Integrity's Carbon Reduction Plan – 2024

Supplier name: Integrity Global Ltd
Publication date: July 2025
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, using a different methodology to that required by Procurement Policy Note 06/21 and as a result presented our results in a different structure in 2019 and 2020. In 2021, we generated a new baseline to align with the policy note using the approach and categories outlined in the Green House Gas (GHG) Protocol[1]. The GHG Protocol online calculator used to calculate 2021 GHG data has now been taken offline. For 2022, we applied the same methodology and calculations for our 2022 GHG data. We reviewed and selected a new GHG calculator for 2023 reporting. We have used an Operational Control approach to set boundaries and used the Quantis GHG 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. Following the COVID-19 pandemic, a higher number of international flights were taken in 2022 when compared to the previous period. While we anticipate international travel in the coming few years, centrally controlled budgets, localised delivery and management and carbon offsetting schemes will support us in staying on track to meet Net Zero emissions by 2030. We have included Scope 1 and Scope 2 emissions for all entities that fall under Integrity, 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 To account for emissions from Integrity's serviced offices we have also included Upstream leased assets in our Scope 3 calculation.

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

Previous Years' Emissions Reporting

2022	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	0
Scope 2	0
Scope 3 (Included sources)	93.40 Business travel 55.25 Employee commuting 1.18 Waste generated in operations 0 Upstream transportation and distribution 0 Downstream transportation and distribution 202.61 Total
Total Emissions	202.61
2023	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	0
Scope 2	0
Scope 3 (Included sources)	191 Business travel 69 Employee commuting 1.48 Waste generated in operations 0 Upstream transportation and distribution 0 Downstream transportation and distribution 261.48 Total
Total Emissions	260.48

Current Year (2024) Emissions Reporting

2024	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	0
Scope 2	0
Scope 3 (Included sources)	152 Business travel 72 Employee commuting 1 Waste generated in operations 0 Upstream transportation and distribution 0 Downstream transportation and distribution 225Total
Total Emissions	225

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

We have instigated several 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.

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 reduced the size and number of offices we have around the world, from five offices (across the USA, Europe, Africa, Asia and the Middle East) to offices in London, Washington DC and Islamabad. These changes align with business need and our flexible working practices.
- **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.
- **Use of buildings.** We give due consideration to environmental issues and energy with our UK headquarters office producing over 50% of its energy on site.
- **Office waste.** We encourage recycling of office waste, and a paperless environment to the full extent possible. All offices use soft copy documents for sharing and collaborative working. The London office has recycling points in every room and other waste is used for power generation. The premises aim for zero to landfill. The US Office has paper usage caps per desk.
- **Carbon Offsetting.** In 2023, we commenced offsetting the carbon emissions generated by Integrity's business travel by funding three 'Gold Standard'[2] certified carbon offsetting projects, as follows:
  - Efficient And Clean Cooking For Households In Somalia
  - Uganda Gender Responsive Safe Water Project
  - Cleaner, Safer Water in Cambodia

  With the implementation of this off-setting initiative, Integrity will maintain a carbon-positive footprint from its international business travel, in line with the company policy objectives set out in our publicly available Environmental and Social Impact Policy.

Future Carbon Reduction Initiatives

We strive to reduce our carbon footprint further and seek out the marginal gains across our operations to do so. Of note, we expect to see reductions in the following areas in 2025:

- **Minimise airmiles.** We expect to see a marked reduction in airmiles in 2025 in recognition of the changing nature and focus of our project portfolio.
- **Reduced office footprints.** We have reduced the size of our offices floor plates in both Washington DC and London to more tightly match our needs, thereby reducing surplus space.

[2] Gold Standard

We have deferred the funding of carbon offsetting projects for 2024 and instead intend to ‘carry over’ our footprint to the next calendar year when we will fund projects to off-set our emissions for 2024 and 2025 together. Given our limited footprint and therefore limited offsetting needs, this will enable us to have a greater impact on chosen projects.

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 and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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.

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

Signed on behalf of the Supplier:

Greg Smith (VP Operations)

Date: July 2025