

# Carbon Reduction Plan

**Academia Ltd**

**Revision 2.0**

July 2024



# Carbon Reduction Plan

Organisation Name: Academia

Publication Date: 5.07.2024

Version: 2.0

## Commitment to achieving Net Zero

Academia is committed to achieving Net Zero for scope 1 & 2 emissions by 2030. To achieve this Academia have engaged a specialist ICT sustainability consultancy (P2zero) 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.

<b>Current Emissions Reporting – 2023 (1/1/2023 – 31/12/2023) vs First Baseline Year: (1/1/22, to 31/12/2022)</b>		
<b>Additional Details relating to the Baseline Emissions calculations.</b>		
Scope 1, 2 and selected scope 3 emissions were calculated for 2023 and for the baseline year of 2022 based on primary data collected by the company and by suppliers on their behalf.		
<b>EMISSIONS (kg CO2e)</b>	<b>Current Year (2023)</b>	<b>Baseline (2022)</b>
<b>Scope 1</b>	<b>18,942</b>	<b>30,393</b>
<b>Scope 2</b>	<b>30,941</b>	<b>47,317</b>
<b>Total Scope 1 &amp; 2</b>	<b>49,884</b>	<b>77,710</b>
<b>Number of FTEs</b>	<b>182</b>	<b>105</b>
<b>Scope 1 &amp; 2 Emissions per FTE</b>	<b>274</b>	<b>740</b>
<b>Scope 3</b>	<b>421,350</b>	<b>211,940</b>
1: Purchased Goods and Services Data Centre services IT equipment used 4: Upstream transportation 5: Waste 6: Business Travel 7: Employee Commuting		
<b>Total Emissions (Scopes 1-3)</b>	<b>471,234</b>	<b>289,649</b>
<b>Total Emissions per FTE</b>	<b>2,589</b>	<b>2,759</b>
Note - 2022 baseline figures have been updated from the previous plan to correct an error in the commuting calculation and to reflect the actual coolant fluid used.		

## Progress Against Company Emissions Reduction Targets

At a company level, in order to continue Academia’s progress toward achieving Net Zero, Academia adopted a number of specific carbon reduction targets. This section looks at progress in achieving those targets.

Area	Target	Progress (2023)
Emissions Reduction	Reduce scope 1 & 2 emissions by 20% from baseline by 2023	Achieved (36% overall reduction) (63% reduction per FTE)
Waste	Produce zero waste to landfill from facilities by 2025	On target (5.02%)
Waste	To be zero waste from facilities by 2030	On target (see below)
Carbon Neutrality	Be carbon neutral in scope 1 & 2 by 2030	On target

## 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.

A project is underway to improve the sustainability information and reporting.

### Completed:

- Use emissions per FTE as the main KPI for this and future reports
- Ensure waste from all facilities is included in the report and analysed by % to landfill
- Detailed review of the key suppliers in the value chain to determine Net Zero strategies, readiness & reporting
- Inclusion of business travel by rail and air

### In Progress:

- Analysis of upstream and downstream transportation (upstream is mostly carried out using own vehicles)

**The following measures have already been implemented or are in progress:**

- 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 models

**From a broader ESG perspective Academia is committed to encouraging best practices in sustainability and to regularly review our performance. Our values ensure we are a good corporate citizen and strive to:**

- Protect human rights, the environment, health and safety
- Show effective energy management and pro-actively fight against climate change
- Develop and implement efficient use of resources,
- Drive diversity, equal opportunities, tax responsibility
- Encourage the prevention of illegal behaviour and encourage the fight against corruption

**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 responsible sourcing of minerals in our supply chain
- 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 policy.

**Above data correct as of 08.07.2024**

# 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<sup>1</sup> and uses 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 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) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

**Signed on behalf of the Supplier:**



**Academia Ltd.**

**Date: 05.07.2024**

## Get in touch

**The Progression Centre • Mark Road • Hemel Hempstead • HP2 7DW**  
**[www.academia.co.uk](http://www.academia.co.uk) • [bids@academia.co.uk](mailto:bids@academia.co.uk) • 01992 703 900**

