

## **Our Commitment to Achieving Carbon Neutral**

As an Employment Agency / Employment Business, we are experts in working with our clients to implement operating models and innovative technologies that maximise the benefits of remote working to deliver positive operational, socio-economic, and environmental impacts. This is something we implement within our own operating model.

Although our carbon footprint is already relatively low, we're committed to delivering continued improvements in our operating practices, both within the UK and overseas, to reduce our negative environmental impact even further. The Government have set a target date of 2050 for organisations to achieve a Net Zero Carbon Footprint. At Identifi Global Resources, we do not intend to wait until then and this plan sets out what we will do in order to achieve our own goal of a Net Zero Carbon Footprint by April 2030, thus contributing to the wider global effort to combat climate change.

## **About Our Plan**

In developing this plan, we have considered where we produce our emissions, what creates most of our emissions, and where we can therefore prioritise change to make the biggest possible impact to reduce these.

## **What we have already implemented**

We continually review and implement changes to our working practices that have reduced our carbon footprint. These changes are summarised as follows:

- Appointed a Board level Sustainability sponsor and implemented a Sustainability Working Group.
- Relocated our business address to within energy efficient premises with the minimum floor space to facilitate effective operations, reflecting our move to remote and hybrid working and commitment to the environment.
- Provided all Identifi Global Resources staff with the necessary IT equipment for remote working. This has significantly reduced staff attendance at the Identifi Global Resources offices. (Reduced from 5 times weekly to a maximum of 2 times per week).
- Introduced a policy of only printing when strictly necessary. This has reduced the amount paper and orders for paper in the office. We have a target of 95% paper-free by 2027.
- Reduced overseas travel to only that which is absolutely necessary and cannot be carried out by remote means, through our own innovative secure technology. Any overseas travel must be approved by the Operations Board, where environmental impact forms part of the overall assessment.
- We leverage MSAzure and AWS green hosting environments and have moved all our corporate IT to Cloud-Based services, removing our on-premises servers, delivering energy costs and reducing the amount of office space required.
- Utilising our Parent Companies own secure video/interview capability, Mea:Connexus, where engagements with clients on sensitive issues can be conducted with confidence. This has reduced the requirement for travel both within the UK and overseas.
- Deliveries from suppliers are managed, monitored, and coordinated to reduce the frequency of deliveries and reduce the associated carbon footprint.
- Configuration of enabling IT for both staff and our clients is carried out remotely through our service desk wherever possible reducing the need to travel for IT support to almost zero.
- Strict recycling policy of all waste materials, where possible.
- Recycling of legacy IT equipment. For example, donation of laptops to Schools.



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- Initiated staff incentives for sustainable commuting. All staff are encouraged to utilise public transport for unavoidable travel, with private transport only used if necessary and pre-authorised. We also offer season ticket loans, a cycle-to-work scheme and a car-pooling scheme.
- To support our commitment to using public transport we have sold our company vehicle.
- Contribute to carbon offset initiatives to neutralise residual emissions.

### Our Baseline

In producing this plan, we've considered where we can improve our carbon emissions through assessing our:

- Source 1 – Direct emissions from sources/assets controlled by Identifi Global Resources.
- Source 2 – Emissions from associated with our energy use.
- Source 3 – Indirect emissions associated with business travel, commuting, supplies, etc.

**Due to the changes we've implemented, described above, we have seen a steady decrease in our carbon emissions since our baseline measurements in FY 2019/2020:**

Source	Baseline Year FY 2019/2020 (tCO2e)	FY 2024/2025 (tCO2e)
Source 1 (Direct emissions from sources owned or controlled by Identifi Global Resources)	1.06	0.0
Source 2 (Emissions associated with heating, electricity, etc.)	21.8	3.45
Source 3 (Indirect emissions associated with business travel, commuting, supplies, etc.)	154.8	54.2
Total emissions (Sources 1, 2 and 3)	177.66	57.6

### Source 1, 2 and 3 Category Breakdown

Category	FY2024/2025 Footprint (tCO2e)	Percentage of Emissions
Business Travel	24.3	42%
Business Vehicles	0	0%
Employee Commuting	27.3	47%
Freight	0	0%
Fuels and Electricity	3.45	6%
Materials	2.49	4%



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Purchases	0	0%
Refrigerant Gas	0	0%
Waste	000.1	0%
Water	0.041	0%

### Continual Improvement

We are determined not to return to the pre-pandemic ways of working and are committed to continually reduce and offset our source 1, 2 and 3 carbon footprints. To achieve this, we will:

- Work with the building freeholder to agree the supply of electricity from 100% renewable sources to eliminate our source 2 emissions.
- Work with our suppliers so that we understand their environmental impact to assess and establish ways to reduce emissions.
- Our Service Desk will continue to monitor and coordinate deliveries from suppliers reducing the negative carbon impact of these deliveries.
- Continue supporting and encouraging working from home to reduce our emissions across all sources.
- Reduce business travel/commuting emissions by encouraging a car-sharing scheme.
- Provide health and wellbeing support to all our staff, supporting remote working.
- Provide annual sustainability training to all our staff.
- Continually assess our performance and seek innovative ways to reduce our emissions.
- Purchase sustainable goods and services from certified sources wherever possible.
- Reward staff for identifying further ways to reduce/offset our emissions.

The effect of this will see our year on year overall carbon emissions continue to reduce in FY 25/26.

### Off Setting Our Emissions

We recognise that, as an organisation, it's inevitable that we will create emissions and to achieve Net Zero, we need to seek ways to 'pay back' to the environment. In order to achieve this, we're working with recognised organisations to purchase carbon offsetting credits and by April 2030, we aim to match or exceed our carbon emissions.

To help in offsetting our carbon emissions during 2024/2025 our Parent Group planted 200m of hedgerows. Research shows that 1-metre length of well-managed dense hedge will mop up the same amount of pollution that a car emits over a 500-mile drive.

Hedgerows play a significant role in reducing the rate of climate change, through carbon storage. A new hedgerow may store 600 – 800 kg of CO2 equivalent per year per km, for up to 20 years.

Hedgerows bring additional benefits in providing a rich habitat for wildlife. Over 100 priority species utilise hedgerows for a variety of reasons such as for shelter, food, or navigation. Birds and small mammals nest in hedges, bats use hedgerows as foraging grounds and reptiles hide in the margins associated with hedgerows.

Our aim is to plant a further 100m of hedgerows prior to the end of this financial year; this will include encouraging and supporting our staff to plant at their private properties.



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## Sign Off

This plan and its implementation has the buy in of all Identifi Global Resources staff and has been produced through staff engagement. The plan has been approved by the Identifi Global Resources board of Directors and Parent Company.

Reflecting our commitment to addressing our environmental impact, measures are in place to ensure our policies and plan are inclusive of all staff and are supported by robust governance structures. The Environmental Manager provides performance updates to the Operations Board on a quarterly basis.

Approved and Signed

Gary Fay - CEO