Carbon Reduction Plan

Supplier name: Hive IT.

Publication date: 05/08/2024

Commitment to achieving Net Zero

Hive IT is committed to achieving Net Zero emissions by 2035.

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**	
Scope 1	We have not identified any Scope 1 emissions (we are a digital company providing services not products)
Scope 2	Scope 2 working footprint Based on 19 employers working from home 80% of the time 5.72 tonnes: Office working 11.41 tonnes: Home working Building and working from home footprint = 17.13 tonnes of CO_2e **Scope 2 total footprint: 17.13 tonnes of CO_2e**

Scope 3	Scope 3
(Included Sources)	- Upstream transportation and distribution: 0% (we are a digital company providing services not products) - Waste generated in operations: 0% (we are a digital company providing services not products) - Downstream transportation and distribution: 0% (we are a digital company providing services not products) - Business travel footprint: 0.03 tonnes: 450 miles travelled by rail 0.01 tonnes: 50 miles travelled by taxi **Business travel footprint** **= 0.04 tonnes of CO2e** - Commuting footprint: Based on 4 employees travelling by car and 3 by bus for 84 working days. The remainder used active travel 0.12 tonnes: 783 miles travelled by bus 0.33 tonnes: 1376 miles travelled by car **Commuting footprint** **= 0.45 tonnes of CO2e** <hr> - Purchasing 11.40 tonnes: approx £10,000 per year of Computers and IT equipment **Purchasing footprint 2020 = 11.40 tonnes of CO2e** - Web Hosting Hive IT page views: 30,998 x 0.39g per page view 12.08Kg of CO2e **Web hosting footprint 2020 = 0.01 tonnes of CO2e** **Scope 3 total footprint: 11.9 tonnes of CO2e**
2020 Baseline year emissions: **29.02 tonnes of CO2e**	

Current Emissions Reporting

Current Year: **2023**	
Scope 1	We have not identified any Scope 1 emissions (we are a digital company providing services not products)
Scope 2	Scope 2 working footprint Based on 25 employees working from home 82 % of the time 0.80 tonnes: 3657 kWh of combined electricity and gas 9.62 tonnes: 82 % home working for 25 employees **Scope 2 total footprint:** 10.42 **tonnes of CO2e**
Scope 3 (Included Sources)	Scope 3 ● Upstream transportation and distribution: 0% (we are a digital company providing services not products) ● Waste generated in operations: 0% (we are a digital company providing services not products) ● Downstream transportation and distribution: 0% (we are a digital company providing services not products) ● Business travel footprint: 0.28 tonnes: 4946 miles travelled by rail 0.01 tonnes: 23 miles travelled by bus 0.06 tonnes: 255 miles travelled by taxi 0.01 tonnes: 12 miles travelled by tram **Business travel footprint = 0.36* tonnes of CO2e**

- Commuting footprint:

0.05	tonnes:	254.5	miles travelled by bus
0.03	tonnes:	108	miles travelled by taxi
0.28	tonnes:	1359.4	miles travelled by car
0.18	tonnes:	2452	miles travelled by train
0.01	tonnes:	151.6	miles travelled by tram

Commuting footprint= 0.55* **tonnes of CO2e**

- Purchasing

7.76** tonnes: approx £16,580 per year of Computers and IT equipment

Purchasing footprint 2023 = 7.76 **tonnes of CO2e**

- Web Hosting

Hive IT page views: 42,000 page views x 0.22g CO2/page view = 9.24 **kg of CO2**

Web hosting footprint 2023 = 0.01 **tonnes of CO2e**

Scope 3 total footprint: 8.68 **tonnes of CO2e**

2023 Current Year emissions: **19.1 tonnes of CO2e**

*Conversion values have been taken from "Greenhouse gas reporting: conversion factors 2023" published by the Department for Energy Security and Net Zero

**Conversion values have been taken from "Conversion factors KgCO2 per £ spent, by SIC code 2021", as no more recent conversion for Computer and IT equipment spend was apparent or available

2023 Emissions commentary

Our emissions have increased from 9.92 tonnes of CO2e in 2022 to 19.1 tonnes of CO2e in 2023. This is a significant increase, although still much lower than our baseline of 29.02 tonnes of CO2e in 2020

This is accounted for by two factors. Scope 2 emissions - our working footprint - have increased by around 20%, as has our headcount.

Scope 3 emissions have increased from 1.62 to 8.68 tonnes of CO2e, driven by a large increase in equipment purchasing. This has been caused by the need to equip new employees, and a large turnover in old equipment driven by cyber essentials certification requirements. We expect future purchasing emissions to be considerably lower.

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

From our Baseline year we aim to reduce carbon emissions by 20% year on year

We project that net carbon emissions will decrease to **0 tCO$_2$e** by **2035**. This is a reduction of **100%**.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2020 baseline.

- We moved to a smaller office footprint
- LED lighting
- Flexible working, allowing more working from home
- We have implemented a policy of only essential business travel, making all meetings and workshops remote where possible

- We have provided secure bike parking as well as our existing cycle to work scheme to encourage active travel

- Introduced Carbon Literacy training for employees

- Introduced an electric car salary sacrifice scheme to reduce the costs for employees switching to electric vehicles, reducing their commuting and home footprints

- Introduced 5 volunteer days per employee, which can be used on sustainability, environmental and social good initiatives

- Electronic devices which are no longer needed by Hive are donated to charity for reuse

Future Carbon Reduction Initiatives

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

- Over the next year we will move our main office to a building heated by the Sheffield City District Heating system, using waste heat from the city's waste disposal and energy recovery facility to avoid direct carbon emissions

- Electricity in the new office will come from a 100% renewable energy provider

- These 2 measures will eliminate office based emissions

- We are developing a written policy encouraging environmentally preferred products and practices in employee virtual offices, in accordance with our B corp impact assessment

- We will continue to offset all our emissions from 2020 onwards using offset schemes meeting Verified Carbon Standard or Gold Standard VER and taking place in developing countries and providing additional societal benefits

- By 2028 we will have transitioned our offsetting to Greenhouse gas removal offsets

- Will will commission a certified carbon appraisal

- We commit to certified carbon neutrality by 2035

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[1] and uses the appropriate [Government emission conversion factors for greenhouse gas company reporting](https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting)[2].

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[3].

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:

Jonathan Rippon - Managing Director

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Date: 05/08/2024

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[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