

Carbon Reduction Plan

Supplier Name: Agilisys Ltd

Publication Date: 23rd August 2024

Net Zero Commitment

Agilisys Ltd is committed to achieving Net Zero emissions by 2050.

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. We anticipate re-baselining in 2025 to cover all Scope 3 categories and refine our planning based on a data-driven understanding of risks, opportunities, and investment needs.

Baseline Year: 01 April 2021 to 31 March 2022

Additional Details relating to the Baseline and Current Emissions calculations:

We have adhered to HM Government Environmental Reporting Guidelines and used UK Government GHG Conversion Factors for Company Reporting to account for carbon emissions over which we have operational control.

Agilisys Ltd specialises in generative AI, cloud management, IT services, and digital transformation consulting. We do not manufacture or sell goods. Our approximately 800 employees work from client sites, serviced offices, or in a hybrid model from home. We have one facilities site under our operational control, serving as a base and warehouse for a small team of fewer than 10 staff.

Scope 1 covers emissions from fleet vehicles and fuel sources used on-site, in assets owned or controlled by Agilisys Ltd.

Scope 2 reports on electricity supplied to the grid that we have bought for use at the facilities site controlled by Agilisys Ltd.

Scope 3 emissions combine categories 4, 5, 6, 7 and 9 of the GHG Protocol, this includes the following.

Cat. 4 is the transportation and distribution of products purchased by Agilisys Ltd in the reporting year between our tier 1 suppliers and our own operations (in vehicles and facilities not owned or controlled by Agilisys Ltd). It also covers transportation and distribution services purchased by Agilisys Ltd in the reporting year, including inbound logistics, outbound logistics (e.g., of sold products), and transportation and distribution between our own facilities (in vehicles and facilities not owned or controlled by Agilisys Ltd).

Agilisys is enhancing its operations to capture this data, with new processes linking facilities management, logistics and service delivery. Data collection will start during 2024/25.

Cat. 5 is the disposal and treatment of waste generated in Agilisys Ltd.'s operations in the reporting year (in facilities not owned or controlled by Agilisys Ltd).

This covers the end-of-life disposal of materials and waste (construction debris, metals, plastics, paper etc) from Agilisys Ltd.'s facilities, including waste electrical and electronic equipment. Disposal methods and data access are controlled by us, and emissions are calculated by correlating waste weight with disposal methods (e.g., open/closed-loop, combustion, landfill).

This year, we relocated staff from a sparsely occupied 56-seat mid-century office in northern England to a more modern, fully utilised 16-seat site with enhanced energy performance and improved public transport links. The decommissioning of the old office and disposal of obsolete equipment resulted in a notable increase in emissions from the baseline. However, all commercial and waste electrical equipment was disposed of responsibly and in accordance with the waste hierarchy. We believe this move was the right decision, prioritising long-term environmental benefits over short-term impacts on data reporting.

Cat. 6 is the transportation of employees for business related activities during the reporting year (in vehicles not owned or operated by Agilisys Ltd), assuming an average car of unknown fuel.

We currently report emissions from business travel in employee-owned vehicles based on mileage from expense claims. Travel by train, sea, or air is not yet included but will be tracked after planned ERP system upgrades in 2024/25.

Although these emissions have increased from the baseline year, it is important to note that the baseline was established during a period of national caution following phased COVID lockdown exits, when a significant number of staff were still predominantly working from home (and where teleworking emissions is absent from both the baseline and current reporting).

We have since transitioned to an 'office first' hybrid working model, which enhances innovation, communication, and collaboration, strengthens company culture, and offers greater learning and development opportunities. This approach also supports a healthier work-life balance, reduces feelings of isolation, improves mental well-being, and provides better access to resources.

We will continue to monitor its impact on emissions and explore opportunities for reduction.

Cat. 7 is the transportation of employees between their homes and their worksites during the reporting year (in vehicles not owned or operated by Agilisys Ltd).

While we intended to report on this during the current year, the shift from post-COVID remote work to a structured 'Office First' hybrid model in 2023/24 caused significant variations in working patterns, making data collection unreliable. With teleworking patterns now more consistent, we will collect data through employee surveys in late 2024 for reporting in 2025.

Cat. 9 is not applicable due to the nature of our business. Agilisys Ltd supplies IT and outsourcing services. We do not sell tangible, physical products that require transportation and distribution.

Baseline Emissions

Reporting Year: 2021/22

Scope 1		11.04
<hr/>		
Scope 2		4.88
<hr/>		
	Cat. 4: Upstream transportation and distribution	N/A
	Cat. 5: Waste generated in operations	7.37
Scope 3	Cat. 6: Business travel	15.31
(included sources)	Cat. 7: Employee commuting	N/A
	Cat. 9: Downstream transportation and distribution	N/A
	Total Scope 3	22.68
<hr/>		
Total Emissions		38.60
<hr/>		

Current Emissions

Reporting Year: 2023/24

Scope 1		8.7
<hr/>		
Scope 2		4.6
<hr/>		
	Cat. 4: Upstream transportation and distribution	N/A
	Cat. 5: Waste generated in operations	15.3
Scope 3	Cat. 6: Business travel	39.26
(included sources)	Cat. 7: Employee commuting	N/A
	Cat. 9: Downstream transportation and distribution	N/A
	Total Scope 3	54.56
<hr/>		
Total Emissions		67.86
<hr/>		

Emissions Reduction Targets

To continue our progress toward achieving Net Zero, we have adopted the following targets.

- 2025:** Investment in organisational and technical measures will enable reporting of all mandatory Scope 3 categories under PPN 06/21, supporting longer-term reduction and offset planning with comprehensive data.
- 2030:** 30% reduction in our total scope 1 and 2 emissions, and a 20% reduction in our total scope 3 emissions, measured against the new baseline (to be established in 2025, at the latest, as per the target immediately above).
- 2035:** 50% reduction in our total scope 1 and 2 emissions, and a 40% reduction in our total scope 3 emissions, measured against the 'beyond compliance' baseline.
- 2040:** Neutrality of our total scope 1 and 2 emissions, and a 60% reduction in our total scope 3 emissions, measured against the 'beyond compliance' baseline. Publication of a five-year offset programme to achieve total neutrality.
- 2045:** Neutrality of all scope 1, 2 and 3 emissions five years ahead of the commitment date (which acts as a contingency period to iterate and improve further, should that be necessary).

Carbon Reduction Projects

Completed Carbon Reduction Initiatives:

The following environmental management measures and projects have been completed or implemented since the 2021/22 baseline and these will be in effect when performing the contract.

- Certification to ISO14001:2015 for an Environmental Management System, providing a systematic approach to assess and mitigate climate change risks and other environmental impacts.
- The Power Usage Effectiveness (PUE) of our data centre supply chain has become more efficient due to the continuing modernisation of our service offerings to customers, from Infrastructure as a Service (IaaS) to Cloud computing.
- Installation of LED lighting and PIR sensors.
- Staff training on environmental awareness, legal requirements, and personal accountability.
- Asset disposal process facilitates the re-use of office equipment and devices, which has reduced procurement overhead and mitigated BAU waste disposal.
- Supporting colleagues with a cycle-to-work scheme that includes salary sacrifice for bicycle purchases, along with facilities such as bike storage and showers at some offices.
- Implementation of a greener Procurement Policy for the purchasing of goods, services and works from suppliers that conform with Agilisys' environmental policy and standards.
- Electricity at Agilisys sites is sourced from 100% renewable sources, and we prioritise the use of energy-efficient appliances.

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

- Green Travel Policy to reduce fossil fuel use by evaluating the necessity, frequency, and mode of business travel, especially with the rise in travel due to post-COVID office returns.
- Refreshing our vehicle fleet with plug-in hybrids or electric vehicles where practical and possible.
- Emissions dashboards for customers to monitor their own environmental impact from using Agilisys' cloud computing services.
- Commissioning a study to evaluate the benefits of implementing an ESG (environmental, social, and governance) framework and appointing a lead manager to foster a stakeholder-centric approach.
- Carbon literacy training for key staff and business managers.
- In the longer term, exploring a range of initiatives including Science Based Targets ¹ and Race to Net Zero ².

Declaration and Sign Off

This Carbon Reduction Plan has been completed following PPN 06/21 and associated guidance and reporting standards for Carbon Reduction Plans.

Emissions have been reported and recorded following the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard ³, and we have used the appropriate Government emission conversion factors for greenhouse gas company reporting. ⁴

Scope 1 and Scope 2 emissions have been reported per SECR requirements, and the required subset of Scope 3 emissions have been reported under the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard. ⁵

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:



Andrew Mindenhall

Chief Executive Officer, Agilisys Ltd

¹ <https://sciencebasedtargets.org>

² <https://unfccc.int/climate-action/race-to-zero-campaign>

³ <https://ghgprotocol.org/corporate-standard>

⁴ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁵ <https://ghgprotocol.org/standards/scope-3-standard>