

Carbon Reduction Plan FY22

14th January 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

Current Emissions Reporting

Reporting Year: FY22 - 01/02/2021-30/06/2022 (work in progress)

Scope 1 and 2 emissions will be reported on at the end of the year.

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, half way through the reporting year, our overall emissions stand at 3% 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	0.00	0.00	0.000
Scope 2	0.00	0.00	0.000
Scope 3	5.362	0.00	0.002
All Scopes	5.362	0.00	0.007

Emissions Reduction Targets

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

- Scope 1 Emissions: 90%
- Scope 2 Emissions: 75%
- Scope 3 Emissions: 15%

We project that scope 3 carbon emissions will decrease over the next ten years to 83 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 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 aim to employ suppliers with green credentials (e.g. Business Declares, BCorp, MRS Net Zero Pledge)
- 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
- 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.
- Use locally sourced suppliers and products where possible in order to support the local community and conserve miles. This includes walking to local suppliers rather than having things delivered – for example fruit, ground coffee, and batteries can be picked up/dropped off within walking distance.
- Use eco-friendly catering services such as Ocado (who have “green” delivery slots), and Feedr (who are sustainable and plastic-free).

Our FY22 Sustainability roadmap incorporates the following aims:

Stop

- ! Greenwashing by simply offsetting every year
- ! Using artificial backgrounds on calls
- ! Attaching files to emails when a link or filepath is possible
- ! Storing the same file in multiple places

Start

- Monitoring our emissions
- Applying principles intersectionally (from proposals to EDI)
- Advocating for the consumer by influencing client-side orgs to consider their environmental impact
- WFH assessment/incentives
- Being mindful about use of video on calls
- Buying refurbished equipment
- Challenging ourselves to have sustainable events
- Hitting the unsubscribe button on those junk emails

Continue

- ❖ Our Bcorp application
- ❖ To evolve our existing sustainability policy as we EnviroSpace
- ❖ Using suppliers that are committed to sustainability and a Net Zero pledge
- ❖ Having an eco-friendly website
- ❖ Clearing out files at the end of projects

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

14/01/2022

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>