



Carbon Reduction Plan For Texere Publishing

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Our Commitment

Texere Publishing is committed to achieving Net Zero emissions by 2040.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as “science-based” when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets.

Our near-term targets:

1. Maintain zero scope 1 emissions to 2030.
2. Reduce our market-based* scope 2 emissions by 100% by 2030.
3. Reduce Scope 3 emissions by 50% by 2030.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2040.
- Neutralise any residual emissions using verified carbon offsets.

Emissions covered by our targets:

- Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.
- Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.
- Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation’s value chain, including emissions from upstream and downstream activities.

*Purchased electricity emissions are measured in two ways; the location-based method and the market-based method. can be measured in two ways. The location-based method takes into account the emissions intensity of the grid from which the electricity was purchased, whilst the market-based method also takes into account the emissions intensity of the tariff and suppliers the reporting organisation has specifically chosen. The market-based method can therefore take into account purchases of renewable energy via a tariff. We have chosen to set targets based on the market-based method.

Our Carbon Footprint

Baseline Emissions

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced before the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured. We have chosen to set our baseline year as the 1st of January 2021 to the 31st of December 2021.

Baseline Year: 1 st January 2021 – 31 st December 2021	
All emissions from scope 1, scope 2, and upstream scope 3 have been measured using the operational control approach.	
Emissions	Total (tonnes CO ₂ e)
Scope 1	None
Scope 2	Market-based: 0.1 Location-based: 0.1
Scope 3	583.3*
Total Emissions	Market-based: 583.4 Location-based: 583.4

*This includes a revised business travel figure of 116.7 tCO₂e. Actual business travel emissions for the reporting period were 4.4 tCO₂e but this was due to COVID-19 travel restrictions and is not an accurate representation of baseline operations. The revised figure has been calculated using average business travel emissions for both 2022 and 2023 on a per-employee basis.

Carbon Intensity Metrics

Metric	Carbon Intensity
Tonnes of CO ₂ e per Employee	11.4
Kilograms of CO ₂ e per £1 of Revenue	0.092

Carbon intensity metrics are calculated using total market-based results.

Current Emissions Reporting

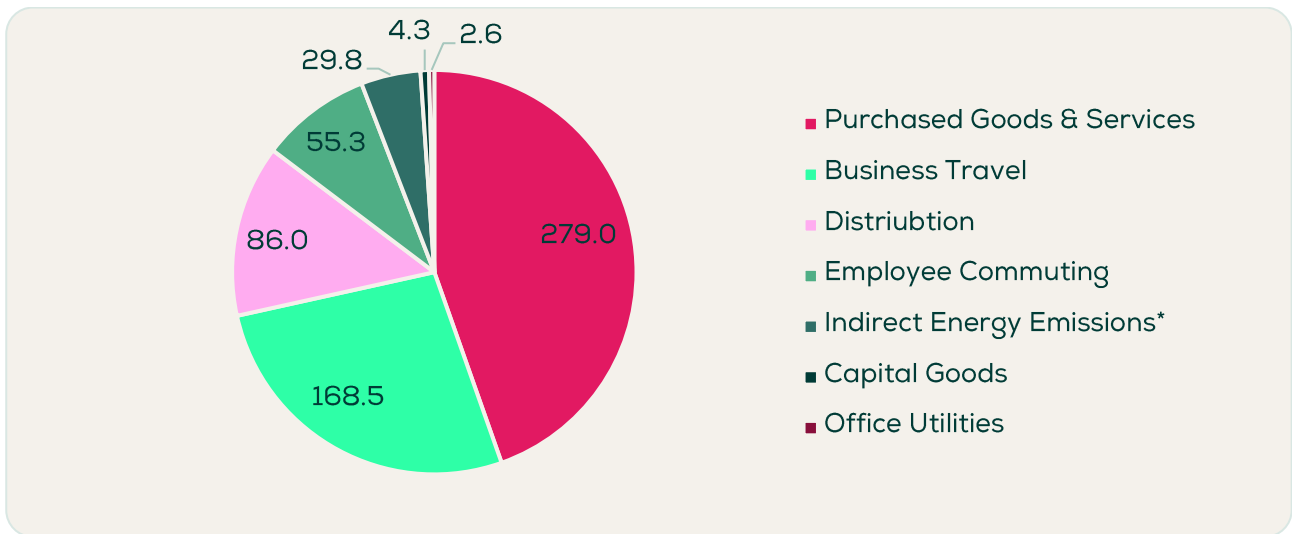
Current Year: 1 st January 2023 – 31 st December 2023	
All emissions from scope 1, scope 2, and upstream scope 3 have been measured using the operational control approach.	
Emissions	Total (tonnes CO ₂ e)
Scope 1	None
Scope 2	Market-based: 2.6 Location-based: 1.4
Scope 3	622.9
Total Emissions	Market-based: 625.5 Location-based: 624.3

Carbon Intensity Metrics

Metric	Carbon Intensity
Tonnes of CO ₂ e per Employee	10.4
Kilograms of CO ₂ e per £1 of Revenue	0.110

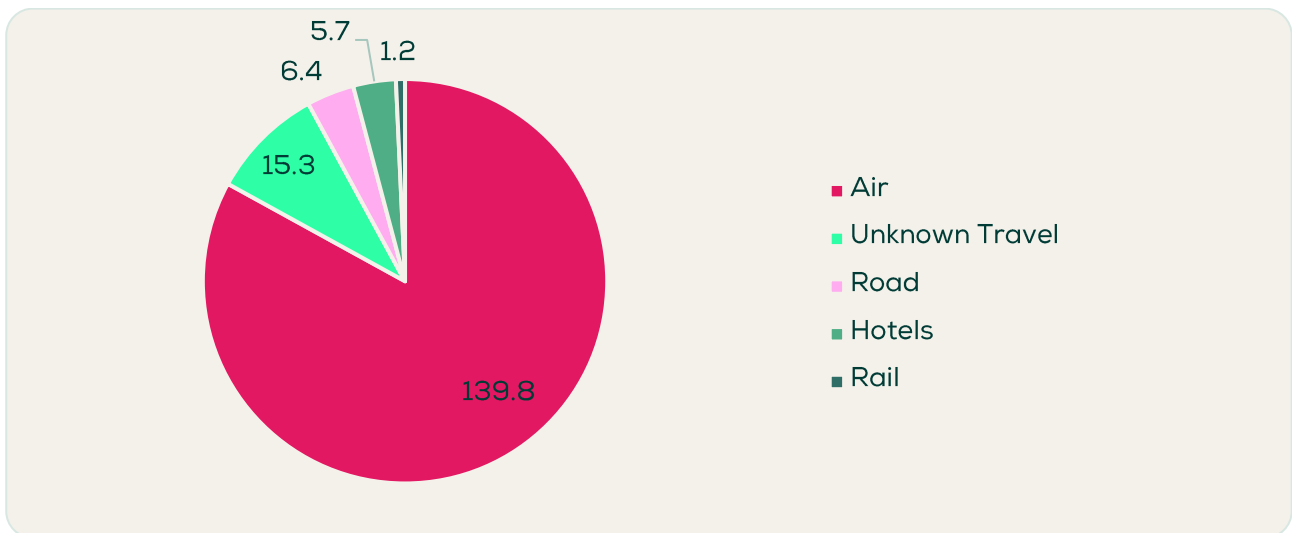
Carbon intensity metrics are calculated using total market-based results.

Carbon Emissions Breakdown



Our largest source of emissions is our purchase of goods and services, this category includes the cradle-to-gate emissions of all goods and services we purchased throughout the year (excluding capital goods). Our greatest source of emissions within this category was the printing services that we use, producing 104.8 tCO_{2e}.

Business travel was the second largest source of emissions, a further breakdown of these emissions by mode (plus hotels) can be seen below.



*Indirect energy emissions (GHG category; Fuel- and Energy-Related Activities) are those that occur upstream of energy use. In the other energy use categories e.g. business travel and employee commuting, we are accounting for the generation of electricity used or the combustion of fuels used. But these calculations do not consider the other emissions that occur e.g. the generation emissions of electricity lost in the transmission and distribution system or the well-to-tank (extraction, processing and transportation) emissions of fuels. To ensure we are measuring our full impacts, we have included these emissions for all scope 1, scope 2 (mandatory) and upstream scope 3 (optional) energy use activities measured using activity data.

Carbon Reduction

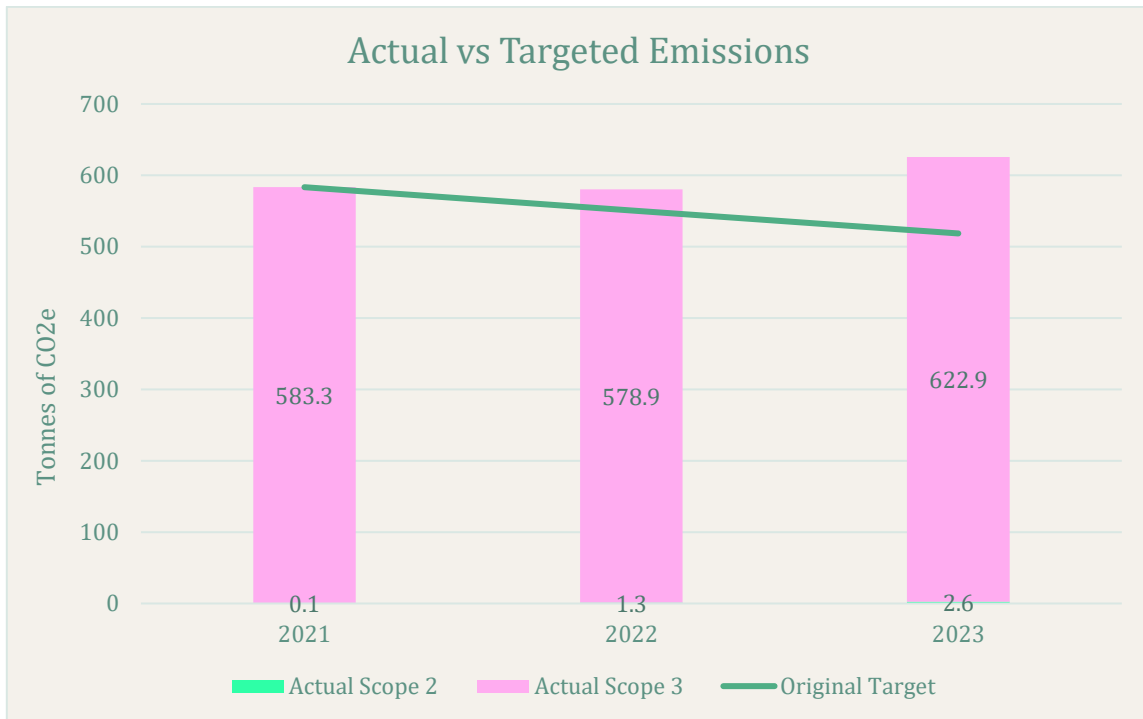
Our Net Zero targets

Texere Publishing is committed to achieving Net Zero by 2040. We have also set the following near-term targets, against which we will track our progress:

1. Maintain zero scope 1 emissions to 2030.
2. Reduce our market-based* scope 2 emissions by 100% by 2030.
3. Reduce scope 3 emissions by 50% by 2030.

Progress

To reduce market-based scope 2 emissions by 100% by 2030 and our scope 3 emissions by 50% by 2030, we were aiming to reduce emissions each year by 11.1% and 5.6% respectively. As our market-based scope 2 emissions have increased from the base year by 2.5 tCO_{2e} and 40 tCO_{2e}, we are behind our original targets. To get back on track, with our scope 2 and 3 targets, we will be aiming to reduce emissions by 2.5 tCO_{2e} and 104.4 tCO_{2e} respectively. We are on track to meet our scope 1 target, reporting no scope 1 emissions in any of the years measured so far.



Our carbon intensity per employee has increased from our baseline by 10%, whilst our economic intensity has decreased by 17%. On average, this is a reduction of 3% across our carbon intensity metrics.

Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Commit to measuring carbon emissions year-on-year and using measurement results to identify reduction priorities for the year ahead.	2021	1, 2 & 3
Set up a Green Team to lead initiatives and contribute to reduction planning and the management of data. The team, which is led by our HR and Wellbeing Lead, consists of members from different departments to enable the rollout of carbon reduction initiatives across the organisations.	2022	1, 2 & 3
Work to embed sustainability into the company culture and values by building on the work we have already done surrounding health and wellbeing. Actively engage our team in supporting local charities and the needs of the community. Create Texere ESG pillars to ensure that everyone understands the core areas we will be looking to build on. Introduction of an employee base, App Onhand, that will provide opportunities to engage with volunteering, commuting projects and sustainability projects.	2023	1, 2 & 3 + External impact
Create a Sustainable Travel Policy including an incentive toward low-emission modes of transport. Engage the team in sustainable projects, educate and learn more about the difference every person can make.	2023	3
Organise annual Christmas event with sustainability in mind, require staff to bring 'sustainable' gifts only (e.g. recycled, regifted etc).	2023	External impact
Utilise the Green team to consider the digital aspects of our carbon emissions and engage with the team on sustainable ways to reduce digital emissions.	2024	3
Provide Carbon Literacy Training for 10 staff members, increasing knowledge and skills across the team.	2024	1, 2 & 3

Add KPIs surrounding sustainability to the HR reporting dashboard. This dashboard is used in leadership meetings and will ensure sustainability is discussed alongside other business goals.	2024	1, 2 & 3
Create a dedicated sustainability budget that can be used to support carbon reduction actions.	2024	1, 2 & 3

Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in order to reduce emissions.

Activity No.	Activity	Target Date	Category
1	One of our main challenges is our increasing business travel footprint. This year we will review our strategy and travel policy as a business to ensure a year-on-year reduction in emissions. We will review current travel patterns to identify any easy wins (e.g. always flying economy, a ban on domestic flights, use of cross-country rail) and will consider setting up a carbon budget so that teams can better manage and limit their travel. We will share information with staff surrounding the carbon impacts associated with travel (e.g. a simple journey carbon calculator) and add some questions surrounding sustainability to the travel request form.	2025	Business Travel
2	Engage with Bruntwood (our office manager) and encourage them to switch to a renewable electricity tariff.	2025	Purchased Electricity
3	Review and get sign-off on the drafted Sustainable Procurement Policy. Ensure that systems are in place to check that any prospective new suppliers' sustainability credentials align with our own. Survey some of our largest suppliers within the year to collect emissions data and find out more about their carbon reduction targets and plans.	2025	Purchased Goods & Services

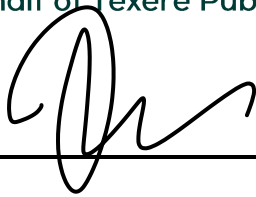
4	Reach out to logistics partners to find out what kind of data they are able to supply in relation to the transportation of our goods. If they are not able to provide either the data needed to calculate emissions (modes, distances and weights) or actual emissions data (either of the deliveries or their organisational footprint) then we will consider changing suppliers within the next few years.	2025	Upstream Transportation & Distribution
5	We will continue to embed sustainability into our company culture and processes. We will begin to discuss sustainability in job descriptions, onboarding processes and personal development meetings. Now that we have a % of our staff Carbon Literacy trained, we will follow up with them on their pledges and look into training a further % of our workforce.	2025	All scopes and categories
6	We will look to create and maintain an asset list that can be submitted to Positive Planet and used in our Capital Goods calculations. Many IT manufacturers now produce Product Carbon Footprint Reports for their products, these can be used instead of the spend data to calculate emissions. This asset list would need to include full make and model information, as well as purchase date and cost.	2025	Capital Goods
7	We will expand the scope of next year's commuting survey to collect more information surrounding employees' home energy use (e.g. whether they are on a renewable energy tariff, whether their homes are heated using gas, etc). We will also work to increase the response rate next year; we had a response rate of 65% in the most recent reporting year which is an improvement from the previous year where we had 30%.	2025	Commuting & WFH

Declaration and Sign-Off

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.

This Carbon Management Plan has been reviewed and approved by the Texere Publishing Executive Team.

Signed on behalf of Texere Publishing:



Name: Phil Dale

Position: Finance Director

Date: 11 October 2024

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>