

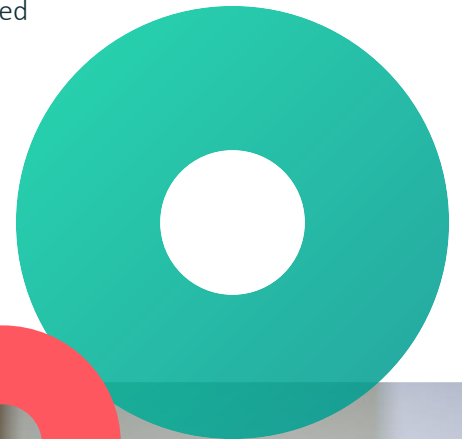


Carbon Reduction Plan

Supplier name: Version 1 Software Ltd

Publication date: 21st September 2021

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Carbon Reduction Plan

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Commitment to achieving Net Zero

Version 1 Software Ltd is committed to achieving Net Zero emissions by 2025.

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.	
Version 1 undertook its first Carbon footprint calculation this year, and calculated 2019 & 2020. 2020 is our baseline, but we're working off 2019 figures as it's a more accurate reflection of our emissions. We have calculated our emissions from all of our offices across three regions, Ireland, UK & India and we've included seven scope 3 emissions.	
Baseline year emissions: 2019	
EMISSIONS	TOTAL (tCO₂e) 1990 tCO ₂ e (*Electricity Market Value)
Scope 1	78 tCO₂e (*40% primary data from UK operations, 60% estimated using usage per FTE for Ireland and India)
Scope 2	46 tCO₂e (*Market Rate Value)
Scope 3 (Included Sources)	1866 tCO₂e <ol style="list-style-type: none"> 1. Employee Commuting & Remote Working 2. Waste 3. Water 4. Upstream Transportation & distribution 5. Downstream Transportation & distribution 6. Business Travel

	7. Cloud Storage/data centres
Total Emissions	1990 tCO₂e (*Electricity Market Value)

Current Emissions Reporting

Reporting Year: 2020	
EMISSIONS	TOTAL (tCO₂e) 1125 tCO ₂ e
Scope 1	57 tCO₂e
Scope 2	33 tCO₂e (*Electricity Market Value)
Scope 3 (Included Sources)	1035 tCO₂e <ol style="list-style-type: none"> 1. Employee Commuting & Remote Working 2. Waste 3. Water 4. Upstream Transportation & distribution 5. Downstream Transportation & distribution 6. Business Travel 7. Cloud Storage/data centres
Total Emissions	1125 tCO₂e (*Electricity Market Value)

Emissions reduction targets

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

- Version 1 have signed the Business ambition for 1.5 °C commitment letter to SBTi and will reduce emissions in line with Science based targets
- Scope 1 and 2 emissions to reduce by 4.2% year on year
- Convert the remaining offices to 100% renewable electricity and become a member of the RE100
- Scope 2 emissions to be 0 TcO₂E by 2025
- Scope 3 emissions to stay below 2019 baseline (through initiatives stated below)

We project that Scope 1 and 2 carbon emissions will decrease over the next five years from the 2019 baseline of 124 tCO₂e to at least 78 tCO₂e by 2025 by switching to all renewable energy. This is a reduction of 37% (more ambitious than the 4.2% reduction year on year as per SBTi).

Separately to our SBTi commitment, Version 1 aim to be Net Zero by 2025. As part of the current recognised framework, this will involve the purchasing of internationally verified carbon offsets to aid climate action as we are on the path to decarbonising our business.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Environmental initiatives achieved so far:-

2019/2020

- ISO14001 accredited
- 9 out of 11 offices converted to renewable electricity.
- Eliminated the use of single use plastics (i.e. plastic drinking cups at our water fountains).
- Converted two of our largest offices to LED lighting
- "Naturally Digital" programme enabling remote collaboration during Covid, will support WFH in the long-term
- Any unusable IT equipment is certified as recycled at WEEE facilities. (pre-covid)
- Re-usable IT equipment that Version 1 no longer use, is donated to Camara, our designated charity. (pre-covid)
- Installation of sensor lights in meeting rooms in Dublin offices

2021

- Carbon Neutral now
- Target to Net Zero by 2025
- Signed up to SBTi – first stage
- Signed up to the Climate Pledge.
- Developed a Climate Strategy as outlined below

In the future we will implement further measures including, but not limited to:

- | | |
|------------------------------|---|
| 1. Renewable Energy: | Transition to 100% renewable energy across all offices in every region. Become an RE100 member. |
| 2. Reduce Consumption: | Support behaviour change, and reduce energy consumption by 4.2% each year. |
| 3. Employee based footprint: | Encourage the transition to renewable energy in the homes of our employees and provide sustainable e-waste solutions for a dispersed workforce. |
| 4. Employee commuting: | Build on remote collaboration initiatives and support |

5. Business Travel: active commuting and the use of public transport. Change our Business Travel policy to ensure emission conscious decisions are made by individuals as to when to travel and modes of transport.
6. Engage Employees: Mobilize a zero carbon community, empowering staff to halve their carbon footprint over the next 4 years.
7. Engage Suppliers: Advocate for climate action and provide Suppliers with actions to play their part through partnership, incentives and tailored information.
8. Facilities: Engage Management Companies; switch to clean energy, LED & Sensor lighting in all offices, waste management, paper & e-waste.
9. Innovation: Problem solve with customers to reduce carbon emissions through the use of technology through our digital services and Innovation Lab
10. Collaboration: Seek ways to collaborate globally to become part of the solution.

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 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:



Date: 26/10/2021

Tom O' Connor
VERSION 1 CEO

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>



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