# Agilisys

# Carbon Reduction Plan

**Supplier Name:**       Agilisys Ltd

**Publication Date:**    21st July 2023

## Net Zero Commitment

Agilisys Ltd is committed to achieving Net Zero emissions by 2050.

## Baseline Emissions Footprint

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 expect a re-baselining in either 2024 or 2025, to report more holistically on emissions, and to further iterate our planning based on a comprehensive understanding of risk and opportunity.

## Baseline Year: 01 April 2021 to 31 March 2022

**Additional Details relating to the Baseline Emissions calculations:**

We have followed the HM Government Environmental Reporting Guidelines and used the UK Government GHG Conversion Factors for Company Reporting on sources of carbon emissions over which we have operational control.

Agilisys specialises in IT services, business process outsourcing and consultancy. We do not manufacture or sell goods. Our c.800 employees work from client premises, serviced offices or remotely from their own homes. There is a single facilities site within our operational control that acts as a base/warehouse for a small team of less than 10 staff.

**Scope 1** covers emissions from fleet vehicles and fuel sources used on-site, in assets owned or controlled by Agilisys Ltd. It does not presently include potential leakage from air-conditioning and refrigeration units from the facilities site which we hope to capture in 2024.

**Scope 2** reports on electricity supplied to the grid that we have bought for use at the facilities site controlled by Agilisys Ltd.

**Scope 3** emissions combine categories 4, 5, 6, 7 and 9 of the GHG Protocol, this includes the following.

**Cat. 4** reports on the transmission and distribution emissions associated with grid losses (energy loss that occurs in getting electricity from the power plant). We are considering the possibility of investment in procurement data systems to develop a method for tracking and converting logistics emissions from tier 1 suppliers' hardware purchasing, to capture in 2024-25.

**Cat. 5** is the end-of-life disposal of materials and waste (construction, refuse, metal, plastics, paper) from Agilisys Ltd.'s facilities site, where the method of disposal (and access to data) is within our operational control, combined with waste electrical and electronic equipment owned by our company. Emissions are calculated by cross-referencing weight with the method of disposal (e.g., open/closed-loop, combustion, landfill etc.).

**Cat. 6** is the emissions generated by business travel in employee-owned vehicles, where annual mileage is identified via employee expense claims. It does not yet include business travel by train, sea, or air (these elements will be captured in 2024 following an upgrade to our finance systems).

**Cat. 7** data on employee commuting is not available yet. However, a method has been established for 2024 with the monthly tracking of the total number of staff, office occupancy levels, and average commuting distance, to produce extrapolated mileage estimates for conversion. This method also allows for the reporting of emissions from teleworking, assuming a certain number of hours of homeworking per month for staff not working in offices.

**Cat. 9** is not applicable due to the nature of our business. Agilisys Ltd supplies IT and outsourcing services. We do not sell tangible products that require transportation and distribution.

## Baseline Emissions

**Reporting Year: 2021/22**

| | | |
|---|---|---:|
| **Scope 1** | | **11.04** |
| **Scope 2** | | **4.88** |
| | Cat. 4: Upstream transportation and distribution | 0.61 |
| | Cat. 5: Waste generated in operations | 7.37 |
| **Scope 3** | Cat. 6: Business travel | 15.31 |
| (included sources) | Cat. 7: Employee commuting | N/A |
| | Cat. 9: Downstream transportation and distribution | N/A |
| | **Total Scope 3** | **23.29** |
| **Total Emissions** | | **39.21** |

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## Current Emissions

**Reporting Year: 2022/23**

| | | |
|---|---|---|
| **Scope 1** | | **9.15** |
| **Scope 2** | | **4.48** |
| **Scope 3**<br>(included sources) | Cat. 4: Upstream transportation and distribution | 0.62 |
| | Cat. 5: Waste generated in operations | 0.34 |
| | Cat. 6: Business travel | 19.67 |
| | Cat. 7: Employee commuting | N/A |
| | Cat. 9: Downstream transportation and distribution | N/A |
| | **Total Scope 3** | **20.63** |
| **Total Emissions** | | **34.26** |

## Emissions Reduction Targets

To continue our progress toward achieving Net Zero, we have adopted the following targets.

**2025:** Establish an entirely comprehensive baseline by continuing to develop and expand the systems and methodology for the data capture of all scope 1, 2 and 3 emissions (including non-mandatory items) so that our reporting accurately reflects the full extent of our emissions footprint, to facilitate ethical business practices across all our business units beyond minimum compliance.

**2030:** 30% reduction in our total scope 1 and 2 emissions, and a 20% reduction in our total scope 3 emissions, measured against the 'beyond compliance' baseline (to be established in 2025, at the latest, as per the target immediately above).

**2035:** 50% reduction in our total scope 1 and 2 emissions, and a 40% reduction in our total scope 3 emissions, measured against the 'beyond compliance' baseline.

**2040:** Neutrality of our total scope 1 and 2 emissions, and a 60% reduction in our total scope 3 emissions, measured against the 'beyond compliance' baseline. Publication of a five-year offset programme to achieve total neutrality.

**2045:** Neutrality of all scope 1, 2 and 3 emissions five years ahead of the commitment date (which acts as a contingency period to iterate and improve further, should that be necessary).

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## Carbon Reduction Projects

**Completed Carbon Reduction Initiatives:**

The following environmental management measures and projects have been completed or implemented since the 2021/22 baseline. The carbon emission reduction achieved by these schemes equates to 4.95 tCO2e, a 13% reduction and the measures will be in effect when performing the contract.

- Maintained certification to ISO14001:2015 (Environmental Management System), which provides a systematic vehicle to assess and mitigate climate change risk (amongst other environmental aspects and impacts).

- The 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.

- Installation of LED lighting and PIR sensors.

- Agilisys' #AgileLife! flexible working arrangements provide staff with the opportunity to work flexibly and from any location (supported by modernised videoconferencing technology) reducing the need for unnecessary travel.

- Mandatory environmental awareness training for all staff.

- Revised asset disposal process to facilitate the re-use of office equipment and devices, which has reduced procurement overhead, reduced waste disposal and positively affected upstream impacts.

- Supported colleagues through a cycle-to-work scheme, with salary sacrifice available to support the purchase of a bicycle and provided facilities at some offices including bike storage and showers.

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

- Implementing a Green Travel Policy to reduce the unnecessary burning of fossil fuels such as petrol and diesel which may be caused by a lack of consideration given to the need, frequency, and mode of business travel.

- Refreshing our vehicle fleet with plug-in hybrids or electric vehicles where practical and possible.

- Implementing a Green Procurement Policy for the purchasing of goods, services and works with a reduced environmental impact throughout their life cycle.

- Assessment of Agilisys' energy supply alternatives, emphasising a preference for 100% renewable energy, and a review of the purchasing of electrical appliances to prioritise energy-efficient options.

- Reviewing the contracts with our suppliers for processing obsolete equipment and commercial waste so that we are employing the best use of recycling, waste-to-energy incineration, anaerobic digestion, composting and/or advanced technologies.

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- Commissioning a study on the benefits of implementing an ESG (environmental, social and governance) framework and the delegation of responsibility to a lead manager, to promote a stakeholder-centric approach to doing business. ESG is set on the principle that the environment is only one factor in determining an organisation's commitment to sustainability.

- Carbon literacy training for key staff and business managers.

- In the longer term, exploring a range of initiatives including Science Based Targets [1] and Race to Net Zero [2].

## Declaration and Sign Off

This Carbon Reduction Plan has been completed following PPN 06/21 and associated guidance and reporting standards for Carbon Reduction Plans.

Emissions have been reported and recorded following the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard [3], and we have used the appropriate Government emission conversion factors for greenhouse gas company reporting. [4]

Scope 1 and Scope 2 emissions have been reported per SECR requirements, and the required subset of Scope 3 emissions have been reported under the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard. [5]

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

**Signed on behalf of the Supplier:**

Andrew Mindenhall

**Chief Executive Officer, Agilisys Ltd**