

Nearform Carbon Reduction Report

22nd March 2024

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Carbon Reduction Plan

Over the course of the last 12 months, Nearform has developed and established a carbon reduction programme as laid out in the following report.

Overview

As a rapidly growing company, Nearform acknowledges it has an onus of responsibility to look beyond profits, towards the people who make up Nearform, the people who are impacted by us, and the planet which we call home.

In early 2022 we rolled out a substantive Sustainability programme. In so doing, we not only wanted to manage, reduce and avoid business risk, but more importantly, we wanted to create opportunities for ourselves & our stakeholders, contribute to the public good, and ensure that we are operating ethically and sustainably to ensure the long term success of our people, our business and our planet. Our commitment to sustainability remains at the heart of our company strategy, culture, and values.

As part of this programme, we decided in February 2023 to commit to setting science-based targets via the Science Based Targets Initiative (SBTi). Having determined we were eligible for their streamlined [Small or Medium-Sized Enterprise \(SME\) validation route](#), we pursued that approach over the course of the following year and on 14th March 2024 received confirmation of the approval and registration of the target.

This route enabled Nearform to set maintenance targets for scope 1 and 2 emissions through 2030 after the SBTi's due diligence. In so doing, we have also committed to measuring and reducing scope 3 emissions, and to publicly reporting our company-wide scope 1 and 2 GHG emissions inventory and progress against published targets on an annual basis.

Our maintenance targets for scope 1 and 2 GHG emissions are based on a predefined target in line with what the latest climate science deems necessary to limit warming to 1.5°C above pre-industrial levels.

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 provide the reference point against which emissions reduction can be measured.

Baseline Year: 2019

Additional Details relating to the Baseline Emissions calculations

Our Science-Based Initiative (SBTi) near term maintenance targets oblige us to maintain our Scope 1 and 2 emissions at zero on an absolute basis using FY19 as our base year. From 2019 we have used internal data modelling to measure progress and guide our global sustainability strategy.

Baseline year emissions: NearForm Ltd, FY2019

EMISSIONS TOTAL (tCO ₂ e)	
Scope 1	0
Scope 2 (market based)	0
Scope 3	To be measured starting in 2024. Primary sources expected to include: <ul style="list-style-type: none">- Business Travel- Staff Remote Working- Supplier Network- Waste Generated in Offices- Leased Assets
Total Emissions (measured)	0

Current Emissions Reporting

Reporting year: NearForm Ltd, FY2023

EMISSIONS TOTAL (tCO ₂ e)	
Scope 1	0
Scope 2 (market based)	0
Scope 3	To be measured starting in 2024. Primary sources expected to include: <ul style="list-style-type: none">- Business Travel- Staff Remote Working- Purchased Goods & Services- Waste Generated in Offices- Leased Assets
Total Emissions (measured)	0

Emissions Maintenance Targets

As of March 2024, we continue to maintain zero emissions across Scope 1 and 2.

Our next step is to commence measurement of Scope 3 emissions, with the following areas expected to be the drivers behind the majority of our emissions under this scope:

- Business Travel
- Staff Remote Working
- Purchased Goods & Services
- Waste Generated in Offices
- Leased Assets

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline, and principally since the launch of our Sustainability programme in Q1 2022.

1. Strategy and Data:

- We have fully verified SBTi maintenance targets that commit us to maintaining our zero Scope 1 and 2 emissions from our baseline year, measuring and reducing Scope 3 emissions and annually reporting progress against this strategy.

2. Engaging our people:

- We continue to build awareness across our teams about the benefits of positive environmental action and about our Sustainability programme which encapsulates our environmental action as a business, which includes encouraging involvement in related environmental initiatives.
- Employee engagement takes place via a dedicated Environment working group composed of Nearformers from across the business that are keen to drive change in the space.
- Led by our Learning and Development manager via our training platform Leapsome, we offer comprehensive online training opportunities for our people which reduces the need to travel for in-person learning.

3. Supporting new behaviours:

- We have recently developed and rolled out our Environmental, Single Use Plastics and Zero Waste policies, the latter two focused on our two offices in Tramore, Ireland and London, England. These policies have helped to reduce our environmental impact as a business, but also provide guidance to employees on how the practices contained within can/could be applied at home.
- We are currently evaluating an Electric Vehicle leasing plan to support our employees in transitioning to lower-pollution transportation.

4. Energy use:

- Employees making use of our Tramore, Ireland HQ do so in the knowledge that 100% of our energy use in that office comes from renewable energy sources.

5. Waste:

- Operating as we do on a cloud-based infrastructure, most of our equipment recycling focuses on laptops. We currently dispose of our Waste Electronic and Electrical Equipment (WEEE) with two partners - one is a traditional supplier (Vyta) providing secure wiping, disposal and recycling of end-of-life laptops, while the other involves donating laptops to charity E-ducare which, among other aims, makes use of these to deliver coding lessons to disadvantaged children in Vietnam and Tanzania. As a result of both of these partnerships, 100% of WEEE is being diverted from landfill.
- Other examples of waste avoidance include ongoing efforts for removal of single use plastics from our offices, and engaging with a more sustainable marketing and employee SWAG provider which reduces the emissions from shipping such products via use of local production networks.

6. Partners:

- In Q4 2021, we rolled out a tree gifting programme in partnership with Treedom which entailed a commitment to planting and gifting a minimum of 10,000 trees through to the year 2025 across both of our forests (employee and client/partner forests). In doing so, we not only will be supporting around 1,176 farmers and their families, and absorbing approximately 2,797 tons of CO₂ from the atmosphere, but also have been engaging our teams on the climate topic in a fun and impactful way.

Future Plans

In the future we plan to implement further measures across Nearform, including:

1. Engaging our people:

- Continue to encourage activism about environmentally-friendly behaviours at home (and by extension, at work), including promotion of energy-saving practices and encouraging use of renewable energy providers.

2. Supporting new behaviours:

- Review and amend our company travel policy through an environmental lens to seek to reduce and manage scope 3 business travel emissions.

- Continued focus on energy efficient practices and technologies wherever possible to optimise energy consumption, reduce physical and electronic waste and achieve cost effective and measurable emissions reductions.

3. Supply chain engagement:

- Commence engagement with our main suppliers in relation to Scope 3 'Purchased Goods and Services' to ensure accurate emissions data and activities to reduce these.

Declaration

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, where applicable, 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 will be reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

Date: 22 March 2024

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/corporate-value-chain-scope-3-standard>