

# NORTH

## Carbon Reduction Plan



# Commitment to Achieving Net Zero

North 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.

<b>Baseline Year:</b> 1 <sup>st</sup> May 2020 – 30 <sup>th</sup> April 2021	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
<p>We are committed to building a sustainable future and to achieving net zero emissions by 2040. We have implemented measures to reduce our environmental impact and carbon emissions, with our future emphasis firmly focused on reducing rather than offsetting our carbon emissions.</p> <p>The baseline year of 2020-21 is the first year in which North reported emissions. We recognise that 2020 and 2021 were abnormal years due to normal business activities being disrupted by the Covid-19 pandemic.</p> <p>With business operations significantly reduced during the pandemic, we acknowledge that the emissions footprints are not representative of business-as-usual operations. We have taken a considered decision to use this data as our baseline year as we understand the importance of carbon reduction and becoming a net zero company and believe this presents key opportunities to implement new policies to support the decarbonisation of our operations.</p>	
<b>Baseline year emissions:</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	67.4
<b>Scope 2</b>	44
<b>Scope 3 (Included Sources)</b>	107.9 Scope 3 emissions include partial emissions, including indirect emissions from upstream and downstream sources, and business travel emissions that the business does not own or control such as employee mileage. We are currently in the process of extending our Scope 3 reporting to include waste generated in operations by 2024 through reporting from a centralised waste management partner. Employee commuting emissions will be reported by 2024, through surveying employee commuting across locations
<b>Total Emissions</b>	219.4

### Current Emissions Reporting

The baseline data for this report was taken from our 2020-21 financial year where business operations were significantly reduced due to the Covid-19 pandemic. The latest emissions reported for our 2021-22 financial year (1st May 2021 – 30th April 2022) reflect our return to business-as-usual operations and comprise data from an acquisition completed in July 2021 which increased our site count from 4 to 7 and our employee base from 240 to 340.

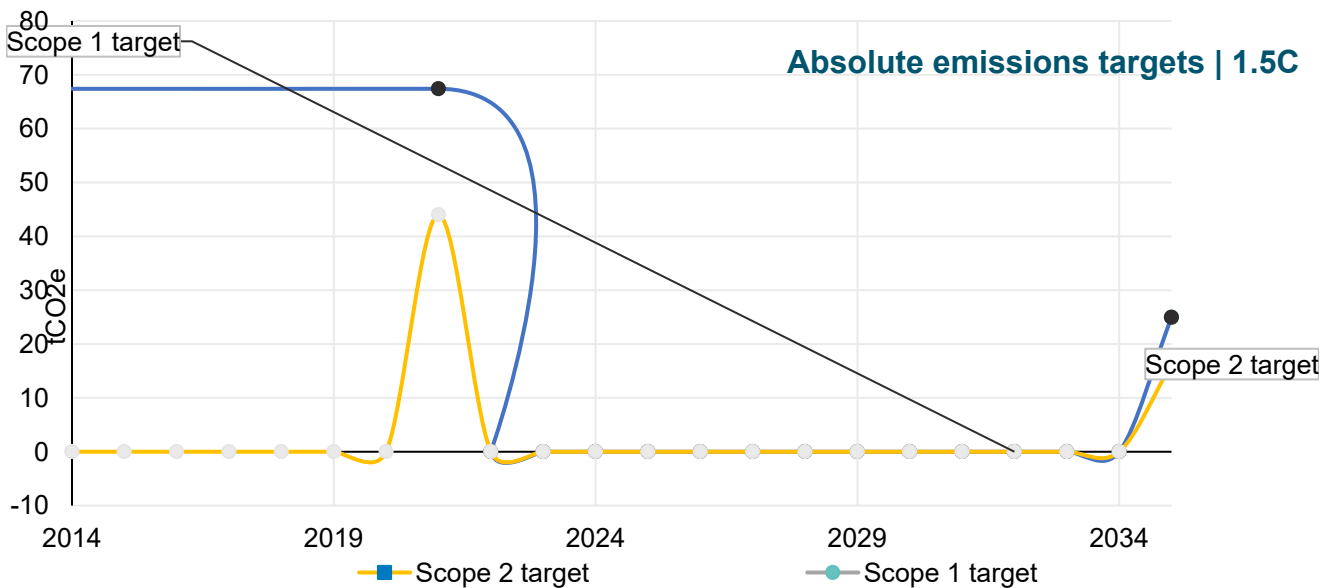
Reporting Year: 1 <sup>st</sup> May 2021 – 30 <sup>th</sup> April 2022	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	343.77
Scope 2	39.04
Scope 3 (Included Sources)	97.11
<b>Total Emissions</b>	<b>479.92</b>

### Emissions Reduction Targets

North is in the process of setting Science Based Targets to achieve net zero emissions and to reduce Scopes 1,2 & 3 emissions in line with the Paris Agreements by 2035 from a 2021 base year.

We have targeted to reduce our Scope 1 and 2 emissions from 111 tCO<sub>2</sub>e to 41 tCO<sub>2</sub>e, and our Scope 3 emissions from 107.9 tCO<sub>2</sub>e to 39.9 tCO<sub>2</sub>e by 2035.

Progress against these targets can be seen in the graph below:



## Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2020-21 baseline.

- Publication of annual ESG Impact Reports, disclosing the business's environmental, social and governance performance, including setting ESG targets.
- Formation of an ESG Committee to enhance our commitment and ability to achieve key targets.
- Appointment of a specialist sustainability consultancy to procure electricity and gas from renewable sources.
- Re-certification to ISO:14001:2015 Environmental Management, including annual audits focused on objectives and action areas that will have a positive environmental impact.
- Our long-term goal is to reach Zero Waste. We are currently targeting a 55% recycling rate, and at the time of publishing, we are tracking over 70% across all sites.
- Appointment of an experienced specialist IT recycling partner to recycle and repurpose electronic equipment and minimise electrical waste from entering landfill.
- Investment in Carbon Offset Projects accredited by the Gold Standard, which contributes to the global avoidance and reduction of atmospheric carbon emissions. We are -0.1 carbon negative as of the last financial reporting year, meaning we offset more emissions than we produce.
- Engagement programme and training including mandatory Environmental Awareness through an accredited course to increase awareness, and actions individuals can take to reduce their environmental impact.
- Conducted an employee survey to gain an understanding of our employees' knowledge of sustainability and encourage uptake in sustainable practices. Using responses to tailor our strategy accordingly.
- Mandated our top suppliers to disclose their commitment to sustainability, including their carbon footprint and targets and actions, through supplier onboarding and management.
- We offer a hybrid flexible approach which has limited the need for employees to travel and reduced demand for office space, helping to reduce Scope 1 and 2 emissions, and contributing to Scope 3 emission reductions associated with business travel and employee commuting.

### **Future Projects and Initiatives North is taking to achieve carbon reduction this year:**

- Enhancement of our procurement strategy to include carbon reporting and management requirements for our key suppliers. This includes asking suppliers and subcontractors for detailed carbon emissions reporting, carbon management plans and net zero targets.
- Appointment of companywide sustainability champions who seek to lead change and promote best practice.
- North is targeting Scope 3 emissions reductions through business air travel and employee commute reductions. We will therefore collaborate with our employees and clients to identify opportunities to reduce air travel in the coming years. We will also review our internal travel policy and give clearer guidance over expectations around discretionary business travel.
- While North has switched to a flexible working model, we continue to seek improvements in the way employees commute to offices, to reduce environmental impact. To support we are aiming to establish initiatives such as Cycle to Work and Car Sharing Schemes.
- North also intends to make commuting more sustainable by creating a travel plan with bus, train and cycle routes to offices.
- Target the move from managed fleet vehicles to electric vehicles, where possible.
- Development of guidelines for sustainable and carbon-efficient remote working practices.

### **Delivering and accelerating sustainable and low-carbon technologies to clients to create sustainable solutions:**

North is committed to embedding sustainability within the services we provide. Through our expert technology design and delivery capability, we support organisations to drive innovation in sustainability and to reduce their carbon footprint through the application of technology and the remote management and measurement of solutions and services that improve sustainable decision-making and resource use.

North delivers a broad range of Internet of Things (IoT) solutions that play a key role in fighting climate change. The smart solutions we provide that generate environmental improvements and carbon reduction, include:

**Air Quality Monitoring** – identifying pollution levels in multiple locations, enabling organisations to understand air quality levels and take quick and effective action to mitigate and reduce pollution and the associated environmental impacts.

**Smart Waste Management** - which uses smart fill sensors and route optimisation technology to ensure only necessary collections are completed as and when required, reducing transport-related emissions and environmental hazards by understanding usage trends and predicted collection dates.

**Intelligent Lighting** – the intelligent and remote management and monitoring of streetlights and dimming levels to reduce energy consumption. Capturing insights and performance improvement opportunities that result in energy savings, reduced emissions, and a lowered carbon footprint.

## Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards 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 standard<sup>1</sup> and use the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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) Standard<sup>3</sup>.

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

<b>Signed</b>	
<b>Name</b>	<b>Scott McEwan</b>
<b>Position</b>	<b>Acting CEO &amp; Chief Commercial Officer</b>
<b>Date</b>	<b>09/01/23</b>

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**NORTH**