Carbon Reduction Plan

Supplier name: Integrity Global Ltd
Publication date: 28.01.2022
Commitment to achieving Net Zero: Integrity is committed to achieving Net Zero emissions by 2030

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.

Integrity has been monitoring environmental impact since 2019, but using a methodology which deviates from the approach and presents results in a different structure to that required by Procurement Policy Note 06/21. We have therefore generated a baseline for 2021 using the approach and categories outlined in the Green House Gas Protocol[1]. We have used an Operational Control approach to set boundaries and used the Quantis Greenhouse Gas Protocol Evaluator to estimate emissions throughout our value chain. Where actual information, such as flight miles, are available these have been used. Where actuals are not available a cost equivalence approach has been used.

Covid-19 has had a significant impact on Integrity's business operations, particularly international travel, which has historically made up a significant proportion of Integrity's overall emissions. While Integrity has already made a commitment to reaching a climate positive footprint from international business travel and is seeking ways to reduce the number of flights made, we do anticipate some increase in travel, and therefore emissions, in the near future. We may need to re-baseline in 2022 to account for this.

Integrity is also going through period of growth and as a result increased levels of activity. We, therefore, anticipate a potential short-term increase in emissions in the next few years.

Integrity is building the extent and sophistication of the emissions information that it records and demands from suppliers and service providers to support a more nuanced analysis in future years. This will help us identify more precisely areas for improvement, more accurately track levels of emissions against activity levels and ultimately reach our net zero commitment.

We have included Scope 1 and Scope 2 emissions for all entities that fall under Integrity Global Ltd, along with a subset of six Scope 3 emissions categories to cover all activities within Integrity's delivery chain.

We have included the required Scope 3 sub-categories of:

- Business travel
- Employee commuting
- Waste generated in operations
- Upstream transportation and distribution
- Downstream transportation and distribution
- In order to account for emissions from Integrity's serviced offices we have also included:
- Upstream leased assets in our Scope 3 calculation.

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[1] Standards | Greenhouse Gas Protocol (ghgprotocol.org)

Baseline year emissions: 2019	
EMISSIONS	TOTAL (tCO$_2$e)
Scope 1	0
Scope 2	15.97
Scope 3 (Included Sources)	135.97 - Total 38.15 - Business travel 42.50 - Employee commuting[2] 0.91 - Waste generated in operations 0 - Upstream transportation and distribution 0 - Downstream transportation and distribution
Total Emissions	151.94

Current Emissions Reporting

As Above

Emissions reduction targets

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

- We project carbon reduction measures will bring emissions down to 300 tCO2-eq by 2030. This is a reduction of 50% and will require offsetting of an anticipated 300 tCO2 – eq.

Due to company growth, we anticipate there may be an initial increase in emissions on our pre-Covid 2019 estimate once normal activity patterns resume post-Covid.

Progress against these targets can be seen in the graph below:

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[2] We anticipate the real figure is lower as the evaluation tool provides limited calculation variables and cannot account for Covid-19.

Integrity Global GHG Emissions
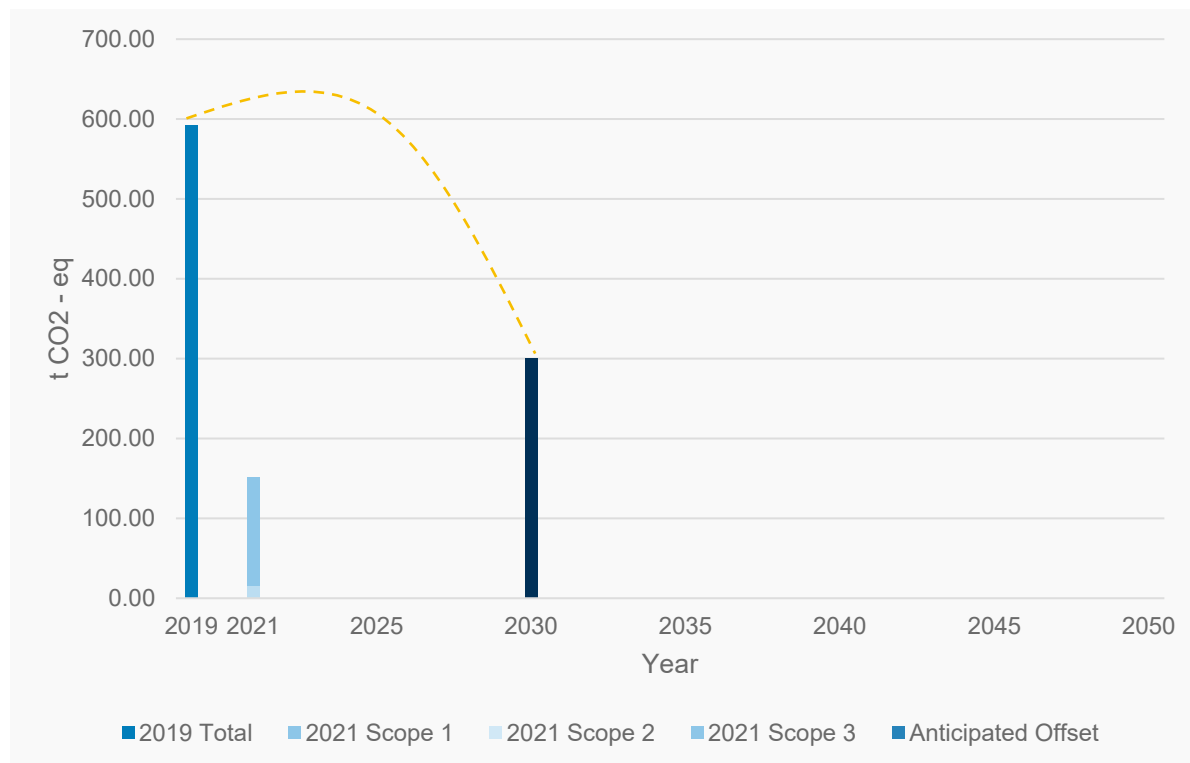
Note on Chart: The 2019 figure was calculated under a different methodology but is shown to support the reduction projection.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

We have instigated a number of environmental management measures over the last few years. These are outlined in our Environmental and Social Impact Policy. We are currently not able to evidence the levels of emission reduction attributable to each of these measures due to insufficient data and not being able to control for the impact of Covid-19 on activity levels.

We list here the general measures that have been taken and will seek to report on the resulting reduction in future years once more detailed data has been collected.

- **Minimise airmiles**. We minimise international air travel through centrally managed budgets, which are only authorised for essential business-related travel where the objectives cannot be met remotely. Where possible, domestic travel is by land.
- **Decentralised international offices**. We have five offices across the US, Europe, Africa, Asia and the Middle East. This not only enables better technical delivery and partnerships, but also minimises international travel.
- **Cloud-based mobile Information Communication Technology**. Wherever our staff are across the world, they can access all company IT systems securely, thereby minimising unnecessary local travel and commuting and minimising paper usage.
- **Environmental impact assessments**. All projects consider impact on the environment during project design and will capture risks to the environment and any mitigations in a risk matrix. Where projects have a direct impact on the physical environment, such as infrastructure projects, advising on power provision or industry projects, additional specific environmental risk assessments will be conducted as an integral part of project design.
- **Use of buildings**. We give due consideration to environmental issues and energy performance when acquiring office space in all our decentralised locations. For example,

one of our current UK office produces over 50% of its energy on site. Our US office will be fully carbon neutral by 2023 and are members of RE100.

- **Office waste**. We encourage recycling of office waste, and a paperless environment wherever possible. All offices use soft copy documents for sharing and collaborative working. The UK Office has recycling points in every office and other waste is used for power generation. The premises aim for zero to landfill. The US Office has paper usage caps per desk. Our Jordan, Kenya and Pakistan Offices are paperless.

In the 2022 future we will implement the following key projects to support moving towards Net Zero.

- **Adopt an ISO:** 14001 certified environmental management plan by 2025.
- We are currently opening a second UK Office to in a second location where 10% of the global workforce live in order to reduce commuter emissions
- **Record, calculate and report.** We will work towards more data driven calculations rather than using estimations and equivalences. This will allow us to more accurately track progress and identify areas for improvement. This will require a change to internal reporting processes and mechanisms.
- **Working from Home.** For over 5 years, Integrity has enabled and encouraged Working from Home across all our geographies, enabled by our cloud-based enterprise information management systems. In 2022 we are introducing a new hybrid working policy increasing flexibility and reducing emissions from commuting.
    - o Carbon offsetting partnership. We already select corporate travel agents who record and report CO2e per air travel and who offer partnerships with CO2e offsetting service providers. In 2022 we will identify reliable and ethical partners to support offsetting other emissions.

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[3] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[4].

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[9].

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of the Supplier: Anthony Ellis (CEO)

Date:

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[3] https://ghgprotocol.org/corporate-standard
[4] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting [9] https://ghgprotocol.org/standards/scope-3-standard