



UBDS
DIGITAL
A UBDS GROUP COMPANY

CARBON REDUCTION PLAN

For UBDS IT Consulting Ltd t/a UBDS
Digital

16 August 2024

Classification: Public

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1 CARBON REDUCTION PLAN

Supplier name: UBDS IT Consulting Ltd t/a UBDS Digital

Publication date: 25th March 2024.

Version updated August 2024 to include additional figures in scope 3.

Commitment to achieving Net Zero

UBDS is committed to achieving Net Zero emissions by 2027.

2 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: December 2020- November 2021	
Additional Details relating to the Baseline Emissions calculations.	
In reporting the 2020/2021 statement UBDS indicated its intentions to use the data from the 2020/2021 report as its new baseline for reporting Scopes 1,2,3. The data as provided below will be the starting point to which UBDS will achieve Net Zero by 2026/2027.	
Baseline year emissions: 35.33 tCO₂e	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0.00
Scope 2	9.37
Scope 3	
3. Fuel- and energy-related activities not included in scope 1 or scope 2	0.83
4. Upstream transportation and distribution	0.00
5. Waste generated in operations	0.17
6. Business Travel	
7. Employee Commuting	9.00
- Emissions from employee teleworking	2.68
	13.29
9. Downstream transportation and distribution	0.00

Total Emissions	35.33 tCO ₂ e
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3 CURRENT EMISSIONS REPORTING

Reporting Year: December 2022- November 2023	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	1.91
Scope 2	21.6
Scope 3	
3. Fuel- and energy-related activities not included in scope 1 or scope 2	1.88
4. Upstream transportation and distribution	0.00
5. Waste generated in operations	0.33
6. Business Travel	31.29
7. Employee Commuting	25.55
- Emissions from employee teleworking	32.85
9. Downstream transportation and distribution	0.00
Total Emissions	115.42 tCO₂e

4 EMISSIONS REDUCTION TARGETS

Although total emissions have increased compared to 2022, this is a result of the growth of the overall organisation. As a result of the carbon reduction initiatives, we put in place in the last 12 months, we have made significant progress in reducing the emissions per FTE and are on track to achieve our net zero target by 2027 if not significantly before.

As a direct result of the initiatives that we have introduced, the rate of increase in emissions has slowed compared to the same period last year. This indicates that despite the growth in headcount, we've been more efficient in managing our carbon footprint. Additionally, there has been a decrease in our Scope 2 emissions and a reduction in total emissions for our London Office.

Our efforts to implement sustainable practises such as promoting remote work, optimising energy usage and encouraging ecofriendly commuting options have contributed to this moderated emission growth.

We are committed to fostering an environmentally conscious workplace, by collaborating with our colleagues to prioritise sustainability concerns and implementing initiatives to address these areas.

Summary by Company Unit

Location-Based methodology

Assessment	December 2021 - November 2022		December 2022 - November 2023	
	Total Emissions (tCO ₂ e)	Emissions per FTE (tCO ₂ e/FTE)	Total Emissions (tCO ₂ e)	Emissions per FTE (tCO ₂ e/FTE)
UBDS	85.4	1.01	115	1.2
London	74	2.55	72.2	1.09
Manchester	11.4	1.27	43.2	1.11

We project that carbon emissions will decrease over the next three years at an annual rate of 10% efficiency per head tCO₂e and, aligned with a partner to help offset our emissions by investing in carbon credits and projects, ***we expect to achieve net zero by 2026/27.***

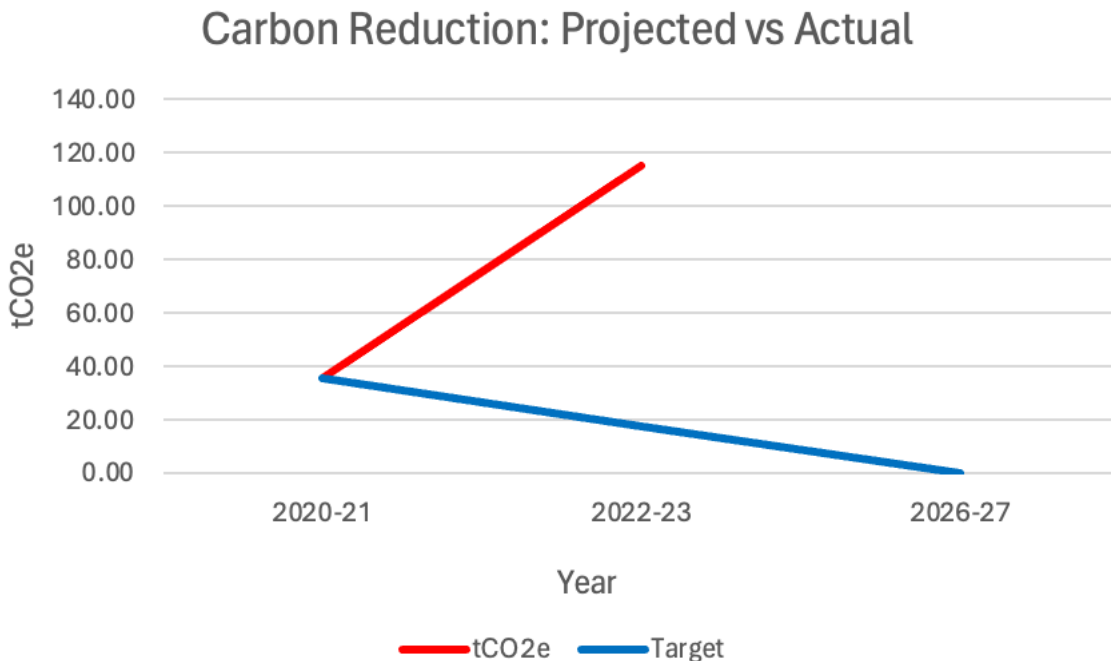
5 CARBON REDUCTION PROJECTS

5.1 COMPLETED CARBON REDUCTION INITIATIVES

The following environmental management measures and projects have been completed or implemented since the 2020/2021 baseline.

- Reuse of corporate devices for new staff, reducing the device production CO2e – waste to landfill
- Partnering with provider in scheme to recycle out of warranty laptops
- Successful retention of ISO14001
- Actively working within office premises that utilise renewable energy
- Encouraging and engaging with staff in use of public and sustainable transport including Cycle to work scheme.
- Introduction of subsidised train season tickets to encourage alternative option that has lower carbon emissions per passenger mile
- Partnering with Earth51 in carbon offset projects
- Identifying products and services that prioritise sustainability and environmental responsibility
- Implementation of pool electric car for colleagues within UBDS
- Partnering with org On Hand, an impact platform that engages our colleagues in volunteering and environmental action.

Progress against these targets can be seen in the graph below



5.2 INCENTIVES TO ACHIEVE NET ZERO

UBDS will implement the following initiatives to achieve its Net Zero target by 2027

- Further employee engagement and education. Implementing further projects to engage employees in carbon reduction efforts. Increasing awareness about the importance of reducing carbon emissions and impact of climate change.
- Identify energy efficient programmes, setting energy efficiency standards, promoting energy efficient technologies.
- Further promotion of electric vehicles and adoption of electric vehicles.
- Engaging with office sites to encourage and implement green building standards and codes. Promoting more energy efficient and environmentally friendly options for use within our offices
- Supporting local and sustainable products, by buying locally produced goods to reduce emissions associated with transportation.
- Partnering with organisations to invest in carbon offset projects.
- Exploring opportunities to utilise AI and data to develop solutions aimed at reducing our carbon footprint

6 DECLARATION AND SIGN OFF

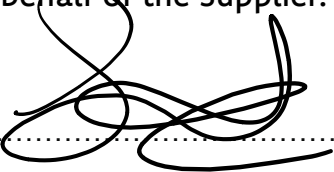
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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:



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Sue Higgins – Group Chief Operating Officer

Date:13/08/2024.....

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>



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**EXCEPTIONAL OUTCOMES.
NEVER COMPROMISE.**

