

Carbon Reduction Plan

Company Name: Onecom Limited

Publication date: August 2024

Commitment to achieving Net Zero

Onecom is committed to achieving Net Zero emissions by 2050 (*updated since last CRP*).

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced before the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Please note given the rapid growth within Onecom over the last three years, a review of the baseline is required due to frequent acquisitions. This has resulted in an 80%+ increase in headcount to 664 and an 106% increase in revenue to £190m.

Baseline Year: 2020	
Additional Details relating to the Baseline Emissions calculations.	
In calculating this baseline, the following methods were taken for the below scope 3 activities: (6) Business Travel - personal car mileage for business travel use (8) Upstream Leased Assets - fuel cards for company-leased vehicles At the time of setting this baseline, no other scope 3 category was included.	
Emissions by Scope Category	Tonnes CO2e
Scope 1	15
Scope 2	86
Scope 3	48
Total	149
As an intensity ratio	Not comparable

(per £m revenue)	
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Current Emissions Reporting

Reporting period: 2023

Additional Details relating to the current year's emissions calculations.

Along with the pre-existing Scope 3 categories, we have included the following categories to seek the most accurate view of our overall impact:

- (1) Purchased goods and services** - related to spend, including software, consulting, pensions, maintenance
- (2) Capital goods** - computer and office machinery
- (5) Waste generated in operations** - emissions associated with water from offices
- (6) Business Travel** - expanded to include transport via flights, trains and taxis

We will continue to review our impact and add any other necessary scope 3 categories in future reporting periods.

Emissions by Scope Category	Tonnes CO2e
Scope 1	30.75
Scope 2	115.05
Scope 3: Cat 1 - <i>Purchased goods & services</i>	544.13
Scope 3: Cat 2 - <i>Capital goods</i>	153.37
Scope 3: Cat 5 - <i>Waste generated in operations</i>	0.61
Scope 3: Cat 6 - <i>Business travel</i>	132.30
Scope 3: Cat 8 - <i>Upstreamed leased assets</i>	59.70
Scope 3 - Total	892.66
Total	1,038.46
As an intensity ratio (per £m revenue)	5.38
Offsets purchased for 2023	65

Note: You can view our baseline footprint in more detail via our Carbon Report on our Sustainability page [here](#).

Emissions Reduction targets

To continue our progress towards achieving Net Zero, we have adopted the following carbon reduction targets:

- We will submit SBTi target dates at the earliest opportunity
- Build a robust CRP with a third-party partner to provide near-term and long-term targets for future CRPs.

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 hasn't been measured to date. However, we now utilise a third-party sustainability platform that will enable us to track emission reductions going forward.

- Signing a third-party sustainability platform in [Futureproof](#) - this will enable us to take a more holistic and stringent approach to our emissions going forward
- Agile working - reducing employee commuter emissions for roles that permit it
- Deployment of Microsoft teams - reducing emissions by decreasing the volume of travel for meetings, as well as purchasing equipment such as physical handsets (across both office and home). This approach, paired with Agile working, has reduced journeys by roughly 50%.
- The electric vehicle lease scheme, implemented in 2022 (one employee adopted), saw an increase in adoption across 2023 (17 employees).

Proposed Carbon Reduction Initiatives

- Improve our data collection methodology and explore other ways to refine our carbon footprint to generate more significant insights into our carbon footprint and, ultimately, our reduction initiatives.
- Increasing the volume of fully remote workers in the workforce
- Introduction of low energy lighting across several office spaces where control is had
- Reducing the volume of offices across the country to reduce scopes 1 and 2
- Changing the remainder of our building energy tariffs that we have control of from non-renewable to renewable across 2024/25
- All company owned/vehicles to transition away from ICE to electric, or, where not possible, to hybrid
- Setting SBTi targets shortly, with a revised and more thorough baseline being mapped out - with 2023 being the new baseline year (due to data availability).

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>

Approach to offsetting

We focus on reducing our overall footprint, and doing this in line with SBTi guidance, by 80-90%. At this point we will purchase offsets for the residual amount. Until we hit that threshold, we still believe it is essential to offset part of our company emissions via certified projects bought through the Ecologi marketplace. Onecom also partners with Ecologi and Nokia to plant trees in volumes relative to particular handset purchases. Through Ecologi's scheme, Onecom's customers have been able to plant over 18,000 trees as part of reforestation projects.

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 ESG Committee.

Signed on behalf of Onecom:



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Full Name: Paul Butler

Position: Integration Director

Date: 18 September 2024