



Experts in Transformation

Carbon Reduction Plan

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risual Limited

Carbon Reduction Plan

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**Table 1: Version Control**

Version	Status	Date	Author	Reviewer	Changes
0.1	Draft	01/11/2021	Eddie Adams	Kate Lincoln	Initial Draft
1.0	Final	11/11/2021	Eddie Adams	Kate Lincoln	Approved
1.1	Draft	13/01/2023	Jenny Cooper	Eddie Adams	Initial Draft
1.2	Draft	25/01/2023	Jenny Cooper	Eddie Adams	Minor changes
1.3	Approved	26/01/2023	Jenny Cooper	Kate Lincoln	Approved



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1 Commitment to achieving Net Zero

risual understand our responsibility to protect the environment in which we operate. In line with the United Nations Sustainable Development Goal 13: Take urgent action to combat climate change and its impacts, we commit to improving our environmental performance across all our business processes and try to encourage our business partners and those in the wider community to help support this effort.

risual Limited is committed to achieving Net Zero emissions by 2030 and reducing our average individual employee emissions by 5% year on year, in line with company growth.

2 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: 2020	
Additional Details relating to the Baseline Emissions calculations.	
risual began measuring our carbon footprint towards the end of 2020. No initiatives were taken to affect our 2020 emissions, however COVID significantly reduced emissions.	
Baseline year emissions: 111.7 tCO ₂ e	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	<p>n/a</p> <p>Scope 1 emissions are direct greenhouse gas emissions that occur from sources that are controlled or owned by the reporting organization. e.g., emissions associated with fuel combustion in boilers, furnaces, vehicles.</p> <p>risual does not have any emissions that fall within this scope. We do not burn fuel at our offices that release emissions or have company vehicles.</p>
Scope 2	<ul style="list-style-type: none"> Electricity usage (offices) – 0 kg <p>Scope 2 emissions are indirect greenhouse gas emissions associated with the purchase of electricity, steam, heat, or cooling. They are accounted for by the reporting organization as they are a result of the organization's energy use.</p> <p>risual's electricity usage at our offices is the only impact that falls into this scope, however risual procure 100% renewable energy which zero's our emissions associated with usage. Emissions associated to electricity T&D are included in scope 3.</p>
Scope 3	<ul style="list-style-type: none"> Black bag waste - 159 kg



(Included Sources)	<ul style="list-style-type: none"> • Hotel stays – 2,638 kg • Business Travel – Land & Air – 32,457 kg • Water Supply – 119 kg • Water Treatment – 246 kg • Employee commuting – 13,708 kg • Upstream distribution – 824 kg • Downstream distribution – 4 kg • Gas usage (homeworkers) – 53,776 kg • Electricity usage (homeworkers) – 5,532 kg • Electricity T&D (homeworkers) – 469 kg • Electricity T&D (offices) – 1,776 kg
Total Emissions	111.7 tCO₂e

3 Current Emissions Reporting

Reporting Year: 2022

Additional Details relating to the Baseline Emissions calculations.

2022 was the first year since COVID-19 that risual has done business with no COVID restrictions. In 2022 risual company events took place, employees travelled to client sites and stayed in hotels if necessary, and risual offices were open for all employees to work from if they wished to do so. Going forward 2022 will be the baseline year for the emissions footprint.

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	<p>n/a</p> <p>Scope 1 emissions are direct greenhouse gas emissions that occur from sources that are controlled or owned by the reporting organization. e.g., emissions associated with fuel combustion in boilers, furnaces, vehicles.</p> <p>risual does not have any emissions that fall within this scope. We do not burn fuel at our offices that release emissions or have company vehicles.</p>
Scope 2	<ul style="list-style-type: none"> • Electricity usage (offices) – 0 kg <p>Scope 2 emissions are indirect greenhouse gas emissions associated with the purchase of electricity, steam, heat, or cooling. They are accounted for by the reporting organization as they are a result of the organization's energy use.</p> <p>risual's electricity usage at our offices is the only impact that falls into this scope, however risual procure 100% renewable energy which</p>



	zero's our emissions associated with usage. Emissions associated to electricity T&D are included in scope 3.
Scope 3 (Included Sources)	<ul style="list-style-type: none"> • Black bag waste – 815.23kg • Hotel stays – 1,309.95kg • Business Travel – Land & Air – 21,362.53kg • Water Supply – 123.09kg • Employee commuting – 18,843.09kg • Upstream distribution – 1,890.06kg • Downstream distribution – 18,081.87kg • Gas usage (homeworkers) – 77,441.62kg • Electricity usage (homeworkers) – 7,927.90kg • Electricity T&D (offices) – 1,041.19kg • risual Christmas Party (Event) – 2,640.96kg • risual Family Day (Event) – 599.05kg • risual Summit (Event) - 2,539.28kg
Total Emissions	152.55 tCO₂e

4 Emissions reduction targets

In order to continue our progress to achieving reducing average employee emissions by 5% year on year, we have adopted the following carbon reduction targets.

With a 5% year on year reduction of employee emissions, we project that emissions will decrease over the next five years from 971kg to 750kg average emissions per employee by 2027. This is a reduction of 25%.

2023 – 880kg

2024 – 836kg

2025 – 794kg

2026 – 754kg

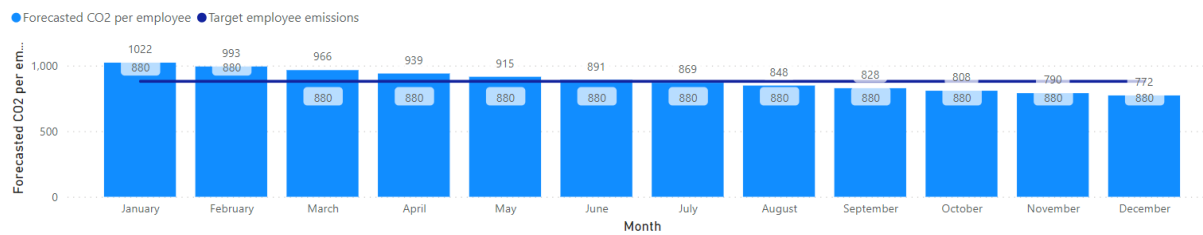
2027 – 716kg

Forecasted progress against 2023s target can be seen below.

Figure 1: Forecasted risual CO₂ KG per employee.



Forecasted CO2 per employee and Target employee emissions by Month



In order to continue our progress to achieving Net Zero by 2030, we have adopted the following carbon reduction targets to allow for a gradual reduction of risual emissions.

2023 – 133.55 tCO₂e

2024 – 114.55 tCO₂e

2025 – 95.55 tCO₂e

2026 – 76.55 tCO₂e

2027 – 57.55 tCO₂e

2028 – 38.55 tCO₂e

2029 – 19.55 tCO₂e

2030 – 0 tCO₂e

Progress against this target can be seen below.

Figure 2: risual target emissions decrease up to 2030.

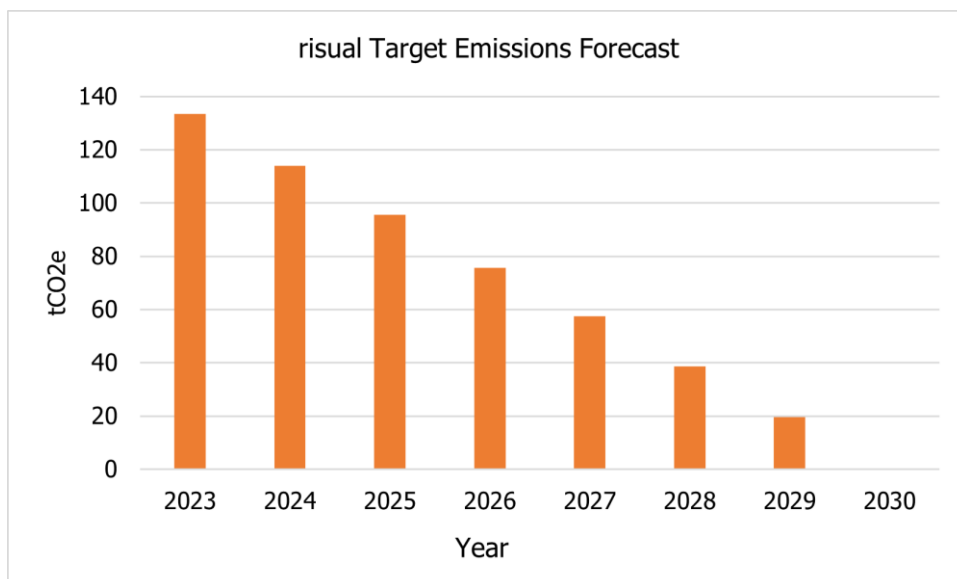
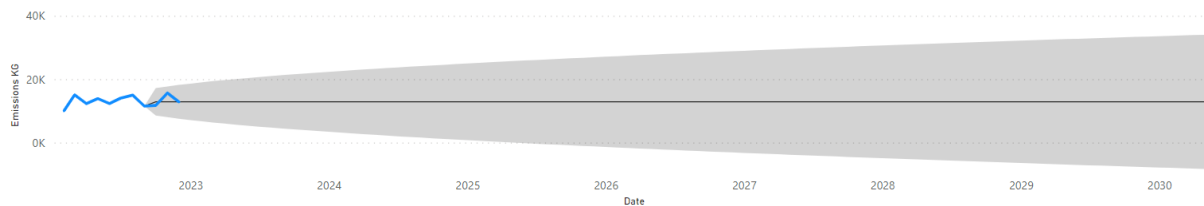


Figure 3: risual emissions forecast up to 2030.



Emissions Forecast



5 Carbon Reduction Projects

5.1 Completed Carbon Reduction Initiatives

risual continued its membership to the Staffordshire Business & Environmental Network (SBEN) which provides members with subsidised and free environmental initiatives and improvements. Through this membership risual had an Office Energy Review which highlighted that risual were eligible for an LED lighting grant. As of January 2023 risual have had the grant approved for LED lighting in both risual offices and are currently awaiting installation. SBEN have created a report which expects risual to save 67% in emissions.

risual have continued to invest and have secured a fixed renewable energy tariff with Smartest Energy for both of its offices in Stafford meaning the electricity risual uses has emits zero emissions. The only emissions released into the environment as a result of risual using electricity is for the Transmission and Distribution of the Electric further reducing risual's negative impact on the environment.

Pre-COVID, risual frequently travelled around the country delivering our services to our clients at their site. In January 2020, we reported 12.1 tCO₂e associated to business travel and in February 11.4 tCO₂e, which was normal for us.

risual have made a number of changes to the way our employees move across the country, in order to reduce our emissions associated with business travel. Our highest month for business transport emissions in 2022 is 3tCO₂e recorded in June 2022, which is 9.1 tCO₂e less than a 'normal' month pre-COVID – an 67% reduction. This is due to the following controls now being in place.

risual now:

- Deliver our services off-site by default, unless the client has a specific requirement for us to be on site, removing the need for employees to travel to site.
- Ensure that when we are required to be on client site:
 - A public transport booking solution is provided and promoted to be used where possible.
 - Employees are booked to work with the client considering the distance they'd need to travel.

As a result of risual now delivering it's services off-site by default this has ultimately led to a decrease in emissions produced from business overnight stays in hotels. Our highest month for emissions related to business hotel stays in 2020 was 679.4kgCO₂e recorded in February 2020 compared to 2022 where the highest emissions related to hotel stays is 291kgCO₂e recorded in May 2022, which is 388.4kgCO₂e less than a 'normal' month pre-COVID- a 57% reduction.

risual have also implemented a hybrid working approach whereby employees with office-based contracts are no longer required to work from the office every day and only attend when there is a business requirement. Pre-COVID, risual reported 5.5 tCO₂e in both January and February 2020 associated to employees commuting to the office. Since we have re-opened our office and introduced our hybrid working approach in summer 2021, our highest month for emissions associated with employee commuting in 2022 is May with 3.8 tCO₂e, which is 1.7 tCO₂e less than before we implemented this approach – a 55% reduction.



As risual have implemented a hybrid working approach risual understood the need to improve the accuracy of emissions relating to homeworkers gas and electricity usage. An initiative on risual's Environmental Objective Plan for 2022 included improving the homeworking calculation. risual have successfully increased the accuracy of calculating emissions related to homeworkers by calculating the total days employees worked from home multiplied by the government recommended UK Government Greenhouse Gas (GHG) Conversion Factors for Homeworkers Gas and Electric.

To further increase the accuracy of emissions relating to home working the Quality team issued a Home Working Environmental Survey which allowed employees to inform risual as to whether they have a renewable energy tariff for their gas and electric. Where employees do have a renewable energy tariff their emissions are zeroed.

risual have continued to invest in Cyclescheme which is an employee benefit that allows employees to save 25-39% on bikes and accessories an incentive for employees who live close to the risual offices in Stafford to commute by bicycle. In Summer 2022 risual upgraded the facilities at risual offices to further encourage employees to cycle to work by improving the bike storage and shower facilities. Supporting the upgrade of facilities, and risual's investment in the Cyclescheme risual HR launched a Wellbeing Challenge with a cash prize incentive where employees earn 5 points per mile by cycling to work.

5.2 ISO 14001 Certification

In August 2022 risual achieved ISO 14001:2015 certification from BSI (certificate reference: EMS 771432) which is a best standard framework for Environmental Management which has contributed to risual meeting its environmental requirements and commitments. risual invested a large amount of time, and money into meeting all of the requirements outlined in the ISO 14001 standard, in doing so risual conducted 38 internal audits covering the ISO 14001 clauses and are now compliant to all relevant environmental legislation including The Fluorinated Greenhouse Gases Regulations 2015, The Waste Framework Directive 2018 and other statutory and regulatory legislation.

risual are now Waste Electrical and Electronic Equipment Regulations (WEEE) 2013 compliant by financially supporting the national network of WEEE recycling centres established by local authorities through Valpak. (risual Limited registration ID: 600492).

As part of ISO 14001 requirements risual have established an Environmental Sustainability Group formed of employees from all divisions at risual who meet bimonthly to discuss environmental improvements, progression towards environmental objectives, environmental risks and general environmental updates keeping Environmental Sustainability at the forefront of risual's priorities.

5.3 Future Carbon Reduction Initiatives

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

- Launch of an electric car lease scheme for risual employees, further reducing our impacts associated with business travel and commuting.
- Investment in motion sensor lighting for our offices in Stafford.
- Research, and select a Carbon Offsetting provider to offset the remainder of risual emissions allowing risual to achieve Net Zero.
- Investment in a Green Zero Emissions courier to reduce our emissions relating to Downstream Distribution.
- Continue to invest time and money in office energy efficiency improvements including purchasing Smart Plugs and cleansing the Sever Room at our offices in Stafford.
- risual employees to partake in volunteering activities which contribute to carbon offsetting in the local community.



6 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 **Kate Lincoln, Director of Corporate Resources.**