

# Carbon Reduction Plan

**Supplier name:** Convergence (Group Networks) Limited

**Publication date:** 03/11/2023

## Commitment to achieving Net Zero

**Convergence Group** 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.

**Baseline Year:** April 2021 - March 2022

### Additional Details relating to the Baseline Emissions calculations.

*All scope 1, 2 and the following scope 3 categories have been measured using the operational control approach:*

- Goods and Services
- Capital Goods
- Fuel- and energy-related activities (for both direct and indirect energy consumption)
- Upstream Transportation and Distribution
- Waste Generated in Operations
- Business Travel
- Commuting
- Upstream Leased Assets
- Downstream Transportation and Distribution
- Downstream Leased Assets
- Franchises
- Investments

*Over this measurement period Carbon Intensity per employee can be calculated as 8.6 tCO<sub>2</sub>e based on a headcount of 125 employees.*

### Baseline year emissions:

EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	100.5

<b>Scope 2</b>	Market-based: 33.8 Location-based: 33.8
<b>Scope 3</b> (Included Sources)	946.8
<b>Total Emissions*</b>	Market-based: 1081.1 Location-based: 1081.1

\*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from the electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

### Baseline Emissions Carbon Intensity Metrics

<b>Baseline year: 2021-2022</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Employees</b>	8.6
<b>Turnover (£)</b>	29.7

Based on an FTE of 125, and a turnover of £36,320,000, compared with market-based emissions.

### Current Emissions Reporting

<b>Reporting Year: April 2022 – March 2023</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	26.4
<b>Scope 2</b>	Market-based: 5.0 Location-based: 11.0
<b>Scope 3</b> (Included Sources)	867.2
<b>Total Emissions</b>	Market-based: 898.6 Location-based: 904.6

## Current Emissions Carbon Intensity Metrics

Baseline year: 2021-2022	TOTAL (tCO <sub>2</sub> e)
Employees	7.0
Turnover (£)	21.9

Based on an FTE of 128, and a turnover of £40,973,072, compared with market-based emissions.

## Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets:

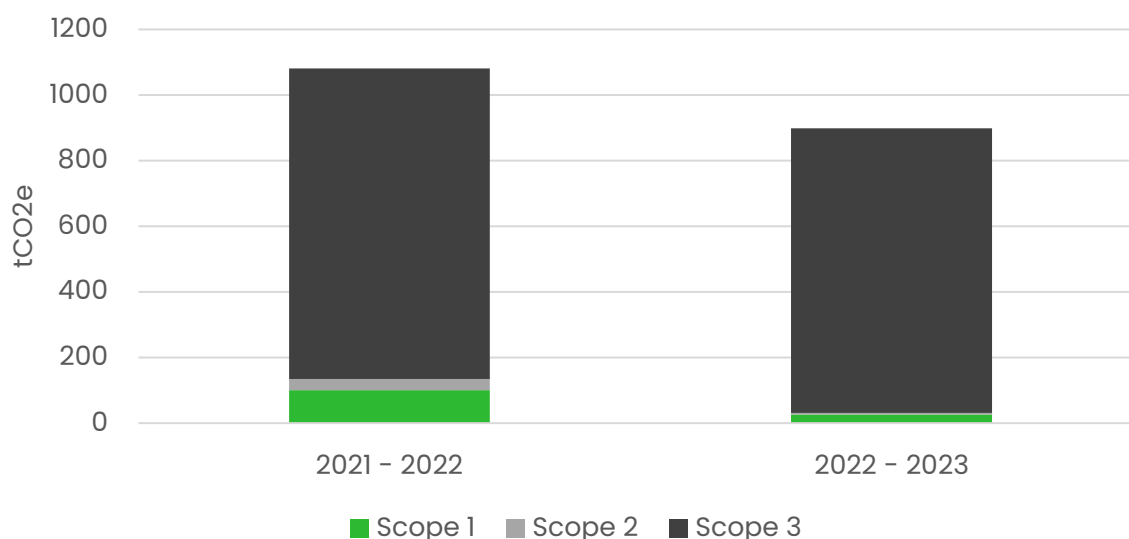
- Reduce our Scope 1 & 2 emissions to zero by 2030.
- Reduce our Scope 3 emissions by 50% from our baseline year by 2030

## Progress

EMISSIONS	TOTAL CARBON FOOTPRINT (tonnes CO <sub>2</sub> e)		% REDUCTION
	Baseline year: 2021-2022	Current year: 2022-2023	
Scope 1	100.5	26.4	73.7%
Scope 2	33.8	5.0	85.2%
Scope 3	946.8	867.2	8.4%
Total emissions	1081.1	898.6	16.9%

EMISSIONS	CARBON INTENSITY METRIC (tonnes CO <sub>2</sub> e / unit)		% REDUCTION
	Baseline year: 2021-2022	Current year: 2022-2023	
Employees	8.6	7.0	19%
Turnover	29.7	21.9	24%

## Emissions Reduction YE 2022 to YE 2023



## Carbon Reduction Projects

### Completed Carbon Reduction Initiatives

Activity	Scope	Completion date
ISO14001 Certified Environmental Management System. LED/PIR office lighting, and established switch-off policy. Cycle to work scheme available to employees.	1, 2, 3	Pre-2021
Appoint Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	1, 2, 3	2022
Commit to measuring the carbon footprint of business activities year on year to gain an understanding of pinch points and regularly make efficient and direct improvements to reduce these emissions.	1, 2, 3	2022
Formalise hybrid-working policy to provide employees with greater flexibility regarding their working location as well as reducing impact of commuting and travel.	1, 3	2022
Explore third-party software solutions to support with supplier data collection, monitoring and reporting activities.	3	2023

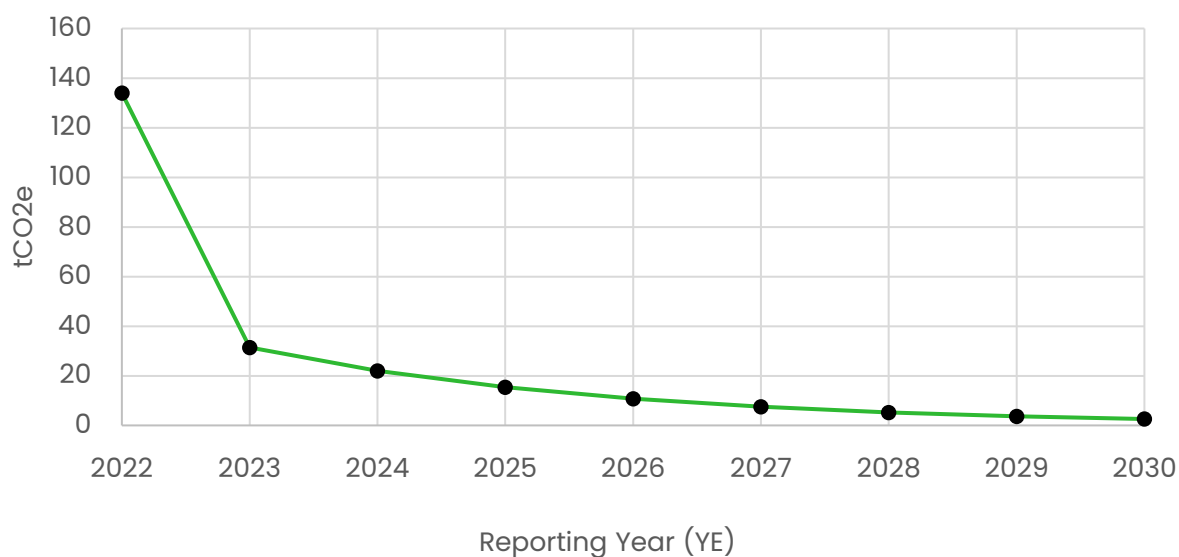
## Future Carbon Reduction Initiatives

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Reduction Plan – Scope 1 & 2			
Activity	Target date	Potential Reduction	Category
Exit leases for remote offices (ex-AIT and LAN3). These premises are no longer required by the business, and therefore can eliminate the footprint associated with this.	2023	10 tCO <sub>2</sub> e	Purchased Electricity
Procure 100% renewable energy tariffs for offices where electricity is managed by Convergence Group. This reporting year, electricity emissions were reduced from 18.4 tCO <sub>2</sub> e to 5 tCO <sub>2</sub> e by renewables, which made up 62% of the combined fuel mix. This could be further reduced to 0 tCO <sub>2</sub> e if the Scotland office and CG House were moved to 100% renewable energy tariffs.	2024	5 tCO <sub>2</sub> e	Purchased Electricity
Collect gas and electricity usage data for CG House so that emissions can be properly calculated in the future.	2024	100% (market-based)	Stationary Combustion, Purchased Electricity
Consider energy assessment audit to better understand consumption patterns and identify opportunities for reduction	2024	TBC	Purchased Electricity

Combined scope 1 and 2 emissions will need to be reduced by 30% year-on-year to reduce emissions to zero by 2030 at a steady rate. Between the first two years of measurements, combined scope 1 and 2 emissions were reduced by 76%.

Scope 1 + 2 Emissions Targets to 2030



Reduction Plan – Scope 3			
Activity	Target date	Potential Reduction	Category
Conduct a supplier survey and begin to build a database for supplier emissions data and Net Zero progress.  Progress search for a third-party platform to support this action.	2024	N/A	Goods and Services, Capital Goods
Write a Sustainable Procurement Policy that encourages sustainable procurement practices like working with suppliers who already have good sustainability credentials and have started to measure their footprint, choosing local suppliers where possible and weighting sustainability with price so that teams are able to make low carbon choices even if it means a slightly higher price.	2024	N/A	Goods and Services, Capital Goods
Collect distribution data from distribution partners and where not available, collect own data regarding mode, distance and weight.	2024	N/A	Upstream Transportation and Distribution
Collect utility data for managed offices from landlord throughout the year so that scope 3 emissions associated with managed office spaces can be calculated using consumption data rather than spend.	2024	N/A	Goods and Services
Work to improve employee engagement through training (Carbon Literacy Training, Couch to Carbon Zero)	2024	N/A	All
Commit to improving data quality in the following areas: <ul style="list-style-type: none"> <li>Computers and Electronic Products (capital goods, collect product emissions, can usually be found in the Product Environmental Report).</li> <li>Software Licenses (supplier emissions data)</li> <li>Managed Offices (utility data from office managers/landlords)</li> <li>Pension Contributions (request a per £ emissions factor from provider)</li> <li>CG House utilities (kWh for gas and electricity).</li> <li>Business Travel (distance data should be submitted as well as cost of reimbursement so that distance data can be easily pulled at the end of each year)</li> <li>Distribution (supplier data, and where not available, collect distance, mode and weight of goods)</li> </ul>	2025	N/A	All

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

- Sign up to the SME Climate Hub Commitment
- Consider investment in Carbon Offsetting Projects
- Consider formalising an employee volunteering program to help support environmental initiatives and drive awareness of sustainability.
- Implementation of an employee electric vehicle scheme

- When opportunity arises (EOL assets/Office move), reduce overall fugitive emissions by replacing existing air-conditioning units (R410a gas) with lower emission alternatives (R32 gas)
- Establish and implement a company vehicle policy to help reduce emissions produced as a result of employee travel and review the policy on a case-by-case basis with each employee entitled to car allowance.
- Perform an energy assessment audit and identify additional energy saving opportunities, with potential for looking to achieve ISO50001
- Relocate Head Office, considering premises with better public transport links or potentially a business owned premises so that we have full control over our energy providers/tariffs and can potentially invest in renewable energy initiatives e.g. solar panels

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 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 and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

Ian Kane  
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03 November 2023 | 11:49 GMT  
Date: .....

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<sup>1</sup> <https://ghgprotocol.org/corporate-standard>  
<sup>2</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>  
<sup>3</sup> <https://ghgprotocol.org/standards/scope-3-standard>