

## Carbon Reduction Plan

**Supplier name:** Integrity Global Ltd (Integrity)

**Publication date:** 31 July 2023

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 from 2021 using the approach and categories outlined in the Green House Gas (GHG) Protocol<sup>1</sup>.

The GHG Protocol online calculator used to calculate 2021 GHG data has now been taken offline. For 2022, we have applied the same methodology and calculations for our 2022 GHG data. We will review and select a new GHG calculator for 2023 reporting. This may result in a variation in reporting and results.

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 more 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.

<sup>1</sup> [Standards | Greenhouse Gas Protocol \(ghgprotocol.org\)](https://ghgprotocol.org/)

| 2022                          |  |
|-------------------------------|--|
| EMISSIONS                     | TOTAL (tCO <sub>2</sub> e)   |
| Scope 1                       | 0  |
| Scope 2                       | 0  |
| Scope 3<br>(Included sources) | 93.40 Business travel<br>55.25 Employee commuting<br>1.18 Waste generated in operations<br>0 Upstream transportation and distribution<br>0 Downstream transportation and distribution<br><u>202.61</u> Total |
| <b>Total Emissions</b>        | <u>202.61</u>  |

### Current Emissions Reporting

As above.

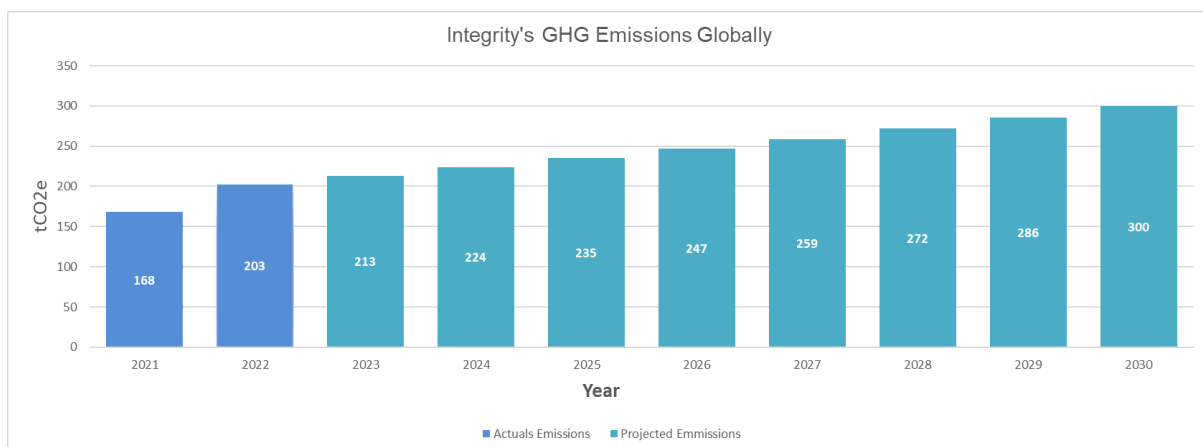
### Emissions reduction targets

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 tCO<sub>2</sub>-e by 2030. Over the period we anticipate company annualised growth of 10%, based on historic performance. From the impact of the current combined GHG mitigation measures, our emissions are expected to increase at 50% of our rate of growth. Through required offset, we are still on track to meet our expected GHG of 300 tCO<sub>2</sub>e.
- In line with the company’s Environmental and Social Impact Policy, the focus for 2023 will be to achieve net neutral travel by the end of the 2023 reporting period.

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

### Integrity’s GHG Emissions Globally



## Carbon Reduction Projects

### Enduring 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 six offices across the US, Europe, Africa, Asia and the Middle East. This not only enables better technical delivery and partnerships, but also reduces international travel. In Jan 2022, we opened a Brighton office in the UK, where 10% of the UK workforce live, to reduce commuter emissions and improve staff welfare.
- **Use of buildings.** We give due consideration to environmental issues and energy performance when selecting and renting office space in all our locations. For example, our London office produces over 50% of its energy on site. Our US office is carbon neutral and are members of RE100.
- **Hybrid Working.** 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 2023 we will continue to promote our hybrid working policy (introduced in 2022) that increases flexibility and reduces emissions from commuting, with staff working at home for up to 80% of the time.
- **Carbon offsetting partnership.** Our corporate travel companies record and report Carbon Dioxide equivalent (CO<sub>2</sub>e) per air mile and offer partnerships with CO<sub>2</sub>e offsetting service providers. In 2023 we will identify reliable and ethical partners to support offsetting other emissions.
- **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.
- **Office waste.** We encourage and enable recycling of office waste. The UK Office has recycling points in every office and other waste is used for power generation. The premises aim for zero to landfill. All offices use soft copy documents for sharing and collaborative working. The US Office has paper usage caps per desk. Our Jordan, Kenya and Pakistan Offices are paperless.
- **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.
- **Local Procurement.** To minimise GHG from the supply of procured goods, we source and supply all IT equipment locally, supported by remote configuration set-ups. IT equipment is the limit of our procured goods.

### Future Carbon Reduction initiatives

- **Adopt an ISO:** 14001 certified environmental management plan by 2025.
- **Record, calculate and report.** We will work towards more data driven calculations rather than using estimations and equivalences. This will allow us to track progress and identify areas for improvement more accurately. This will require a change to internal reporting processes and mechanisms.
- **Third party GHG calculations.** Integrity will explore engaging with a specialist third party supplier to supplement our existing in-house capacity to support us with the analysis of data to better understand our current and forecast greenhouse gas 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<sup>2</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>3</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>4</sup>.

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: 8 August 2023

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<sup>2</sup> <https://ghgprotocol.org/corporate-standard>

<sup>3</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>4</sup> <https://ghgprotocol.org/standards/scope-3-standard>