



CARBON REDUCTION PLAN

Publication date: 10th November 2021

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Commitment to achieving Net Zero

BJSS 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

This baseline presents the GHG emissions Inventory of BJSS occurring between 01/05/2019 to 30/04/2021.

The GHG emissions were consolidated according to a control approach. Thus, all GHG emissions and removals from facilities over which BJSS has financial or operational control were taken into account.

Additional Details relating to the Baseline Emissions calculations

BJSS has selected **2019** as the baseline year for scope 1 and scope 2 emissions. Our baseline emissions inventory includes all our measurable scope 1 and 2 emissions, together with Category 5 and 6 from scope 3 value chain emissions. We include all seven Kyoto Protocol Greenhouse Gas groups in our emissions footprint calculations.

Scope 1: Direct GHG Emissions

Emissions issued from sources directly controlled by BJSS, such as stationary combustion equipment used for building heating.

Scope 2: Energy Indirect Emissions

Emissions issued from electricity production, or from the imported heat or vapour consumed in the buildings and equipment operation, provided by an external entity (sources outside of the organisational boundaries).

Scope 3: Other Indirect GHG Emissions

Emissions issued from BJSS activities but from sources controlled by external enterprises, such as waste disposal (transport and processing) and the transportation means of employees.

The relevant intensity ratio reported is energy consumption per person employed (based on average number of persons employed for the period). The unit was changed from tCO₂e in the prior reporting period to kWCO₂e in this reporting period for increased clarity. Conversions of prior year figures have been made accordingly.

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	Reporting Year: 2020 (Current Emissions Reporting)	Reporting Year: 2019 (Baseline Year Emissions)
EMISSIONS	TOTAL (tCO₂e)	TOTAL (tCO₂e)
Scope 1	0.12	201.03
Scope 2	45.19	86.44
Scope 3 - Cat 6	8.44	181.00
Total Emissions	53.75	486.47

As the 2020 reporting period coincides with significant changes in working practices due to the Covid-19 pandemic, with offices being either closed or opened at limited capacity and travel restrictions in place, BJSS will not treat 2020 as being statistically valid for a baseline activity. 2021 will be the next emission reporting year in terms of the BJSS Carbon Reduction Plan.

BJSS will extend Scope 3 reporting to categories relevant to the business from 2022. These categories will be:

- > **Category 4** - Upstream transportation and distribution
- > **Category 5** - Waste generated in operations
- > **Category 6** - Business Travel
- > **Category 7** - Employee Commuting
- > **Category 9** - Downstream transportation and distribution.

EMISSIONS REDUCTION TARGETS

Over the next five years BJSS will put activities in place to reduce carbon emissions to Net Zero status by 2025. To support our progress towards achieving Net Zero, BJSS have set targets from 2021 to 2023. BJSS will target 250 kgCO₂e per BJSS consultant by **2023** (from 419 kgCO₂e in **2019**).

Carbon Reduction Projects

Building on our existing **Carbon Neutral status since 2019**, we aim to become a **Net Zero business by 2025** by reducing our environmental impact, minimising waste, conserving water and by offsetting our emissions in the short-term. We will use our position as a technology business to positively promote digital communication and flexible working.

The following environmental management measures and projects are underway or implemented since the 2019 baseline. The carbon emission reduction achieved by these schemes are significant.

- > We are now present in 15 locations in the UK and internationally, with approaching 2,000 staff and a growing footprint. As we grow, we will select offices close to public transport hubs and refurbish existing offices to take advantage of the latest **environmental innovations**. These include thermally efficient construction techniques, movement-sensitive lighting and water-saving appliances.
- > We are building a culture of **sustainability** in which paperless working and public transport use is 'the norm'. Through environmental training and volunteering, we will create a shared agenda between staff, customers and suppliers based on a greater connection to the world around us. We will conserve finite and scarce resources (such as energy, water, raw materials) through the design of our offices and awareness campaigns. In 2020, we implemented a digital system to replace all paper based commercial documentation throughout the business, which is estimated to save 368 kg of carbon per month and has been a significant step to establishing BJSS as a paperless business.
- > Our services to our clients embed approaches to reduce energy through system design – including the use of **Cloud and serverless computing**. We work collaboratively to establish and achieve environmental goals through the delivery of the contract.
- > We will continue to positively influence communities in each region, playing an active role in using technology to support a Zero Carbon future. Our focus will be on driving carbon literacy in households, schools and businesses, and increasing skills through initiatives such as our **Zero Carbon Hackathons**.
- > We will work with and influence partners and suppliers to drive sustainable practices throughout the supply chain. By purchasing responsibly through local suppliers, we will limit our transportation footprint. We will endeavour to only work with suppliers who share our values and are committed to promoting long-term environmental and **economic sustainability**.

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 standard** and uses the appropriate **Government emission conversion factors for greenhouse gas company reporting**.

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) Standard**.

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:



Mark Robison
Director

Date: November 2021

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