

Carbon Reduction Plan

Supplier name: **Noveum Ltd**

Publication date: 10th August 2023

Commitment to achieving Net Zero

Noveum is committed to achieving Net Zero emissions by **2040**.

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: 2019	
Additional Details relating to the Baseline Emissions calculations.	
Noveum has measured and reported on our Environmental Management Performance since we began trading in 2017. This performance monitoring covers scope 1 and 2 carbon emissions. The business set an objective under its ISO14001:2015 certification to reduce its carbon footprint by 5% per head year on year. This objective has been achieved every year since 2017. Scope 3 was added more recently to the environmental performance monitoring. The sources included for Scope 3 in 2019 were limited to mileage for business travel with estimates for waste to landfill and employee commuting.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0
Scope 2	2.35
Scope 3	11.09
Waste to landfill	0
Business travel	5.18
Employee commuting	5.91
Total Emissions	13.44

Current Emissions Reporting

Reporting Year: 2022	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0
Scope 2	1.56
Scope 3	9.71
Waste to landfill	0
Business travel	4.68
Employees commuting	5.03
Total Emissions	11.27

Emissions reduction targets

The change from the 2109 baseline to 2022 is driven by the following:

A change in working practices post the COVID pandemic. Post pandemic, Noveum has adopted a hybrid working policy which sees members of staff in the office three days a week, against the old norm of five days a week. This has had a positive impact on Noveum's emissions.

This has had a positive impact on the following:

- Office electricity and water usage
- Employee commuting
- Water consumption
- Waste to landfill reduced paper usage/printing levels

The use of technology to conduct business meetings during the pandemic has continued to be used in some circumstances post pandemic. This use of technology again has had a positive impact on our goal to achieve net zero by 2040.

- This has reduced the levels of business travel.

The heating in our offices has been replaced with air source heat pumps, which are more efficient in terms of ability to heat and are more cost effective.

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

- Continue to raise environmental awareness

- Implement further recycling and waste reduction initiatives
- Appointed an Environmental Champion within the business to drive continuous environmental improvement
- Further encourage employees to use environmentally friendly modes of transport to commute to and from the office.
- Investigate carbon offsetting projects and initiatives

We project that carbon emissions will decrease over the next five years to 8.4 tCO₂e by 2030. This is a reduction of 25%.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and carbon reduction projects have been completed and implemented since the 2019 baseline.

- Replaced all office light with LED lighting
- Encouraged car sharing for both commuting to work and on business travel
- Encouraged everyone to use more environmentally friendly transport. A number of staff regularly either walk or cycle to work
- Used technology to reduce business travel for meetings
- Implemented office signage to remind people to switch lights and equipment off when not in use
- Changed heating from storage heaters to air source heat pumps
- Objectives, initiatives and raised awareness to reduce electricity consumption, business miles, water usage and waste. Performance against these objectives are monitored on a monthly basis and report to the Management Team and Members of Staff
- Organised and hosted a series of lunch and learn sessions on environmental awareness

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

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

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

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).

Signed on behalf of the Supplier:

A handwritten signature in blue ink, appearing to read 'R. G. Turner', is written over a faint, light blue rectangular background.

Date: ...10th August 2023.....

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