



Carbon Reduction Plan

Publication date: 06th September 2024



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 30/04/2020.

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 considered.

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

Scope 2: ENERGY INDIRECT EMISSIONS are 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 are 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), measured in kgCO₂e to ensure increased clarity in reporting.

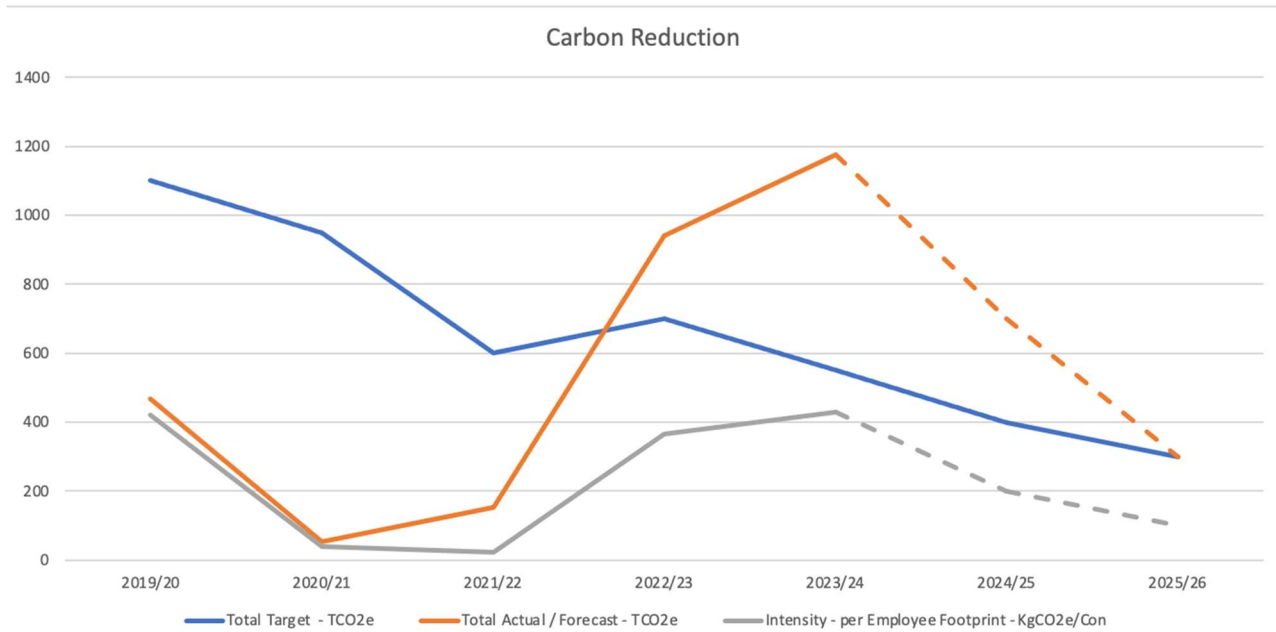
	Reporting Year: 2023/2024 (Current Emissions Reporting)	Reporting Year: 2022/2023 (Current Emissions Reporting)	Reporting Year: 2019 (Baseline Year Emissions)
EMISSIONS	TOTAL (tCO2e)	TOTAL (tCO2e)	TOTAL (tCO2e)
Scope 1	<0.1	<0.1	201
Scope 2	73.03	57	86
Scope 3	132.87	78	181
Emissions Baseline Total	205.9	135	486
Scope 3 Category 6			
Scope 3 – Extended Categories – 1,4,6,7,8*	950.13	649	n/a
Total Emissions	1156.03	784	486

*- Preaudit figures for Extended Categories

Across the 2023/2024 review period BJSS extended Scope 3 reporting to categories relevant to the business. These categories are:

- **Category 1** – Purchased Goods & Services
- **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.

As stated above we have expanded our emissions measurements to include key Scope 3 categories and continued to refine our data collection model to identify further direct and indirect emissions. This allowed us to discover and report a greater level of emissions across more categories, and tailor our initiatives to more effectively deliver reductions.



During the 2023/2024 reporting period BJSS has continued to invest heavily in scope extension and measuring Scope 3 emissions in order to create a credible and holistic forecast for our net zero position. Both the extent and accuracy of scope 3 measurement remain a strong focus.

Significant improvements have continued in the measurement of business travel, home working and commuting, as initiatives are introduced.

BJSS now operates a comprehensive integrated management system (EMS) and has achieved formal companywide ISO14001 accreditation in April 2024.

Emissions Reduction Targets

The carbon reduction targets are continuously reviewed in the post-COVID period as the BJSS business grows both domestically and internationally.

Over the next two years BJSS will continue to focus efforts on reducing carbon emissions to Net Zero status by 2025/2026. To support our progress towards achieving Net Zero 2025, BJSS have established targets at an overall level and intensity per employee.

BJSS adjusted the intensity target of 250 kgCO2e per BJSS consultant for the period 2023/2024 to 400 kgCO2e as the extent of post-COVID client related business travel became apparent. The target for 200 kgCO2e for 2024/2025 (from 419 kgCO2e in 2019) remains.

These targets include the fully extended Scope 3 aspirations and look to achieve the best possible net zero position by the end of 2025/2026. This baseline now includes all Scope 3 areas including commuting, work from home, distribution and the BJSS supply chain.

While this reporting year reflects an upwards trend in the absolute Carbon consumed by the BJSS business. Close monitoring has ensured this is directly down to the volume of business travel in line with our established good practices and general improvements as highlighted in our SECR/ESOS reviews. One example highlights that Scope 1&2 has modestly increased as new BJSS offices came online to support the growing business. However, all BJSS offices now use renewable energy sources.

Carbon Reduction Projects

Building on our existing **Carbon Neutral status since 2019**, we aim to become a **Net Zero business by 2025/2026** by reducing our environmental impact at an organizational and programme level, minimising waste, conserving water and by offsetting our emissions where appropriate 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 an integral part of our efforts to decarbonize our operations and support our partners and clients.

- We are now present in 28 locations in the UK and internationally, with approaching 2,700 staff and a growing footprint. As we have grown, we have selected offices close to public transport hubs and refurbished existing offices to take advantage of the latest **environmental innovations**. These include thermally efficient construction techniques, movement-sensitive lighting, and water-saving appliances. All BJSS offices are now partnered with renewable energy providers.
- We continue to build a culture of **sustainability** within the company through environmental training and volunteering. Our director-led Sustainability Steering Group and Sustainability Working Groups are now in place. There are Sustainability Champions appointed in our 6 regions, including our European, US and Australian hubs. Local Carbon Reduction Plans help reduce emissions on a per office and region basis. Our Supplier decarbonisation programme is underway in our Nottingham Hub to address embedded emissions in the supply chain for all purchased goods and services. We will continue the work with suppliers to reduce our carbon footprint, support them in decarbonisation and reduce the environmental impact.
- A full IT Service review has been completed to ensure we understood the carbon consumed in all IT equipment used in the offices and by staff. A Carbon Reduction Plan for IT is now being designed to reduce embedded and lifetime emissions from IT. 2023/2024 year has seen a 9% reduction in our Enterprise IT Estate consumption and our final stage of migration into Cloud will consolidate this position further in 2024. Additionally, our FinOps and observability solutions are helping optimize our workloads significantly.

- Our Building Greener Software offering has been running for over 6 months and focuses on creating Leaner, more energy efficient applications, prioritising cleaner energy, and producing fewer carbon emissions. This included the use of cloud and serverless computing. We work collaboratively to establish and achieve environmental goals through the delivery of the contract. These reviews are now mandated as part of our overall assurance processes.
- We continue to commit to frameworks such as CDP/Ecovadis, reporting data from our baseline to help establish an external baseline and support those clients that use these frameworks as an independent view on our sustainability efforts.
- We implemented a transition and action plan that aligns with the attainment of the SBTi, 1.5°C commitment, and our overarching Net Zero 2025 goal. Our baseline will be confirmed in November 2024, and we are confident that we have operating in line with a mature measurement framework in previous years.
- Our waste reduction initiatives continue. While BJSS predominantly a paperless business across our core process – our goal is to further reduce our printing per consultant from 16 pages a year to less than 5. The main effort will be around external events, which account for half of the

Planned Carbon Reduction and Sustainability Initiatives

As we progress towards our Net Zero 2025 goal we will continue to innovate around the initiatives, engagement, and changes that can be made. Below are some of these that have commenced and are planned for the next period.

- We'll continue to conduct Sustainability Lunch & Learn sessions throughout the company to raise awareness of our Net Zero 2025 goal and initiatives that will allow every member of the company to get involved in sustainability. 2024 saw the introduction of the BJSS green awareness week.
- We'll further reduce emissions from gas, power, heater, and cooling in our offices through more sustainable technology and smarter working, including our Hybrid Working approach. While all sources are now renewable energy, our goal is to reduce consumption further.
- Where our offices are in shared spaces or non-owned, we'll work with landlords to understand the energy mix, waste management, and sustainability measures in place.
- We will launch the new BJSS expense framework in 2024 to help encourage:
 - Reducing travel frequency to cut down on unnecessary travel. 'Clustering' activity to get the greatest value from the trip.
 - Consider the use of eco-friendly transportation – cycling, walking or carpooling and limit domestic flights

- Promote hotels and accommodations that follow sustainable practices to reduce the 83 TCO₂e a year from hotel use
 - Selecting the electric option on train, taxi and bus whenever possible and commercially viable
- Employee engagement will increase on a per-office basis which will see a reduction in emissions and environmental impact per region, through shared and office-specific initiatives.
- We'll continue to build out our Sustainability Working Groups and increase executive sponsorship for their work within the company and local groups and initiatives.
- Efforts around the Supplier Engagement Framework will ramp up and we'll start working with suppliers to decarbonise the goods they supply and their operations.
- We'll be looking at our internal business systems to identify where we can capture more insightful data that supports better reporting of emissions across the categories.
- Our employee benefits will be further built out to provide sustainable options, including electric vehicle leasing and similar choices.
- 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 have several internal projects to further enhance our real-time Carbon dashboard to monitor the progress of our decarbonisation efforts and help us deploy predictive analytics and AI supported frameworks to help target decarbonisation efforts where further improvements could be made. The next phase will introduce a tool so all consultants can understand their personal BJSS carbon footprint position.
- Our BJSS biodiversity Greenfield initiative continues to encourage employee participation. Our goal as a business is to orchestrate our net zero initiative and broader conservation efforts to support our client, partner and supplier ecosystem.

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: September 2024

bjss.com

© 2024 BJSS Limited. Registered in England with company number 2777575 VAT Number GB613295452.

'Enterprise Agile[®]' and 'BJSS Enterprise Agile[®]' are registered trademarks of BJSS Limited.