

Carbon Reduction Plan Template

Supplier name: **Kainos WorkSmart Limited**

Publication date: **31 August 2022**

Commitment to achieving Net Zero

Kainos WorkSmart Limited 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: 2019/20	
Additional Details relating to the Baseline Emissions calculations.	
Kainos' 2019/20 Annual Report measured a subset of our scope 3 emissions, however since then we have been able to measure our entire footprint and used this to establish our baseline year footprint. This footprint was used as the basis for the establishing of Science Based Targets for our Carbon Net Zero reduction plan.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	10
Scope 2	31
Scope 3 (Included Sources)	1222
Total Emissions	1263

Current Emissions Reporting

Reporting Year: 2021/22	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	8
Scope 2	9
Scope 3 (Included Sources)	92
Total Emissions	105

Emissions reduction targets

In order to continue our progress to achieving Net Zero by 2025, we have adopted the following carbon reduction targets which were approved by the SBTi in June 2022.

We project that for combined Scope 1 & 2 carbon emissions will decrease to 12.3 tCO₂e by 2025. This is a reduction of 70%.

We project that Scope 3 carbon emissions will decrease by 45% on a relative intensity basis per 1000 GBP of gross profit by 2025.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2020 baseline. The carbon emission reduction achieved by these schemes equate to 365 tCO₂e, a 29% reduction against the 2020 baseline and the measures will be in effect when performing the contract.

1. Our Belfast HQ underwent a major refurbishment in 2020, during which we adopted low-energy, long-life LED lighting and PIR lighting controls. This is estimated to have cut our HQ energy consumption on lighting by around 80%.
2. As part of our ongoing office consolidation programme, we terminated the lease on one of our under-utilised premises, so reducing our overall premises emission footprint.
3. We have been carbon neutral since 2021, investing in high-quality projects (VCS and Gold Standard) for all direct and indirect emissions. In 2022 this includes carbon sequester of 14% (73 tCO₂e) for Kainos WorkSmart Ltd.
4. We now have fully verified SBTi near-term net zero targets and are a signatory of both The Climate Pledge and the Business Ambition for 1.5°C Campaign.
5. We have introduced a new "Activity Based Working policy" to support reduced business travel and employee commuting post-pandemic, with increased home working and fewer client-site meetings. We have also opened discussions with our customers on future hybrid working models with a view to reducing the amount of on-site presence and travel required. These steps have driven significant business travel and employee commuting emission reductions since 2021.
6. We introduced an Electric Vehicle leasing plan in 2021 to support employees in transitioning to lower-polluting transportation.

In the future we plan to implement further measures such as:

1. Complete movement of all our operations to 100% renewable energy suppliers and continued reduction of energy consumption across our estate.
2. Incorporating sustainability principles into the development of the new Kainos Belfast HQ.
3. Continuing to reduce post-pandemic business travel and commuting in collaboration with customers and employees.
4. Electrifying our fleet, which currently consists of fewer than 10 vehicles (Note: these are all outside of the UK).
5. Structured staff education in climate issues to build awareness and activism in our employee base.
6. Developing technology-led solutions to measure and reduce emissions for Kainos, our customers and our supply chain.
7. Continuing to invest in carbon sequestration for unavoidable emissions, until we are removing all our residual emissions in 2025.

Declaration and Sign Off

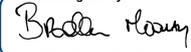
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

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:

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Date:

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>