

Carbon Reduction Plan for Agenor

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Our Commitment.

Agenor is committed to achieving Net Zero emissions by 2040.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations. They are defined as “science-based” when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. SBTs provide organisations with pathways to sustainable transformational change to accelerate the transition to a low carbon economy.

For us, this means that we will need to reduce our absolute carbon emissions by at least 90% from our baseline year, or achieve (and maintain) a carbon intensity metric of <1 tonne CO₂e per employee, whichever comes soonest. To keep ourselves on track with these long-term targets, we have set the following near-term goals:

- Keep Scope 1 & 2 emissions at zero
- Reduce our Scope 3 emissions by 10% to 2026 from our current year
- Reduce our Scope 3 emissions by 30% by 2030 from our current year

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

Our Carbon Footprint.

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. We have chosen to set our baseline year as the Calendar Year 2021.

Baseline Year: 1 Jan – 31 Dec 2021

What has been included in the carbon footprint?

All Scope 1 & 2 emissions have been measured. Agenor are a service based business with no leased or owned properties or business owned vehicles, therefore direct emissions data within Scope 1 & 2 is 0.

Additionally, the following Scope 3 Emissions have been considered:

- Purchased Goods & Services (except pensions)
- Capital Goods
- Fuel & Energy Related Services
- Business Travel
- Transportation & Distribution (Downstream)
- Transportation & Distribution (Upstream)
- Employee Commuting & Homeworking
- Operational Waste & Water
- Leased Assets (Upstream & Downstream)
- Franchises & Investments

EMISSIONS	TOTAL (tonnes CO ₂ e)
Scope 1	0.0
Scope 2*	Market-based: 0.0 Location-based: 0.0
Scope 3	264.3
Total Emissions*	Market-based: 264.3 Location-based: 264.3

Our baseline total emissions equated to a Carbon Intensity Metric of **6.6 tCO₂e per full-time employee equivalent (FTE) based on 40 FTEs** during the measurement period.

¹ Our 2021 measurement has been revised to align with the measurement accuracy improvement in 2022, specifically:

- in Purchased Goods & Services – a more specific spend-based emissions factor for ‘management consulting services’
- in Homeworking – now takes the varying levels of emissions throughout the year caused by space heating into account

These revisions reduce our baseline Scope 3 emissions from 456.8 tCO₂e to 264.3 tCO₂e.

² Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

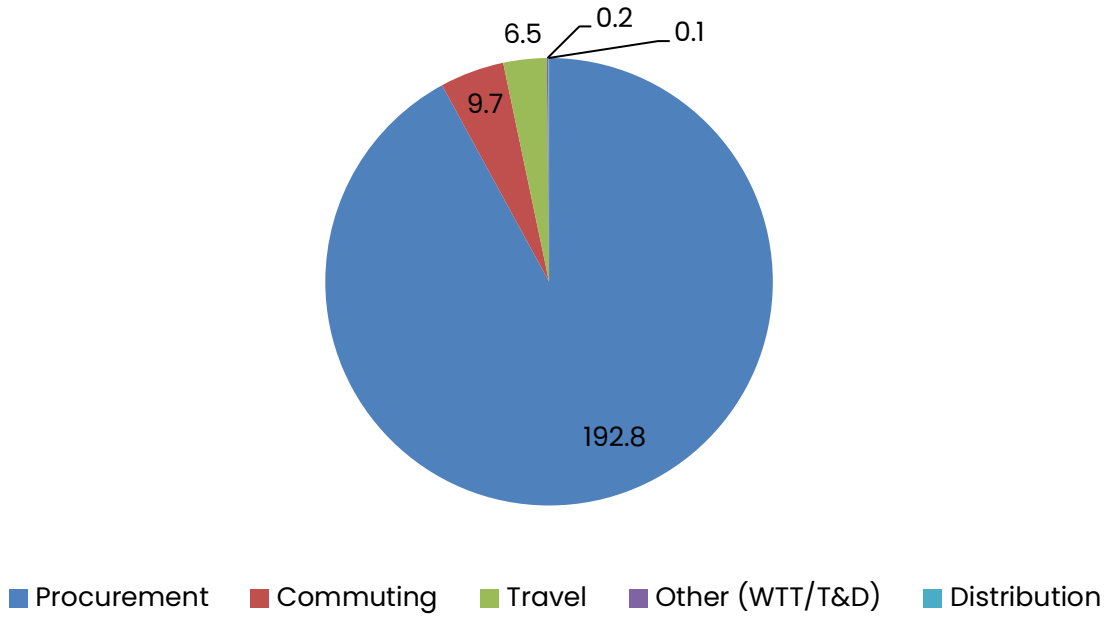
Current Emissions Reporting

Current Reporting Year: 1 Jan – 31 Dec 2022	
<p>Has anything different been measured compared to the baseline year?</p> <p>Used a more specific spend-based emissions factor for management consultancy services, which is substantially lower than last year's. This is a primary reason for such a steep drop in emissions</p>	
EMISSIONS	TOTAL (tonnes CO ₂ e)
Scope 1	0.0
Scope 2*	Market-based: 0.0 Location-based: 0.0
Scope 3	209.4
Total Emissions*	Market-based: 209.4 Location-based: 209.4

Our current total emissions equated to a Carbon Intensity Metric of **6.8 tCO₂e per full-time employee equivalent (FTE) based on 31 FTEs** during the measurement period.

Carbon Emissions Breakdown

Emissions by Category 2022



Carbon Reduction.

Our Net Zero targets

Agenor is committed to achieving Net Zero by 2040. To do this, we will need to reduce our absolute carbon emissions by at least 90% from our baseline year, or achieve (and maintain) a carbon intensity metric of <1 tonne CO₂e per employee, whichever comes soonest.

We have set the following near-term targets to 2030 to keep ourselves on track with our ultimate Net Zero goal. Targets for the remaining period will be set as we progress closer to 2030.

- Keep Scope 1 & 2 emissions at zero
- Reduce our Scope 3 emissions by 10% to 2026 from our current year
- Reduce our Scope 3 emissions by 30% by 2030 from our current year

Progress

EMISSIONS	TOTAL CARBON FOOTPRINT (tonnes CO ₂ e)		% CHANGE
	Baseline year: 2021-2022	Current year: 2022-2023	
Scope 1	0	0	-
Scope 2	0	0	-
Scope 3	264.3	209.4	-21%
Total emissions	264.3	209.4	-21%

EMISSIONS	CARBON INTENSITY METRIC (tonnes CO ₂ e / unit)		% CHANGE
	Baseline year: 2021-2022	Current year: 2022-2023	
Employees	6.6	6.8	+3%

We are on track to achieve our near-term targets and will therefore continue to maintain our progress.

Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented since the start of our baseline reporting period.

Activity	Completion Date	Scope
<p>Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions.</p> <p>Year 1 and 2 appointed Positive Planet to support with calculating baseline and current carbon footprint and reduction recommendations.</p>	2022-2023	1,2,3
<p>Created a Sustainable Procurement Policy to request further information on their sustainability policies and emissions, and will be ready to implement this in 2023-24. Sent a Supplier Sustainability Questionnaire to the top 5 suppliers by spend.</p>	2023	3
<p>Created a Green Team to lead initiatives. This team has been made up of members from different departments (including every member of the Quality Member Team) to support the roll out of initiatives and management of data, this includes sharing and collaborating throughout the organisation.</p>	2022	1,2,3
<p>Implemented ISO 14001 environmental management to support reductions and monitor environmental impact.</p>	2022	1,2,3
<p>Training and engagement for Green Team to lead on: every member of the Green Team has completed Business Energy Scotland Green Champions Training. This is aligned with current goals to support environmental impact plans.</p>	2023	1,2,3

<p>Communicated environmental sustainability news and created a 'Managing Our Carbon Footprint' section on our staff intranet to spread sustainability awareness and periodically update with any significant news.</p> <p>Created a CSR Reporting section on our website to provide transparency about our CSR activities, engage with external stakeholders and help promote change.</p>		
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Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

REDUCTION PLANS – Scope 1 and 2			
Activity No.	Activity	Target Date	Category
1	<p>Currently we do not have any Scope 1 or Scope 2 emissions, and we intend to keep it this way.</p> <p>If we ever need a site, we shall do our best to ensure the site:</p> <ul style="list-style-type: none"> • is powered by 100% renewable electricity (market based) • does not have gas heating • uses energy-efficient appliances. <p>We shall also explore the medium-term possibility of the site having on-site renewable energy generation technologies such as solar PV panels.</p> <p>If the UK Grid is 100% powered by renewable energy before this point, your Scope 2 location-based (and market-based) electricity emissions will already be zero.</p>	-	Stationary Combustion
2	<p>Currently we do not have any company vehicles.</p> <p>However, if we decide to buy company vehicles in future, we shall only buy electric-powered vehicles, and power them only by renewable electricity.</p>	-	Purchased Electricity

Based upon the above completed and planned initiatives, it is projected that Scope 1 & 2 carbon emissions will stay at **0 tCO₂e in 2030**.

We also aim to implement the further initiatives below to reduce Scope 3 emissions:

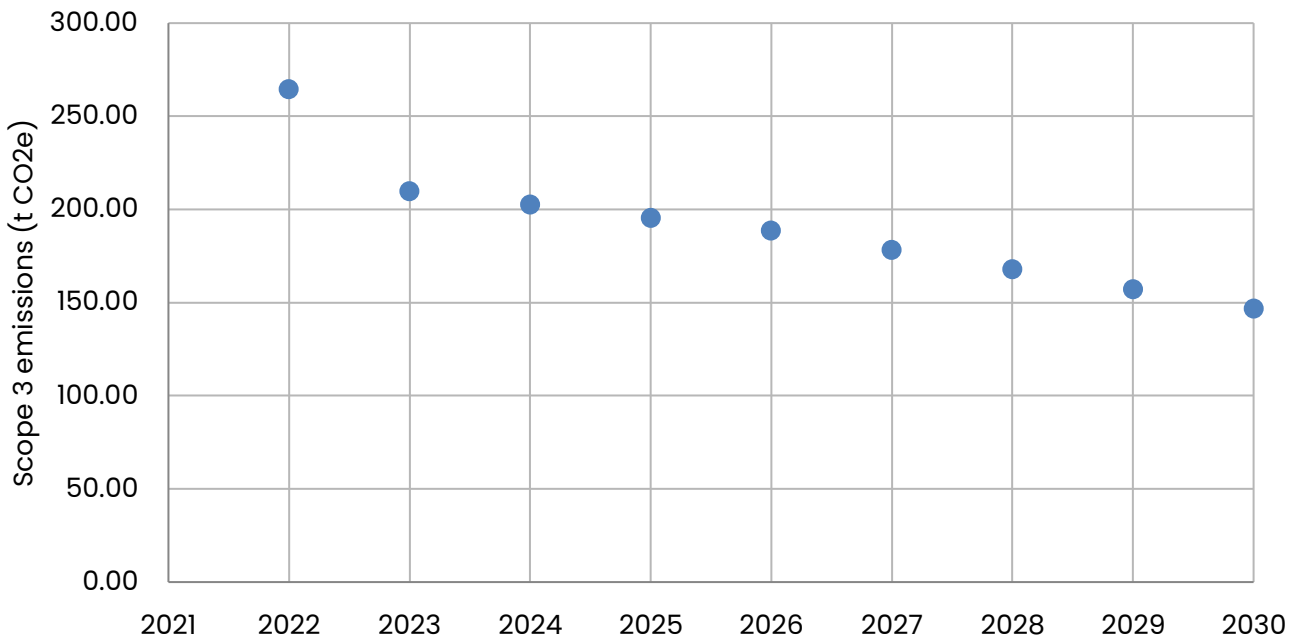
REDUCTION PLANS – Scope 3			
Activity No.	Activity	Target Date	Category
1	<p>Implement and strengthen our Sustainable Procurement Policy. Encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms.</p> <p>Increase scope of Supplier Sustainability Audit, sending these to the Top 10 suppliers by spend. This data collection will continue supporting the reduction journey by gathering important data for year three measurement & encourage supply chain integration towards Net Zero.</p> <p>Complete this audit within Two Phases –</p> <ol style="list-style-type: none"> 1. Identify suppliers for engagement. 2. Formulate and collect data (survey/scoring) <p>Once completed prioritise suppliers with lower carbon footprints (if financially feasible) as part of the above phased approach. This may also involve purchasing second hand/refurbished (furniture, IT equipment) and extending the lifespan of purchased items.</p>	2024	Purchased Goods & Services Capital Goods

	Develop and monitor procurement policy for all new suppliers to align to Net Zero goals.		
2	Although we do not externally distribute items, we occasionally transport laptops to our remote-working staff. In these cases, we shall review couriers and utilise the above Sustainable Procurement Policy, switch to lower-carbon providers where feasible.	2024 - 2027	Upstream Distribution (couriers)
3	<p>Develop and implement a Sustainable Travel Policy to support environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate.</p> <p>Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes; such as bike to work or car sharing opportunities.</p> <p>Utilise the emissions travel hierarchy –</p> <ul style="list-style-type: none"> Digital communication Walking Cycling Public and shared transport Public and shared EV's and car sharing ICE vehicles and car sharing <p>Consider creative ways to engage and support the workforce to influence change.</p> <p>Examples include extra holiday days for low emission travel choice, bonuses, subsidised travel, equal mileage payments for diesel/petrol/EVs/cycling.</p>	2024	Business Travel

4	<p>Consider collecting data to support WFH colleagues with their energy bills, and encouraging or informing of their power to switch to renewable suppliers and remove gas boilers at home.</p> <p>This may be done by developing a short questionnaire to gather the information, and then providing encouragement via the staff intranet to influence change.</p>	2025	Commuting (including home working)
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Based upon the above completed and planned initiatives, it is projected that (as a minimum) Scope 3 carbon emissions will further decrease over the next seven years from the current normalised measurement of 209.4 tCO₂e to 149.5 tCO₂e by 2030. This is a reduction of 30% and will keep us on track to Net Zero.

Scope 3 Emissions to 2030



Declaration and Sign Off.

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.

This Carbon Management Plan has been reviewed and approved by Agenor Executive Team.

Signed on behalf of Agenor:



Name: Tony Smith

Position: Head of Business Operations

Date: 27/11/2023

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

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