Carbon Reduction Plan

GLO-NETWORKS LIMITED

Company number **06344510**

Registered office address

Unit 10 Bridgend Business Park Bennett Street, Bridgend Industrial Estate, Bridgend, Mid Glamorgan, Wales, CF31 3SH

Introduction

Founded in 2007 by Chris, Glo has been on a mission to help businesses leverage IT for improved services and measurable success. Our goal has always been to create impactful, 'wow' moments that delight and inspire our clients and their users.

While we are a cutting-edge tech company, our human-centered approach is what truly sets us apart. We prioritise understanding our clients' unique challenges and view relationship building as essential for long-term success. Our belief is that technology should enhance human endeavour, not overshadow it.

For over 17 years, we have honed our processes to deliver efficient, effective IT support. As we embark on our carbon reduction journey, we are committed to minimising our environmental impact while continuing to provide industry-leading services. This plan marks our dedication to integrating sustainability into our operations, reflecting our core values of innovation and personal service. By reducing our carbon footprint, we aim to not only meet but exceed industry standards, demonstrating that responsible business practices can coexist with exceptional technological support.

## Commitment to achieving Net Zero

At Glo, we are dedicated to achieving Net Zero emissions by 2045. This commitment reflects our belief that technology and sustainability must go hand in hand. We recognise the importance of reducing our environmental impact and are taking proactive steps to integrate sustainable practices into every aspect of our operations. By setting ambitious targets and continuously improving our processes, we aim to lead by example in the tech industry, demonstrating that it is possible to balance technological advancement with environmental responsibility. Our journey towards Net Zero is a testament to our commitment to a more sustainable future.

Baseline Emissions Footprint

1st Oct 2022 30th Sep 2023

Scopes and categories	Metric tons CO_2e
Scope 1: Direct emissions from owned/controlled operations	0.00
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling	
Scope 3: emissions	
Category 1: Purchased goods and services	0.00
Category 2: Capital goods	0.00
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	0.00
Category 4: Upstream transportation and distribution	0.00
Category 5: Waste generated in operations	2.00
Category 6: Business travel	0.8770
Category 7: Employee commuting	0.0278
Other Work from Home	13.4447
Category 9: Downstream transportation and distribution	0.00
Total	**16.3495**

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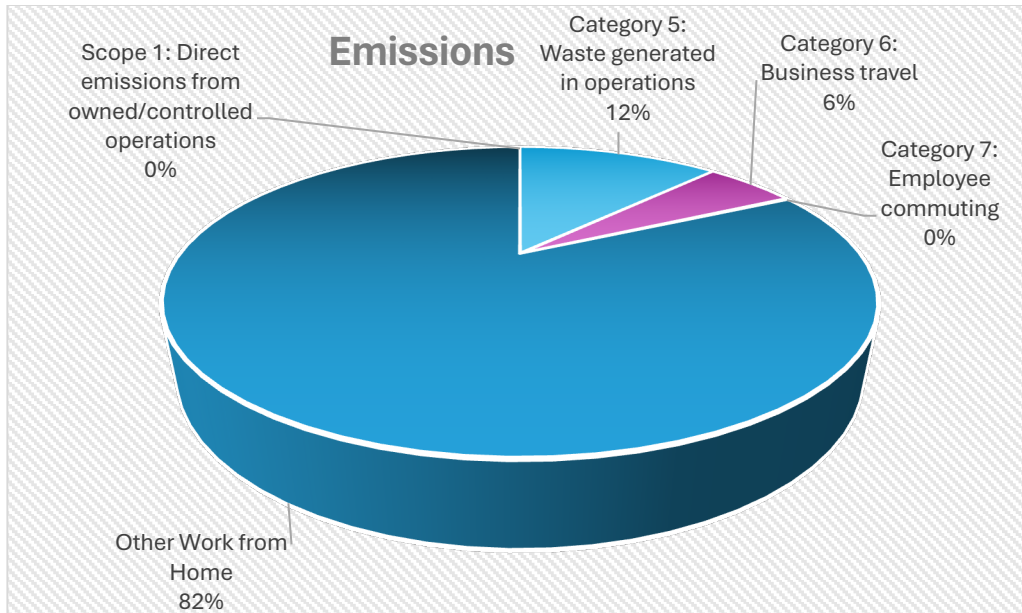
Zero Emissions Explanation:

Scope 1: Direct emissions from owned/controlled operations
Our operations generate no direct emissions, as we do not operate any facilities or vehicles that produce greenhouse gases.

Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling
Scope 2 emissions are currently not reported because our utilities are included in our rent. We have requested detailed emissions data from our landlord and will incorporate this information into our reporting as soon as it becomes available.

Scope 3 Emissions:

- **Category 1: Purchased goods and services**
  There are no reported emissions from purchased goods and services, as we ensure that our suppliers adhere to low-carbon practices.
- **Category 2: Capital goods**
  Emissions from capital goods are zero, reflecting our commitment to selecting low-emission options for any new investments or equipment.
- **Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)**
  We report zero emissions for fuel- and energy-related activities, as we do not engage in activities that contribute to these emissions outside our Scope 1 and Scope 2 reporting.
- **Category 4: Upstream transportation and distribution**
  Our emissions in this category are zero due to efficient management and logistics practices that avoid upstream transportation and distribution impacts.
- **Category 9: Downstream transportation and distribution**
  There are no emissions from downstream transportation and distribution, as our operations do not involve such activities.

Methodology & References

To ensure accurate and transparent emissions calculations in alignment with UK standards, we have employed a robust methodology based on established frameworks and guidelines. Our approach includes:

GHG Protocol Standards: We follow the Greenhouse Gas (GHG) Protocol standards, which provide comprehensive guidance on quantifying and managing greenhouse gas emissions. This includes the Corporate Standard and the Scope 3 Standard, ensuring that we account for direct and indirect emissions across all three scopes.

https://ghgprotocol.org/corporate-standard
https://ghgprotocol.org/standards/scope-3-standard

UK Government GHG Conversion Factors: Emission factors from the UK Government's Department for Business, Energy & Industrial Strategy (BEIS) are utilised for calculating carbon footprints. These factors are regularly updated to reflect the latest data and methodologies, ensuring accuracy in our emissions reporting.

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

ISO 14064-1:2018: We adhere to ISO 14064-1:2018, which outlines the principles and requirements for quantifying and reporting greenhouse gas emissions and removals. This standard helps in maintaining consistency and credibility in our emissions data.

Environmental Reporting Guidelines: We align our calculations with the UK's Environmental Reporting Guidelines, which provide a framework for reporting greenhouse gas emissions and ensuring that disclosures meet regulatory and stakeholder expectations.

By integrating these methodologies and references, we ensure that our emissions calculations are precise, credible, and aligned with UK standards.

Current Emissions Reporting 1st Oct 2022 30th Sep 2023

As this is our first time reporting on our emissions, our current emissions data mirrors the baseline figures. This equivalence is expected as there have been no prior emission reports or established benchmarks for comparison.

The baseline represents the starting point for our carbon accounting and serves as a reference for tracking our progress over time. It reflects the emissions levels for the reporting period under review, without historical data to compare against. As we continue to monitor and report our emissions in subsequent years, this baseline will enable us to measure the effectiveness of our carbon reduction strategies and identify areas for improvement.

Emissions reduction targets

To advance our commitment to sustainability and effectively manage our carbon footprint, we have established the following emission reduction targets:

1. **Short-Term Target (1-2 years)**:

   o **Reduce Scope 3 Category 5: Waste Generated in Operations**: Aim for a 20% reduction in emissions from waste generated in operations by optimising waste management practices and increasing recycling efforts. Target emissions reduction to 1.60 metric tons CO2e.

2. **Medium-Term Target (3-5 years)**:

   o **Minimise Business Travel Emissions (Scope 3 Category 6)**: Reduce business travel emissions by 30% through enhanced use of virtual meetings and promoting sustainable travel alternatives. Target emissions reduction to 0.61 metric tons CO2e.

   o **Decrease Work from Home Emissions (Scope 3 Category 8)**: Implement energy-efficient practices and provide resources for remote workers to lower emissions associated with home offices. Aim for a 15% reduction in work from home emissions, targeting 11.93 metric tons CO2e.

3. **Long-Term Target (5-10 years)**:

   o **Achieve Net Zero by 2045**: Set a strategic plan to reduce overall emissions to Net Zero by 2045. This includes continuous improvements across all categories, integrating low-

carbon technologies, and enhancing sustainability practices throughout our operations.

These targets are designed to drive significant reductions in our carbon footprint, align with our Net Zero commitment, and demonstrate our proactive approach to sustainability. Progress will be reviewed annually, and adjustments will be made as needed to ensure we stay on track to meet our long-term goals.

Carbon Reduction Initiatives

To achieve our emission reduction targets and move towards Net Zero by 2045, we are implementing the following carbon reduction initiatives:

1. **Waste Management Enhancement**:

   o **Initiative**: Implement comprehensive waste reduction and recycling programs.

   o **Action**: Increase segregation of waste streams, reduce single-use plastics, and enhance recycling practices.

   o **Goal**: Achieve a 20% reduction in emissions from waste generated in operations.

2. **Business Travel Optimisation**:

   o **Initiative**: Promote virtual meetings and sustainable travel options.

   o **Action**: Invest in video conferencing technologies, establish travel policies that prioritise virtual meetings, and encourage use of public transportation or low-emission vehicles for necessary travel.

   o **Goal**: Reduce business travel emissions by 30%.

3. **Work from Home Sustainability**:

   o **Initiative**: Enhance energy efficiency for remote work environments.

   o **Action**: Provide guidelines and resources for employees to implement energy-saving practices, such as using energy-efficient lighting and equipment, and support the use of renewable energy sources.

   o **Goal**: Reduce work from home emissions by 15%.

4. **Energy Efficiency Improvements**:

   o **Initiative**: Upgrade to energy-efficient systems and technologies.

   o **Action**: Invest in energy-efficient lighting, HVAC systems, and office equipment. Transition to renewable energy sources where feasible.

   o **Goal**: Minimise energy-related emissions across all scopes.

5. **Employee Training and Engagement**:

   o **Initiative**: Foster a culture of sustainability among employees.

   o **Action**: Conduct training sessions on carbon reduction practices, encourage sustainable behaviour, and create a platform for employees to contribute ideas for further reductions.

- o **Goal**: Increase awareness and involvement in sustainability efforts.

6. **Continuous Monitoring and Reporting**:

   - o **Initiative**: Implement robust emissions monitoring and reporting systems.

   - o **Action**: Regularly track and review emissions data, assess progress against targets, and adjust strategies as needed.

   - o **Goal**: Ensure accurate reporting and continuous improvement in emissions reductions.

7. **Supply Chain Collaboration**:

- **Initiative**: Engage with suppliers to reduce emissions across the supply chain.

- **Action**: Work with suppliers to identify and implement sustainable practices, set emission reduction targets for key suppliers, and integrate carbon management criteria into procurement processes.

- **Goal**: Reduce emissions associated with purchased goods and services, as well as capital goods.

These initiatives are designed to address key areas of our carbon footprint, enhance our sustainability practices, and support our commitment to achieving Net Zero by 2045. We will continuously evaluate and refine these initiatives to ensure their effectiveness and alignment with our long-term goals.

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

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[3].

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

Signed on behalf of GLO-NETWORKS LIMITED:

Position: Managing Director

Date: 28/08/2024

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[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