



Carbon Reduction Plan

Agilisys HR

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Version: 1.0

Partnership Integrity Innovation Passion

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1 AIM

Agilisys is committed to achieving Net Zero by 2050 at the latest.

We are passionate about understanding the impact of our decisions and activities have on the environment and communities across the UK.

2 BASELINE EMISSIONS FOOTPRINT

Baseline Year: 2020	
Additional Details relating to the Baseline Emissions calculations.	
Historic baseline for the period 01 April 2020 to 31 March 2021 calculated using the 2020 HM Government Environmental Reporting Guidelines and GHG Conversion Factors for Company Reporting.	
Scope 3 emissions are limited to business travel in employee-owned vehicles only.	
The intensity ratio is a pro rata measurement of total gross emissions in metric tonnes CO ₂ e per full time equivalent employee to allow for future comparison.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	69.03
Scope 2	192.94
Scope 3 (Included Sources)	124.82
Total Emissions	386.08
Intensity Ratio	0.38 tCO₂e per FTEE

3 CURRENT EMISSIONS REPORTING

Reporting Year: 2021	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	13.27
Scope 2	75.83
Scope 3 (Included Sources)	16.00
Total Emissions	105.10
Intensity Ratio	0.10 tCO₂e per FTEE

4 EMISSIONS REDUCTION TARGETS

- 4.1 By 31 March 2022: to reduce business travel by car to 50% of pre-COVID levels, a reduction of 229,500 miles travelled
- 4.2 By 31 March 2022: to re-baseline our emissions footprint to include extended data capture of additional scope 3 emissions including, but not limited to, waste generated in operations, fuel and energy related activities, purchased goods and services, leased assets, business travel (land, sea and air), distribution, and end of life treatment.
- 4.3 By 31 March 2025: a 20% reduction in the intensity ratio of tCO₂e generated per full time equivalent employee. This shall be calculated from the extended scope baseline of 01 April 2022. The target will be achieved via a combined focus on quick wins and those activities with the most negative environmental impact.

5 CARBON REDUCTION PROJECTS

Completed projects:

- 5.1 ISO14001:2015 Environmental Management System certified since 02 Dec 2020.
- 5.2 Power Usage Effectiveness (PUE) of our data centre supply chain has become more efficient due to the continuing modernisation of our service offerings to customers, from Infrastructure as a Service (IaaS) to Cloud computing
- 5.3 Installation of LED lighting and PIR sensors
- 5.4 Installation of electricity power monitors in strategic locations to more precisely understand energy consumption in offices rented by Agilisys where itemised bills are not provided
- 5.5 Agilisys' #AgileLife! flexible working arrangements, which provides staff the opportunity to work flexibly and from any location (supported by modernised videoconferencing technology) reducing the need for unnecessary travel
- 5.6 Mandatory environmental awareness training for all staff

In the future we hope to implement further measures such as:

- 5.7 Procurement policy updates to include a 'gateway' provision of minimum environmental standards including a red list of hazardous / polluting materials used in production
- 5.8 Consideration of 'whole life' costs and impacts when assessing equipment for purchase
- 5.9 Refurbishing of used IT hardware, such as laptops and mobile phones, for re-use rather than disposal
- 5.10 Green Travel Policy with the principal aim to provide information to staff to help reduce commuting and work-related transport carbon emissions
- 5.11 Community engagement activities sponsored by the organisation for activities such as tree-planting or beach cleaning etc.

6 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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

6.1 Signed on behalf of the Supplier:

Signature: 

Name: Andrew Mindenhall (Chief Executive Officer)

Date: 1st November 2021

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

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

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

7 POLICY REVIEW

This policy will be reviewed and update on an annual basis and will next be reviewed in April 2022.



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Agilisys, an employee owned organisation, is one of the UK's fastest growing and innovative cloud and digital transformation specialists, enabling organisations to adopt technologies, platforms and processes that promote new ways of working.

An established partner for both the public and private sector for nearly two decades, we have earned a strong reputation and hold deep domain expertise delivering change and innovation, particularly within local and central government.

We support our customers through a network of offices and centres of excellence throughout the UK, employing over 1,500 staff across the UK.

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