

Carbon Reduction Plan

Supplier name: Convergence (Group Networks) Limited

Publication date: 23/08/2024

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. We have chosen our baseline year to be April 2021 – March 2022.

Baseline Year: April 2021 - March 2022	
Additional Details relating to the Baseline Emissions calculations.	
<i>All scope 1, scope 2, and upstream and downstream scope 3 emissions have been measured using the operation control approach. These figures were revised following methodology updates made between year 1 and year 2.</i>	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	19.5
Scope 2	Market-based: 12.9 Location-based: 12.9
Scope 3 (Included Sources)	968.6
Total Emissions*	Market-based: 1001.1 Location-based: 1001.1

*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

Baseline year: 2021-2022	TOTAL (tCO ₂ e)
Employees	8.0
Turnover (£)	27.56

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

Current Emissions Reporting

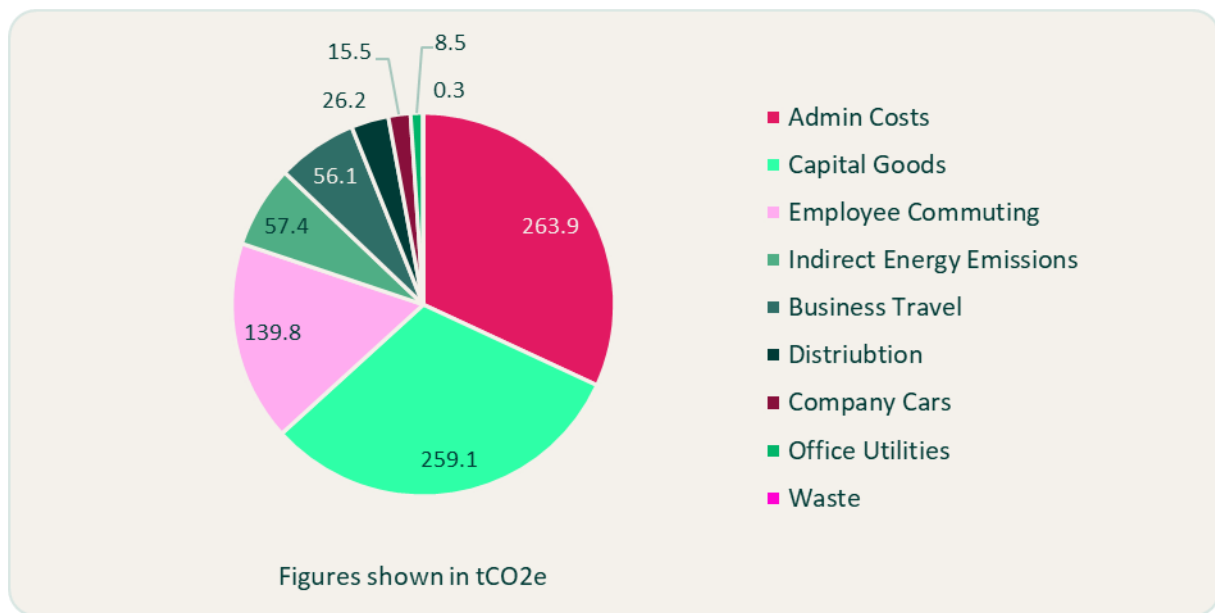
Reporting Year: April 2023 – March 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	19.7
Scope 2	Market-based: 1.6 Location-based: 5.3
Scope 3 (Included Sources)	805.5
Total Emissions	Market-based: 826.8 Location-based: 830.6

Current Emissions Carbon Intensity Metrics

Baseline year: 2021-2022	TOTAL (tCO ₂ e)
Employees	7.8
Turnover (£)	17.22

Based on an FTE of 106, and a turnover of £48,016,000, compared with market-based emissions.

Current Emissions Breakdown



Emissions reduction targets

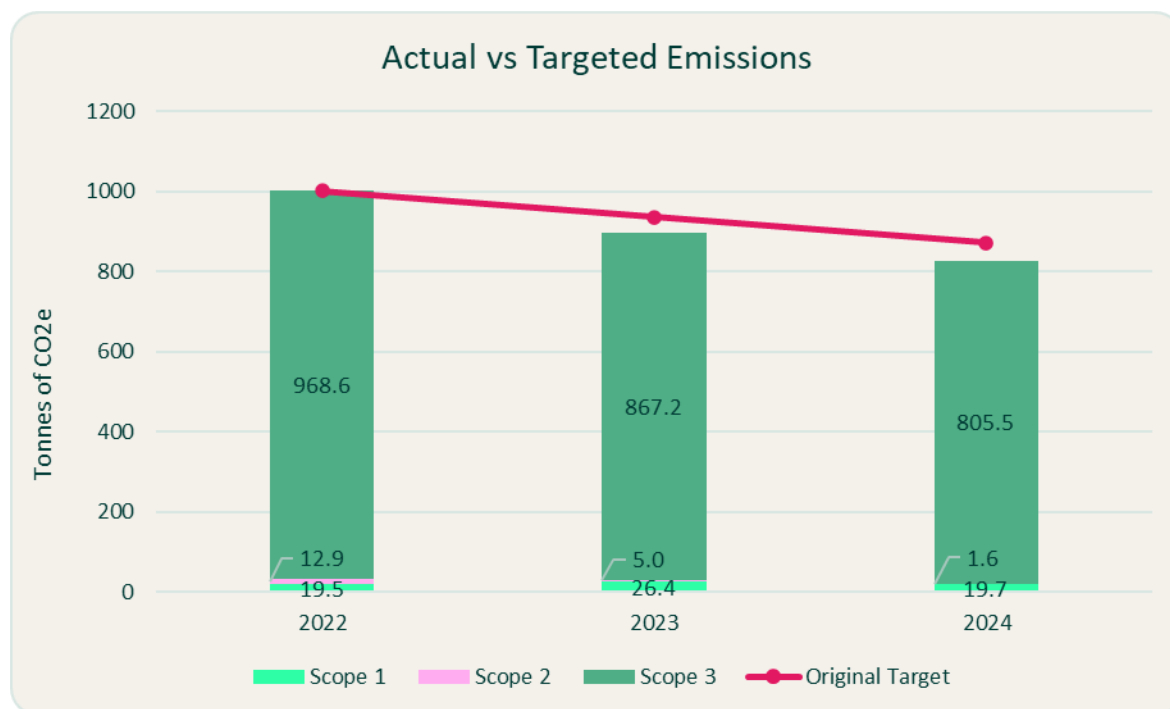
Convergence Group is committed to achieving Net Zero by 2050. We have also set some near-term targets against which we will track our progress to 2030:

- Reduce scope 1 emissions by 100% by 2030.
- Reduce market-based scope 2 emissions by 100% by 2030.
- Reduce scope 3 emissions by 50% by 2030.

Our first target is to reduce scope 1 emissions by 100% from 2022 by 2030. To reach this goal we were aiming to reduce scope 1 emissions by 2.4 tCO₂e each year/below 14.6 tCO₂e by 2024. Between the base year and our most recent reporting year, our scope 1 emissions have increased by 0.3 tCO₂e, meaning we are behind the target.

We have set the same target for our market-based scope 2 emissions, aiming to reduce emissions by 1.6 tCO₂e each year/below 9.7 tCO₂e by 2024. Our market-based scope 2 emissions this year were estimated to be 1.6 tCO₂e meaning we are well ahead of target.

Our scope 3 target is to reduce emissions by 50% from 2022 by 2030. To reach this goal we were aiming to reduce emissions by 60.5 tCO₂e each year/below 847.6 tCO₂e, which we have achieved, with scope 3 emissions of 805.5 tCO₂e.



To get back on track with our scope 1 target, we will need to reduce our emissions by 7.6 tCO₂e over the next reporting year. We will also be aiming for a scope 3 reduction of at least 18.5 tCO₂e to stay on track but are committed to reducing emissions as much as possible.

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
Calculate the carbon impacts of business activities year-on-year and use results to create annual Carbon Reduction Plans.	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, 2, 3	2022
Explore third-party software solutions to support with supplier data collection, monitoring and reporting activities.	3	2023
Exit leases for remote offices (AIT and LAN3). These premises are no longer essential for business operations and by closing them we can remove the carbon impact associated with running them. This will reduce our current energy footprint by around 3.5 tCO ₂ e.	2023	1, 2 & 3
Switch to a renewable energy tariff at sites owned or managed by Convergence Group. As of the end of the measurement period, none of the sites we own or manage are on standard tariffs.	2023	2

Future Carbon Reduction Initiatives

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

Activity	Target date	Potential Reduction	Category
Switch field engineer company cars to hybrid alternatives at the end of each lease. If all company car mileage was carried out in self-charging hybrid vehicles, emissions would be reduced by 5 tCO ₂ e (based on 2023 mileage).	2025	5 tCO ₂ e	Mobile Combustion
We are currently using estimated gas figures for CG House. We were able to collect actual data for electricity for the current year, but gas data was still unavailable. We will look to take meter readings ourselves and contact the utility provider to ensure this data becomes available in the future.	2025	Unknown	Stationary Combustion
Encourage the landlord at our Zellig office to switch to a renewable energy tariff and provide kWh data for electricity usage.	2025	2.9 tCO ₂ e	Upstream Leased Assets
When carrying out work to improve our supplier onboarding process and supplier data storage system we will do so with our sustainability goals in mind. We have already begun to ask suppliers to disclose carbon reduction targets and plans as part of our due diligence process, but will now make improvements to ensure this information is captured and easily accessible.	2025	Unknown	Purchased Goods and Services
This year we sent out a supplier survey with the goal of collecting data for use in the footprint, we had 10 responses, of which, 3 suppliers reported a Net Zero year of 2040 and 2 with 2050. We were not able to use any of the emissions data provided in the footprint this year but will aim to improve the response rate and share the survey with additional time for follow-ups with suppliers before the measurement takes place.	2025	Unknown	Purchased Goods and Services
Review our current car allowance policy and ensure it aligns with our carbon reduction goals and launch an EV salary sacrifice scheme for employees who are not entitled to a car allowance. Share information with employees surrounding charging installation grants and consider incentives that may encourage employees to make sustainable decisions when it comes to choosing a vehicle. If 20% of business travel and commuting miles were performed in a fully electric vehicle as opposed to ICE vehicles, emissions would be reduced by 26.4 tCO ₂ e.	2025	26.4 tCO ₂ e	Business Travel, Commuting
Consider training opportunities for staff to increase skills and engagement across the workforce. Ensure all employees are aware of expectations when it comes to performing their roles sustainably by aligning company policies with carbon reduction goals, discussing carbon reduction plan progress	2025	Unknown	All scopes and categories

in business review meetings and discussing Convergence Group's Net Zero goals during interviews/onboarding processes.			
Continue to engage with DPD to collect supplier data.	2025	Unknown	Upstream Transportation & Distribution
Amend the employee survey for our next reporting year to include questions surrounding home energy use and to ask for employee email addresses so that we can improve the response rate.	2025	Unknown	Commuting & WFH

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

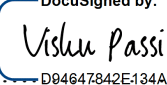
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate 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 Convergence Group:

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vishu Passi
Name:
vishu Passi
Position:
29 August 2024 | 09:46 BST
Date:

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>