



academia
the technology group

Carbon Reduction Plan

Academia Ltd

Revision 1.0

11th April 2023

Carbon Reduction Plan

Organisation Name: Academia

Publication Date: 11.04.2023

Version: 1.0

Commitment to achieving Net Zero

As an organisation, Academia is committed to achieving **Net Zero** for scope 1 & 2 emissions by **2030**. To support achieve this, Academia have engaged a specialist ICT sustainability consultancy (Px³ Ltd.) to provide a baseline and carbon reduction plan for the business.

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.

Academia is using its 2022 data (1/1/22, to 31/12/2022) as its baseline year for this carbon reduction plan.

Current Emissions Reporting – First Baseline Year: (1/1/22, to 31/12/2022)	
Additional Details relating to the Baseline Emissions calculations.	
Scope 1, 2 and selected scope 3 emissions were calculated for the baseline year of 2022 based on primary data collected by the company and by suppliers on their behalf.	
Baseline year emissions:	
EMISSIONS	TOTAL (kgCO ₂ e)
Scope 1	33,563
Scope 2	47,317
Scope 3 (Included Sources)	444,520 Scope 3 categories included: 1: Purchased Goods and Services (Data Centre services) 2: Employee Commuting 3: Business Travel 4: Use of ICT devices in Employees' Homes 5. Embodied
Total Emissions	525,400 <i>The above data is correct as of 11.04.2023</i>

Emissions reduction targets

At a company level, in order to continue Academia's progress toward achieving Net Zero, Academia has adopted the following carbon reduction targets.

- To reduce overall company baseline scope 1 and 2 emissions by **20%** in 2023 to **71,416 kg CO₂e**
- To produce zero waste to landfill from our facility by 2025
- To be zero waste in our facility by 2030
- To be carbon neutral (scope 1 & 2) by 2030

Carbon Reduction Projects

At a company level, Academia's high-level environmental objectives are to:

- Reduce CO₂ emissions.
- Reduce business mileage.
- Reduce energy usage.
- Reduce waste.

The following measures have already been implemented or are in progress and will be measured as part of Academia's ongoing plan:

- Recycling actively encouraged.
- Reduction in paper usage.
- Technicians (where possible) are allocated jobs closest to their location.
- When possible, a remote service will be offered to our customers.
- Fleet vehicles are being moved to hybrid / and or electric.

From a broader ESG perspective, Academia is committed to encouraging best practices in sustainability and to regularly review our performance. We will strive to:

- Reduce the environmental impact our activities have.
- Proactively ensure excellent compliance to health and safety legislation.
- Encourage effective energy management and pro-actively fight against climate change.
- Continually reduce our reliance on natural resources.
- Drive diversity, equal opportunities and business governance reporting.

To ensure compliance to our commitments, Academia shall:

- Strive to constantly improve health and safety within the workplace and have a vision of zero workplace accidents.
- Be an inclusive employer that advocates diversity and enables our employees to achieve their full potential.
- Assess the environmental impact of our service portfolio within its various stages and include our suppliers and customers in this process.
- Promote the use of appropriate and recognised standards for environmental management throughout our supply chain.
- Strongly support the eradication of slavery and human trafficking within our supply chain.
- Continuously review and challenge our environmental targets and objectives in order to reduce our environmental and climate impact.
- Communicate regularly that it is the responsibility of all Academia team members to drive forward and comply with our Sustainability and Environmental policies.

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 identified 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).

Signed on behalf of the Supplier:



Mark McCormack
Chief Commercial Officer

Academia Ltd

17th April 2023



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