

Carbon Reduction Plan

Supplier name: **AND Digital**

Publication date: **31st March 2022**

Commitment to achieving Net Zero

AND Digital is committed to achieving Net Zero emissions for Scope 1 and Scope 2 by 2025, and overall Net Zero emissions by 2040.

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: 2021			
Additional Details relating to the Baseline Emissions calculations.			
<p>AND Digital has assessed its emissions for a number of recent years, but a combination of rapid growth in headcount and changes in operational practices due to Covid-19 mean that previous year's GHG emissions do not necessarily represent the current organisation. As such we have set 2021 as our baseline year. This is the same as our financial year – 1st January 2021 to 31st December 2021.</p> <p>We have developed our GHG footprint following the Greenhouse Gas Protocol Corporate Standard. This includes the Scope 1, Scope 2, and the specific set of Scope 3 emissions required under PPN06/21 related to our offices and operations (where applicable).</p>			
Baseline year emissions: 2021 (1st January 2021 to 31st December 2021)			
EMISSIONS	TOTAL (tCO₂e)		
Scope 1	Total: 35.4 tCO₂e - Natural gas		
Scope 2	Total: 109.5 tCO₂e - Purchased electricity (Location-based method)		
Scope 3 (Included Sources)	<p>Total: 531.8 tCO₂e</p> <p>A breakdown is provided below.</p> <table border="1" data-bbox="488 1992 1458 2052"> <tr> <td>Scope 3 category</td> <td>Emissions tCO₂e</td> </tr> </table>	Scope 3 category	Emissions tCO₂e
Scope 3 category	Emissions tCO₂e		

	Category 3: Fuel & energy related activities. This includes well to tank losses related to gas and liquid fuels and electricity transmission and distribution losses.	94.7
	Category 4: Upstream transportation and distribution. As a provider of digital services our upstream transportation and distribution is limited, but we have included an assessment of our use of courier services.	32.0
	Category 5: Waste generated in operations. This includes wastewater. Water consumption has also been measured and reported under this category for simplicity.	0.74
	Category 6: Business travel. This includes flights, car mileage, hotels, and other forms of public transport.	72.5
	Category 7: Employee commuting	313.8
	Category 9: Downstream transport and distribution. As a provider of digital services we do not produce any physical products, and as such we have no emissions related to downstream transport and distribution	Excluded: explanation provided.
Total Emissions	658.8 (tCO₂e)	

Current Emissions Reporting

Reporting Year: 2021 (1st January 2021 to 31st December 2021)	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Total: 35.4 tCO₂e - Natural gas
Scope 2	Total: 109.5 tCO₂e - Purchased electricity (Location-based method)
Scope 3 (Included Sources)	Total: 531.8 tCO₂e A breakdown is provided below.

	Scope 3 category	Emissions tCO ₂ e
	Category 3: Fuel & energy related activities. This includes well to tank losses related to gas and liquid fuels and electricity transmission and distribution losses.	94.7
	Category 4: Upstream transportation and distribution. As a provider of digital services our upstream transportation and distribution is limited, but we have included an assessment of our use of courier services.	32.0
	Category 5: Waste generated in operations. This includes wastewater. Water consumption has also been measured and reported under this category for simplicity.	0.74
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Emissions reduction targets

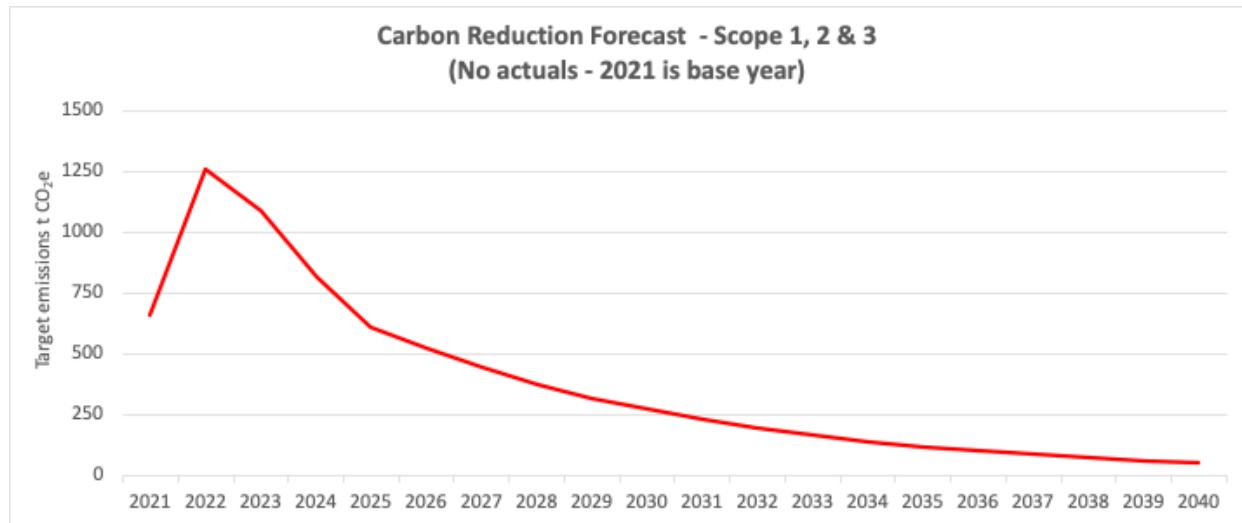
AND Digital has established a new Net Zero strategy based on the development of the 2021 emissions footprint. This includes adopting the following carbon reduction targets:

- *To achieve Net Zero for Scope 1 and Scope 2 emissions by 2025, compared to a 2021 baseline*
- *To achieve Net Zero for Scope 3 emissions by 2040, compared to a 2021 baseline*

Due to significant planned growth in the next four years we estimate that total emissions will initially increase, as shown in the chart below. Our Net Zero targets do allow for this increase

in headcount and we will reduce total emissions to below 2021 levels as quickly as possible and continue to reduce them on our Net Zero journey.

As 2021 is our base year there is no separate actuals line to show on the graph below.



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2021 baseline. As this is our baseline year we cannot report reductions this year, however these measures will be in effect when performing the contract.

Impact measurement and target setting

During the reporting period we have undertaken a detailed assessment of our carbon footprint and the established new impact reduction targets. Further work will be undertaken in 2022 to collect additional data and embed carbon reporting into decision making processes.

Annual Reconnect Event - Carbon Offsetting

In November 2021 we hosted our annual AND Reconnect meeting. Substantial effort was made to ensure we minimised the environmental impact of the event. This included: encouraging colleagues to use low-impact means of transport where possible, sourcing full-compostable, recycled cardboard badges and bamboo lanyards; a ban on plastic merchandise and locally-sourced catering with compostable plates and cutlery. In addition, we calculated the total environmental impact of the event and offset this total through a tree-planting scheme. We will take lessons learned from this annual event to drive further improvements at other company wide events.

IT Waste Recycling

We have been working with WeeeCharity, an e-waste recycling specialist. WeeeCharity collects and manages all of our IT waste, ensuring that all donations are reused, repaired, or recycled, and nothing goes to landfill.

Recycling

We have been working with office suppliers and landlords to ensure all AND locations are fitted with recycling facilities allowing the separation of waste for off site treatment.

Cycle to Work scheme

All staff have access to the Government's Cycle to Work Scheme which is actively publicised when joining as part of the ANDi's Benefit Package as well as annual reminders of the scheme as part of the annual benefits and entitlement renewal process.

Future Plans

Our priorities for the future include:

- Creation of a **net zero blueprint for new and existing offices**, to tackle Scope 1 & 2 emissions in existing and new offices
- Creation of a **sustainability policy for travel, events and merchandise**
- Establish a **sustainability champion per Club/BU** to run sustainability challenges and roll out awareness and education campaigns
- Support and encourage employees to minimise impacts of business travel, commuting and homeworking

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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Date: 8th June 2022.....

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>