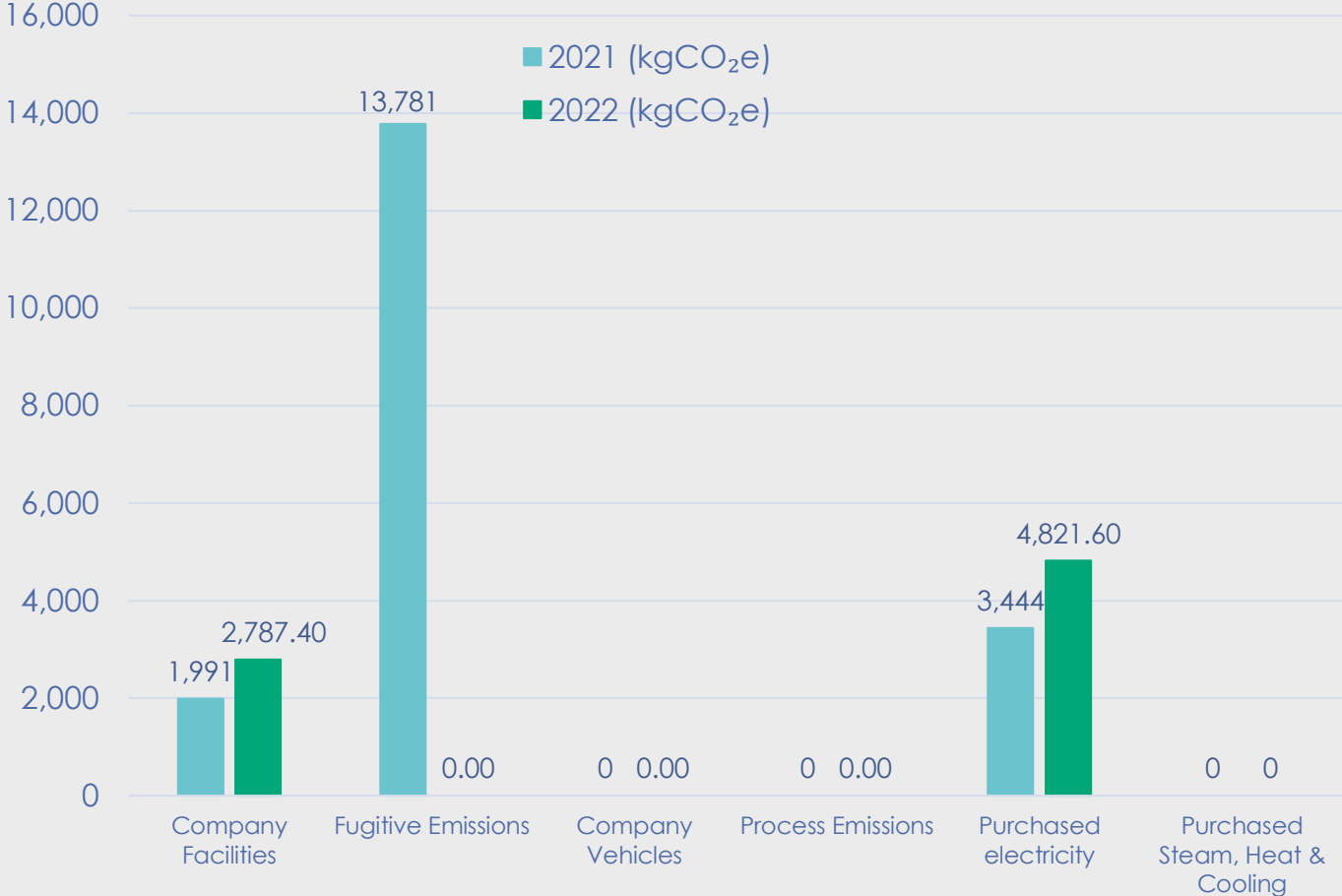


Our absolute emissions have increased in both scope 2 and 3 compared to 2021. This is expected after the return to office and the opening of travel and face-to-face meetings after the Covid-19 pandemic.

The company has also doubled in size within this year. To measure the increase accurately, see below for our carbon intensity (per employee) measure.

Year	No. of employees	Carbon Intensity per employee
2021	33	6.043tCO ₂ e
2022	64	7.788tCO ₂ e

Scope 1 & 2 in More Detail



Our absolute emissions in Scope 1 have decreased since 2021. This is because the owners of the offices that we rent reported no fugitive emissions for 2022. The absolute emissions of company facilities and purchased electricity has risen due to our expansion into a new office in Leamington Spa from August 2022. Due to the nature of our business, we do not have company vehicles or our own process emissions.

Note: We do not own our office spaces and have taken GHG guidance on where to include office emissions in our reporting: *if the lessee uses the operational control approach, emissions associated with fuel combustion should be categorized as scope 1 (direct), and emissions associated with the use of purchased electricity should be categorized as scope 2 (indirect).* – [GHG Protocol](#)

Scope 3 (Upstream) in More Detail



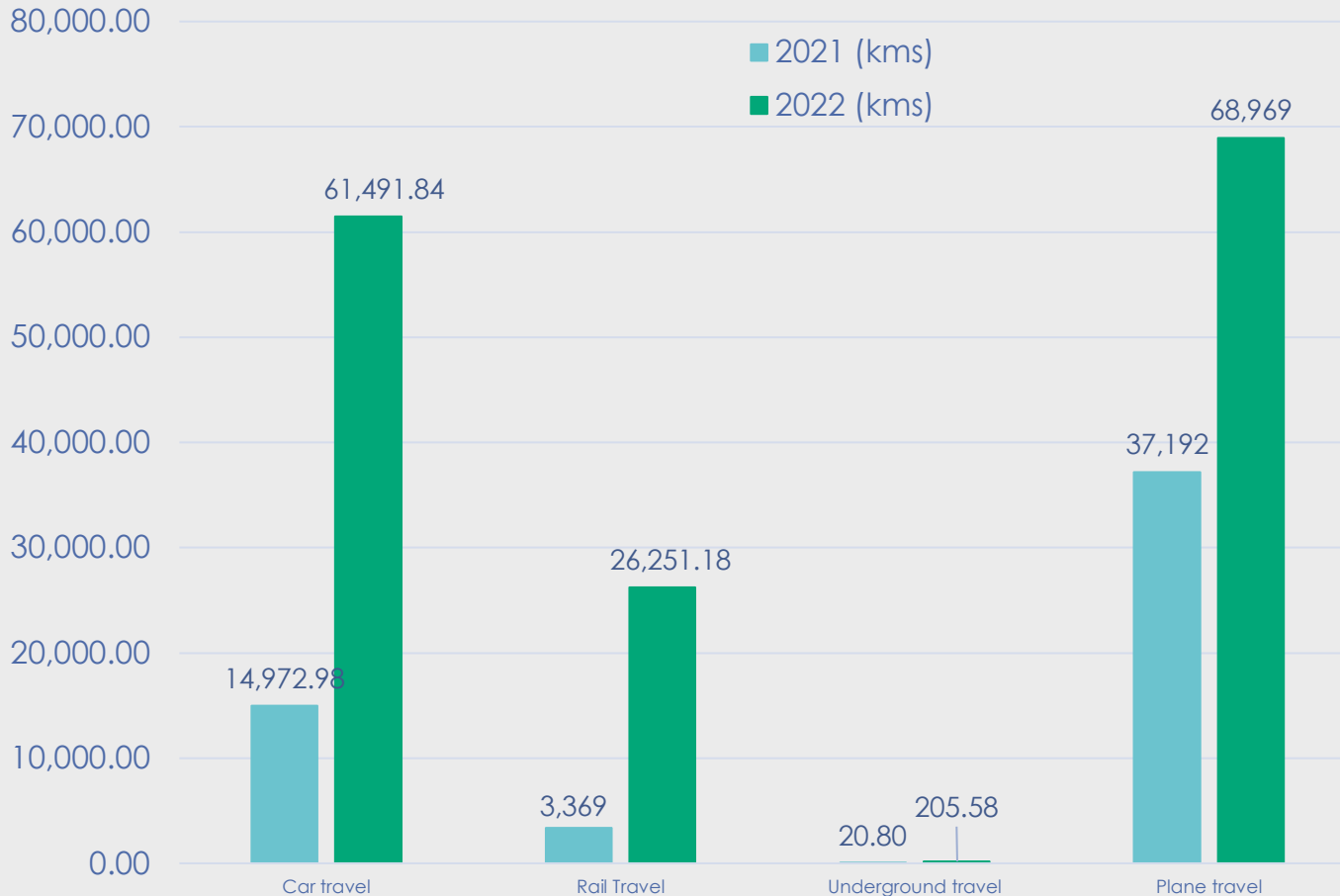
The absolute emissions of our upstream scope 3 has significantly increased since 2021.

We can put this down to our company growth, more time spent in offices, and meetings in-person since the Covid-19 pandemic.

Capital Goods and Business Travel have seen the largest increase as we have had to buy more IT equipment for staff and travel has opened up. Business Travel is an important part of the way we work, making sure we are working with clients in the best way. This is an area, however, we can look at in more detail with aim to reduce emissions.

Note: We do not own our office spaces and have taken GHG guidance on where to include office emissions in our reporting, serviced offices are accounted for under Goods and Services and Fuel and Energy data is collected from our landlords. Our upstream and downstream transportation and distribution has not been included as we do not transport or distribute any raw materials or products. Currently none of the downstream emissions categories apply to our business.

Business Travel in More Detail



The overall distance travelled in 2022 increased by 65%. Not shown in the graph is our hotel stays which rose in total number of nights from 40 to 201. Less work was completed remotely after the Covid-19 pandemic and more efforts were made to meet clients and be together as a team to help growth, productivity and employee wellbeing. Naturally, as our number of employees grew by nearly double, so did business travel. The largest increase of travel was done by rail and underground. This reflects our efforts to use more public transport. For now, car travel assumes the average petrol car. We are aiming to improve this data to be able to reflect our electric car scheme.

Note: We do not own our office spaces and have taken GHG guidance on where to include office emissions in our reporting, serviced offices are accounted for under Goods and Services and Fuel and Energy data is collected from our landlords. Our upstream and downstream transportation and distribution has not been included as we do not transport or distribute any raw materials or products. Currently none of the downstream emissions categories apply to our business.

Summary & Note on Baseline

	Base Year 2021	Current Year 2022
Scope	Emissions	Emissions
Scope 1	15.772tCO ₂ e	2.787tCO ₂ e
Scope 2	3.444tCO ₂ e	4.821tCO ₂ e
Scope 3	180.195tCO ₂ e	490.837tCO ₂ e
Total Emissions	199tCO₂e	498tCO₂e
Carbon Intensity per employee	6.043tCO ₂ e	7.788tCO ₂ e

Absolute carbon emissions has risen by 150% however our carbon intensity has only risen by 29%.

It is clear that the leading cause of this increase has been the opening up of travel and office work since the Covid-19 pandemic.

On top of this, Illuminet experienced large growth which meant necessary growth of office space, assets and travel.

Due to the impact of Covid-19, the base year of 2021 may not be indicative of our normal emissions. For this reason, we have decided to re-baseline. This will help improve transparency on our biggest causes of emissions so that we can set effective reduction targets going forward.

2022 Impact Statement

2022 Commitment Statement:

Help improve employees' own environmental impact

Align Business Strategy to environmental values.


Start a carbon reduction plan

Commit to Net Zero

Plant 5000 trees

2022 Impact Statement


Employees can save
30-60%
with our new Electric Car scheme



£7,995
raised for YDMT
YORKSHIRE DALES
MILLENNIUM TRUST



5,431 trees
planted in
2022,
bringing the
total up to **10,000**



For every week you
utilise one of our
consultants we will
plant a tree!

1 Tree

A pack of 54
eco missions
for each employee from
ECOODLE

Employees can now save
25-39%
on the cost of a new bike



4 Volunteers in
February to help
plant trees with
YDMT.



Being 'Greener'
announced as
one of our
top 3 business
objectives



£43,609
Invested
into environmental
action

238.8
tCO2e
offset with
certified partner



40+
bags of litter
picked up in our local
communities.



**Greener
initiatives**
in every department



Committed to Net Zero by
2035



A proud small business
partner of the
**50 MILLION
FORESTS**
National Forest Foundation
nationalforests.org

Partnered with
National Forest Foundation
to plant trees over in the US in July

Here's how we did it:

<u>Initiative</u>	<u>Description</u>	<u>Completion date</u>	<u>Impact Description</u>
Electric Car scheme	Introduced the electric car scheme to help employees make a sustainable swap	Feb-22	Employees now have the option to save money on Electric Cars and lower their commuting and business travel emissions. This will help reduce Scope 3 emissions.
Cycle scheme	Introduced the cycle scheme to help employees make a sustainable swap	Feb-22	Employees now have the option to save money on bikes and cycling equipment and lower their commuting and business travel emissions. This will help reduce Scope 3 emissions.
Tree Planting	Tree planting volunteering with YDMT	Feb-22	4 people went up to the Yorkshire dales and helped with the labour of planting trees. This helps the charity and gave colleagues a chance to learn about their important work.
Ecoodle	Introduced Ecoodle packs for every employee	Mar-22	Ecoodle is a handy pack of cards that educates individuals and gives them mini missions to help the environment.
Make A Difference Day 2022	Organising Make A Difference Day to pick litter in our local communities and raise money for planting trees.	May-22	Trash Bash & Tree Spree hosted in May. Over 30 bags of litter picked up at Holes Bay in just 1 hour and £7,995 raised for YDMT.
Litter Pick Power Hour	Organising a second litter pick in Poole.	Aug-22	9 bags of litter collected in Holes Bay with local colleagues.
'Greener' 2023 Objective	CEO, Greg Wood, announced at the 2022 Townhall that one of the 3 business objectives for 2023 was to be 'Greener'.	Nov-22	Executive buy-in to our eco-initiatives. All departments were expected to include 'Greener' initiatives in their 100-day plan starting in January 2023.
Offset 2021 Carbon Emissions	Offsetting our measured carbon emissions through Positive Planet's climate action fund.	Oct-22	238.8tCO ₂ e offset (120% of 199tCO ₂ e), valid until October 2023.
Net Zero Commitment	Commit to measurement and reduction year on year as aligned with Science Based Targets	Oct-22	Formed a plan to reach 90% reduction of baseline emissions by 2035, offsetting remaining 10%.
Treevolution	Plant 1 native, broad-leaf tree for every week that a client utilises one of our consultants. In partnership with Yorkshire Dales Millenium Trust.	Dec-22	Year-end total of 10,000 trees planted in the Yorkshire Dales.

2023 Commitment Statement

In 2023 we will...

1. Establish an Eco-Ambassador team
2. Complete 12 Monthly Eco Missions
3. Review policies to align with environmental objectives
4. Host our annual Make A Difference Day to pick up litter and donate to Yorkshire Dales Millennium Trust
5. Reach 20,000 in our tree count
6. Extend our Treevolution policy to include Digital Workers
7. Reduce carbon emissions by 10% according to our Carbon Reduction Plan
8. Work with our offices to all be using 100% renewable energy

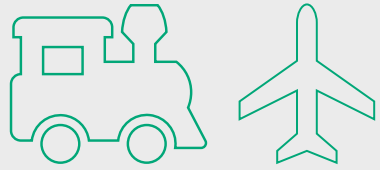


Key Initiatives

- We aim to have representatives from each department to form our Eco-Ambassador team. This team will help lead our monthly eco missions, raise staff awareness and propel our environmental objectives forward.
- Each month, we will encourage staff to take part in fun, mini missions to help both reduce carbon emissions and wider environmental impacts.
- We want to grow our partnership with Yorkshire Dales Millenium Trust. We plan to host our annual Make a Difference Day where we pick up litter to improve our local natural landscapes and raise money for tree planting. We hope to double our tree count and expand our existing Treevolution policy to include digital workers to further benefit the Yorkshire Dales and its wildlife.

<u>January</u> £10 for the week challenge	<u>February</u> Plant a tree with YDMT	<u>March</u> Dress Down for Hedgehogs	<u>April</u> Peter Kay's Car Share
<u>May</u> Sponsored Litter Pick and Tree Planting	<u>June</u> Walk 5 Miles	<u>July</u> Biggest (waste) Loser	<u>August</u> The 100 Challenge
<u>September</u> Bake Off for YDMT	<u>October</u> The Big Green Switch	<u>November</u> Eco Raffle	<u>December</u> Gift for the Earth

Key Focus Areas for Carbon Reduction



- 6% - Business travel – Improve data, reduce long-haul flights, exit Alpha Works to reduce management travel, and raise awareness with staff.

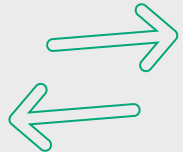


- 4% - Company facilities – move Leamington Spa to renewable energy and exiting Alpha Works.



Contributory:

- Commuting – Improve data, communicate the EV and bike schemes, reduce commuting emissions by 2%, and raise awareness with staff.



- Procurement – review our procurement policies and identify greener options for accommodation during business travel.



- Waste reduction – raise staff awareness and conduct first waste audit.

Report Summary

Summary

After re-baselining our carbon emissions to the 2022 reporting year, we have a clear direction on how to reduce our environmental impact. This will maximise our efforts in fighting against climate change and improving biodiversity, pollution and wildlife conservation.

The Board have approved this environmental plan for this coming year. We have briefed our partner, Yorkshire Dales Millenium Trust, of our plans, and we have established the environmental initiatives that we are going to achieve over the next 12 months.

We are on track with our Net Zero targets.

