Carbon Reduction Plan for ZENITEL UK

Published: October 2023

Authors:

Stephen King

William King

Connor Grisdale

Our Commitment.

Zenitel UK is committed to achieving Net Zero emissions by 2045.

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. SBTs provide organisations with pathways to sustainable transformational change to accelerate the transition to a low carbon economy.

For us, this means that we will need to reduce our absolute carbon emissions by at least 90% from our baseline year, or achieve (and maintain) a carbon intensity metric of <1 tonne CO_2e per employee, whichever comes soonest. To keep ourselves on track with these long-term targets, we have set the following near-term goals:

- Reduce our Scope 1 & 2 emissions to zero by 2030.
- Reduce our Scope 3 emissions by 60% from our baseline year by 2026.
- Reduce our total emissions by 55% from our baseline year by 2030.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from 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.

Our Carbon Footprint.

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 to set our baseline year as April 2021 – March 2022.

Baseline Year: 2021	
What has been included in the carbon footprint? All Scope 1 & 2 emissions have been measured, plus the following Scope 3 Emissions: • Purchased Goods & Services • Capital Goods • Fuel & Energy Related Services • Business Travel • Transportation & Distribution (Downstream) • Transportation & Distribution (Upstream) • Employee Commuting & Home Working • Operational Waste & Water	
EMISSIONS	TOTAL (tonnes CO_2e)
Scope 1	12.4
Scope 2*	Market-based: 4.0 Location-based: 4.0
Scope 3	248.4
Total Emissions*	Market-based: 264.9 Location-based: 264.9

**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 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.*

Carbon Intensity Metrics

Baseline year: 2021-2022	CARBON INTENSITY METRIC (tonnes CO_2e / unit)
Employees	33.1

Based upon 8 employees during the measurement period. We are using market-based emissions to calculate our intensity metrics.

Current Emissions Reporting

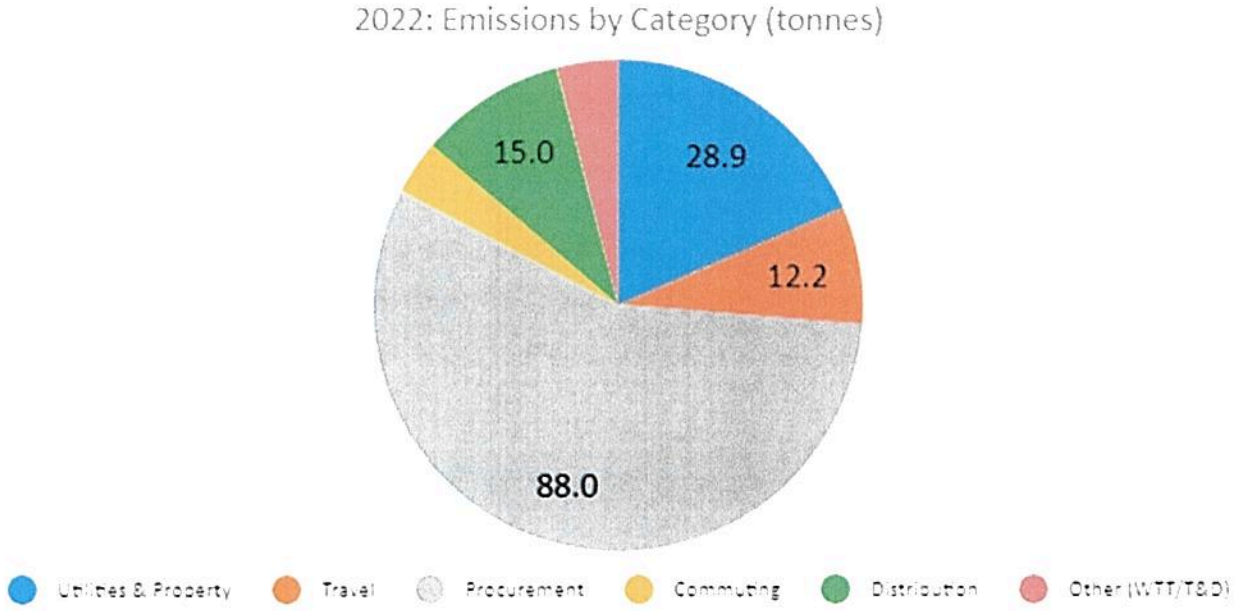
Current Reporting Year: 2022	
Has anything different been measured compared to the baseline year? The reporting boundary has remained consistent.	
EMISSIONS	TOTAL (tonnes CO_2e)
Scope 1	10.6
Scope 2*	Market-based: 14.5 Location-based: 24.2
Scope 3	122.6
Total Emissions*	Market-based: 147.7 Location-based: 157.4

Carbon Intensity Metrics

Current Reporting Year: 2022	CARBON INTENSITY METRIC (tonnes CO_2e / unit)
Employees	20.5

Based upon 7.2 full-time equivalent employees during the measurement period. We are using market-based emissions to calculate our intensity metrics.

Carbon Emissions Breakdown



Carbon Reduction.

Our Net Zero targets

Zenitel UK is committed to achieving Net Zero by 2045. To do this, we will need to reduce our absolute carbon emissions by at least 90% from our baseline year, or achieve (and maintain) a carbon intensity metric of <1 tonne CO_2e per employee, whichever comes soonest.

We have set the following near-term targets to 2030 to keep ourselves on track with our ultimate Net Zero goal. Targets for the remaining period will be set as we progress closer to 2030.

- Reduce our Scope 1 & 2 emissions to zero by 2030.
- Reduce our Scope 3 emissions by 60% from our baseline year by 2026.
- Reduce our total emissions by 55% from our baseline year by 2030.

Progress

EMISSIONS	TOTAL CARBON FOOTPRINT (tonnes CO_2e)		% REDUCTION
	Baseline year: 2021	Current year: 2022	
Scope 1	12.4	10.6	14.5
Scope 2	4.0	14.5	(362.5)
Scope 3	248.4	122.6	50.7
Total emissions	264.9	147.7	44.3

EMISSIONS	CARBON INTENSITY METRIC (tonnes CO_2e / unit)	

	Baseline year: 2021-2022	Current year: 2022-2023	% REDUCTION
Employees	33.1	20.5	38.1

We are on track to achieve our near-term targets and will therefore continue to maintain our progress.

Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented since the start of our baseline reporting period.

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2022	1,2,3
Created a Green Team to lead initiatives. This team has been made up of members from different departments to support the roll out of initiatives and management of data, this includes sharing and collaborating throughout the organisation.	2022	1,2,3
ISO 9001 certification. As part of this management system, the organisation recognises that the following sustainable development goals are aligned.	2022	1,2,3
Full capacity solar array installed. Future measurements will demonstrate reduced market-based and location-based electricity emissions.	2023	2
Maintained efforts to increase Battery Electric Vehicle fleet year-on-year, replacing existing ICEVs.	2022	2

Future Carbon Reduction Plans

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

REDUCTION PLANS – Scope 1 & Scope 2			
Activity No.	**Activity**	**Target Date**	**Category**
1	Consider low-cost options such as reducing the boiler temperature and adding heat & solar control reflective window sheets.	2023	Stationary Combustion
2	Procure a 100% renewable electricity tariff upon expiry of existing tariff. This change will reduce market-based emissions to 0 tCO2e.	2026	Purchased Electricity
3	We will implement behaviour change initiatives within the workplace for reduction of emissions, including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate. We will assign roles and responsibilities to Green Team members. High-level monitoring of energy use is key to understanding further pinch points.	2023	Purchased Electricity
4	Implement energy efficiency measures to reduce the overall amount of electricity consumed at sites. Optimise operational procedures and implement energy management systems (such as ISO 14001). Examples of reduction measures include upgrading lighting, introducing more sensor lighting, installing timers on sockets/equipment. Also review and renew	2025	Purchased Electricity

	inefficient equipment (when at end of life), and actively consider the energy efficiency of equipment when new purchases are required (e.g. laptops, fridges, dishwashers). Invite colleagues from different sites to openly explore challenges and barriers to collaboratively find solutions for reduction.		
5	To completely reduce market and location-based energy emissions to zero, install additional on-site renewable energy generation technologies such as heat pumps to generate 100% of heating demand. Consider removing on-site stationary combustion (gas) heating.	2030	Stationary Combustion
6	Consider moving to premises without gas heating for 100% reduction is stationary combustion emissions.	2030	Stationary Combustion

Based upon the above completed and planned initiatives, it is projected that Scope 1 & 2 carbon emissions will decrease to **0 tCO_2e by 2030**.

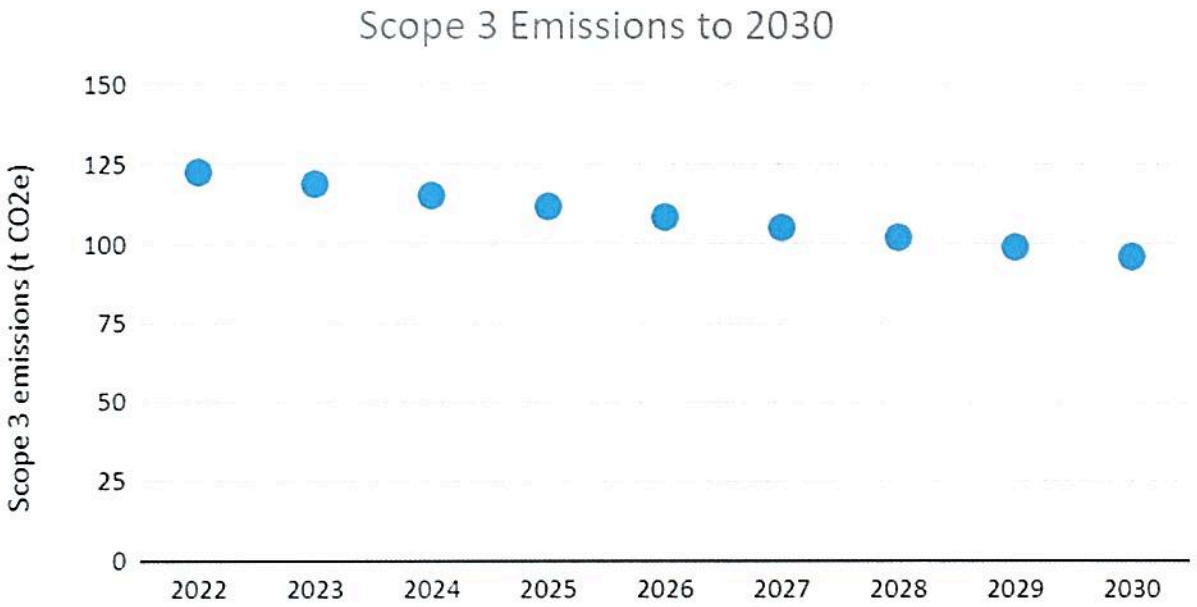
REDUCTION PLANS – Scope 3			
Activity No.	**Activity**	**Target Date**	**Category**
1	Consider training and engagement for the Green Team, leadership, and the wider employee base. Including and not limited to, creating spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy training for all applicable to roll out to further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.	2024	Commuting & Home Working Business Travel
2	Implement a Sustainable Procurement Policy for all purchased goods and materials at Zenitel UK. Encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms. Commit to a Sustainability Audit or Survey to request further information regarding credentials – Plan to send these to the Top 30% of suppliers (by spend) by 2025, increasing to capture 60% of supplier data (by spend) by 2029. This data collection supports carbon reduction by gathering High Quality data which enables more effective targetting	2024 - 2027	Purchased Goods & Services

	for carbon efficiencies across the supply-chain. Once completed prioritise suppliers with lower carbon footprints as part of the above phased approach. This may also involve purchasing second hand/refurbished goods and extending the lifespan of purchased items.		
3	Develop and implement a Sustainable Travel Policy to support the environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate. Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes; such as bike to work or car sharing opportunities. Formally implement the lower-emissions travel hierarchy – Digital communication Walking & wellbeing Cycling Public and shared transport Public and shared EV's and car sharing ICE vehicles and car sharing Air Travel	2024	Business Travel Commuting

	Consider creative ways to engage and support the workforce to influence change. Examples include setting an internal organisation carbon credit scheme (limit that to a number of tCO2e per year), extra holiday days for low emission travel choice, bonuses, subsidised travel, equal mileage payments for diesel/petrol/EVs/cycling.		
4	Enhance data collection & storage processes at Zenitel UK to support the capture of High Quality data, particularly for Utilities, Production Goods, and Transport & Distribution categories.	2024	Purchased Goods & Services, Operational Waste, Transportation & Distribution
5	Establish a partnership with a 3rd party research organisation or University, to commence the development of lower-emissions alternatives to the existing product offerings at Zenitel UK.	2026	Purchased Goods & Services, Transportation & Distribution, Product Categories
6	Phase out the use of air freight when procuring materials. Sea cargo, rail, and road will be respectively prioritised. By 2028, air freight will be used for <20% of total distribution mileage at Zenitel UK.	2024 - 2028	Upstream Transport & Distribution
7	Commit to measuring the full Greenhouse Gas Protocol carbon footprint of Zenitel UK, including all Product categories.	2026	Processing of Sold Products, Use of Sold Products,

	Once measured, Zenitel UK will engage with downstream stakeholders to support their decarbonisation.		End-of-Life of Sold Products

Based upon the above completed and planned initiatives, it is projected that (as a minimum) Scope 3 carbon emissions will further decrease over the next seven years from the current normalised measurement of 122.6 tCO_2e to 99.1 tCO_2e by 2030. This is a reduction of 20% and will keep us on track to Net Zero.



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 standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

This Carbon Management Plan has been reviewed and approved by the Zenitel UK Executive Team.

Signed on behalf of Zenitel UK:

Name STEPHEN KING.
Position MANAGING DIRECTOR
Date: 13-NOV 2023

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

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