

Carbon Reduction Plan FY23

29th September 2022

Commitment To Achieving Net Zero

Kubi Kalloo Ltd is committed to achieving Net Zero emissions by 2050.

Prior to 2020, Kubi Kalloo had a sustainability plan in place, which involved carbon offsetting based on an estimate of our company's emissions. With new knowledge of the traps around offsetting, Kubi Kalloo declared a climate emergency in 2021, joining Business Declares, and becoming part of the UN Race to Zero. We now monitor all emissions using Compare Your Footprint with a priority to reduce emissions rather than simply offset them.

We have chosen to monitor emissions according to financial year so that our business decisions can line up with our sustainability aims

Baseline Emissions Footprint

Baseline Year: FY20 - 01/07/2019-30/06/2020

The data in this section details our "baseline emissions" from our 2020 financial year; we will bear in mind that the last 4 months of this year took place during the Covid-19 pandemic and therefore was atypical with regards to energy consumption, food and drink, and commuting.

| | Total (tCO2e) | tCH4 | tN2O |
|------------|------------------|-------|-------|
| Scope 1 | 1.612 | 0.002 | 0.001 |
| Scope 2 | 1.351 | 0.003 | 0.007 |
| Scope 3 | 166.16 | 0.01 | 0.73 |
| All Scopes | 169.123 | 0.015 | 0.738 |

tCO2: tonnes of carbon dioxide
tCH4: tonnes of methane
tN2O: tonnes of nitrous oxide

| Industry Benchmark tCO2e Scope 1+2 Intensity (per million \$ revenue) | Scope 1+2 Operational Rating | Rank |
|---|------------------------------|------|
| 21.29 | 5.36% | 1:8 |

Intensity: Organisation's emissions per million \$ revenue
Operational Rating: Ratio of the organisation's Scope 1+2 intensity compared with the industry average benchmark
Rank: Ranking of the organisation's Scope 1+2 intensity within the group of organisations in our industry

Last Financial Year Emissions Reporting

Reporting Year: FY22 - 01/02/2021-30/06/2022

Scope 1 and 2 emissions reduced significantly; this was in part due to spending the year being more mindful about supplier choices, use of space, and communication methods in a post-pandemic environment.

Scope 3 emissions rose during this period compared to FY21 (not shown here – total tCO₂e 5.153); this is due to Covid-19 restrictions lifting, which has impacted face to face work activity, and therefore food and drink, travel, and accommodation. However, our overall emissions stand at 10% of our baseline year as we have not resumed international travel. We have also been able to report at a more granular level than our baseline year due to receiving better quality data from our suppliers.

| | Total (tCO ₂ e) | tCH ₄ | tN ₂ O (2020) |
|------------|-------------------------------|------------------|-----------------------------|
| Scope 1 | 0.837 | 0.001 | 0.000 |
| Scope 2 | 0.289 | 0.001 | 0.002 |
| Scope 3 | 14.96 | 0.004 | 0.034 |
| All Scopes | 16.086 | 0.007 | 0.026 |

Outcome: Kubi Kalloo has followed the Business Declares ethos on reducing carbon emissions and made a promising first step. Driven by a desire not to greenwash, and understanding that climate change is an intersectional issue, we will contribute to UN-driven initiatives to enable a greener future for all.

Emissions Reduction Targets for FY23

In order to continue our progress to achieving Net Zero, we have updated our carbon reduction targets for 2025:

Scope 1 Emissions: 90%

Scope 2 Emissions: 75%

Scope 3 Emissions: 50%

We project that scope 3 carbon emissions will decrease over the next ten years to 75 tCO₂e by 2032. This is a reduction of 50%.

Carbon Reduction Projects

Current Activities

Thanks to our socially conscious team, Kubi Kalloo have implemented the following procedures in order to manage our space more responsibly

- We have joined Business Declares, and as such are part of the UN Race to Zero
- We have a sustainability roadmap to drive our environmental aims for the benefit of our employees, our global community, and the planet
- We see sustainability as a marker of EDI. We are aware that people of colour and the disabled are disproportionately affected by climate change, and that 80% of climate refugees are women.
- We use Compare Your Footprint to monitor our carbon emissions and inform our carbon reduction plan
- We undertake annual Digital Declutter assessments to improve the environmental and operational efficiency of our cloud-based processes.
- We hold our suppliers accountable to the same green credentials (e.g. Business Declares, BCorp, MRS Net Zero Pledge) – this commitment is written into our contracts
- We are keen to avoid greenwashing, so seek to offset emissions responsibly and only where we cannot reduce them

Remote working emissions are factored into our calculations, as well as the following on-site considerations:

- Where possible, cleaning and catering products will be low pollutants, cruelty free, reuseable and/or recyclable
- Where possible, we will compost any food waste and coffee grounds
- We have undergone a renovation project in Central London which has avoided the pitfalls of construction (concrete, industrial waste), favouring instead to use reclaimed materials, low-toxin paints, second hand furniture, and energy-saving devices.
- Our waste is collected by a company who will manage recycling, food waste, and general waste. Food waste is collected along with that of the restaurants and hotels in the area, composted, and sent to local farms as fertiliser.
- All new technology is TCO certified and, where possible, refurbished or second hand
- We will continue a hybrid working format for the wellbeing of our team and the planet.

Our FY23 Sustainability roadmap incorporates the following aims:

- We have learned that one of the biggest impacts an SME can have is to diversify their banking. We will explore options in this area with our accounting team.
- We want to embrace face-to-face opportunities that add value to the work we do. In doing this we will be mindful that our travel choices are meaningful and necessary.
- We have had an increase in project work in the future food and sustainability sectors. We will continue to leverage this professional interest to maximise client impact.
- We will continue to have regular dialogues with the team and create a FY23 roadmap of internal activities that we should stop, start, and continue

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:



Chris Warren

Managing Director

29/9/22

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>