Carbon reduction plan

Supplier name: Version 1 Software Ltd | June 2024

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1. COMMITMENT TO ACHIEVING NET ZERO

Since Version 1's previous report, we have received an A- score in our first submission to the Carbon Disclosure Project. The SBTi has approved our near-term science-based emissions reduction target. Version 1 has also committed to set long-term emissions reduction targets with the SBTi in line with reaching net zero by 2045.

Following the approval of our near-term targets by the Science Based Targets initiative (SBTi), we have redefined our net-zero targets into two distinct categories: intensity targets and science-based targets. Intensity Targets focus on reducing the carbon emissions per unit of economic output, allowing us to measure and manage our efficiency improvements as we grow. This approach helps us ensure that our business expansion does not come at the expense of increased emissions. On the other hand, science-based targets are aligned with the latest climate science to limit global warming to 1.5°C above pre-industrial levels. These targets are more stringent and are designed to ensure that our overall emissions are reduced in absolute terms, contributing to the global effort to mitigate climate change. Together, these categories enable us to comprehensively and effectively address our environmental impact while supporting sustainable business growth.

2. 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.

Reporting Year: 2019	
Additional details relating to the baseline emissions calculations:	
Version 1 uses 2019 as its baseline year for emissions. Included in the boundary of our carbon footprint for 2019 are our offices in Ireland, UK and India.	
ABSOLUTE EMISSIONS	TOTAL (tCO2e) 1946 tCO2e (Electricity Market Value)
Scope 1	78 tCO2e (40% primary data from UK operations, 60% estimated using usage per FTE for Ireland and India)
Scope 2	46 tCO2e (Market Rate Value)
Scope 3 (Included Sources)	1822 tCO2e • Employee commuting and remote working • Waste • Water • Upstream transportation and distribution • Downstream transportation and distribution • Business travel • Cloud storage/data centres
Total Emissions	**1946 tCO2e (*Electricity Market Value)**

3. CURRENT EMISSIONS REPORTING

Reporting Year: 2023	
Additional details relating to emissions calculations:	
In 2023, even more emission sources were added in Scope 3 than in the previous years' carbon footprints, with the adoption of an EEIO database for calculating emissions from purchased goods and services to meet science based targets, our emissions increased by 130%. This significant rise reflects a more comprehensive and accurate assessment of our carbon footprint. We will continue to incorporate relevant emission sources as our data collection processes improve.	

ABSOLUTE EMISSIONS	TOTAL (tCO2e) 7,855.15 tCO2e
Scope 1	0 tCO2e (100% primary data)
Scope 2	18.27 tCO2e (Electricity Market Value)
Scope 3 (Included Sources)	7,836.89 tCO2e • Business travel • Employee commuting • Employee remote working • Waste • Water • Other fuel and energy • Upstream transportation and distribution • Downstream transportation and distribution • Cloud storage • Digital emissions • Purchased goods and services
Total Emissions (Excl. PG&S)	**3124.69 tCO2e** (Electricity Market Value)
Total Emissions	**7855.15 tCO2e**

4. INTENSITY EMISSIONS

	2019	2023	Emissions ↑↓
Scope 1 & 2 * tCO2e/FTE	0.11	0.0006	94%↓
Total Emissions ** tCO2e/FTE	1.67	1.07	35% ↓

*Based on market rate

**Not including PG&S

5. ABSOLUTE EMISSIONS

	2019	2023	Emissions ↑↓
Scope 1 & 2 **tCO2**	124	18.27	85%↓
Scope 3 **tCO2**	1,946	3,124.69	60%↑

6. EMISSIONS REDUCTION TARGETS

In order to continue our progress to achieving net zero, we have redefined the following carbon reduction targets.

Intensity net zero targets (2019 baseline)

- To reduce scopes 1 and 2 emissions per capita to net zero by 2025
- To reduce scope 3 emissions per capita to net zero by 2035

Science based net zero targets (2022 baseline)

- Science based (near-term) target - approved
- To reduce scope 1 and scope 2 absolute GHG emissions by 50% by 2030
- To reduce scope 3 absolute GHG emissions by 30% by 2030

- Science based (net zero) target – awaiting validation
- To reduce scopes 1 and 2 absolute GHG emissions by 90% by 2045
- To reduce scope 3 absolute GHG emissions by 90% by 2045

7. CARBON REDUCTION PROJECTS

Completed Carbon Reduction Initiatives

Our commitment to sustainability is demonstrated through a series of environmental initiatives aimed at minimising our environmental impact. We have taken significant strides in aligning our operations with best practices in energy efficiency, waste management, and sustainable resource use. These efforts reflect our dedication to responsible corporate citizenship and our determination to lead by example in the fight against climate change. Here are some key milestones we have achieved:

7.1. Progress

- Joined the UN Global Compact aligning our business strategy to the ten principles.
- Approved near-term science-based targets by the SBTi
- 100% of Version 1's office portfolio energy now runs entirely on electricity, reducing our Scope 1 emissions to 0 TCO2
- 90% of our offices operate on renewable electricity
- 100% of our offices have transitioned to LED lights
- PIR sensors have been installed in 44% of our offices
- 97% reduction in our waste emissions against 2019 baseline
- 92% waste removed from landfill
- 90% paperless
- 90% reduction in water usage
- 90% global E-waste diverted from landfill
- 56% absolute reduction in commuting emissions
- 44% per capita reduction in air travel
- 15,500+ trees planted
- 50% of our key suppliers report emission reduction targets
- 900+ employees certified as green software practitioners
- Setting science-based targets validates our commitment to supply chain engagement as a result, PG&S now represents 84% of our total emissions

7.2. Initiatives

We're also proud to highlight our recent environmental initiatives:

- Implemented 100% waste segregation for 72% of our workforce
- Joined the All Ireland Pollinator Programme for biodiversity
- Conducted waste and single-use plastics audits in our offices
- Educated event organisers on hosting zero waste events
- Adopted a 50:50 meat:veg/vegan catering policy
- Launched a quarterly Environmental Awareness Programme
- Plant a tree for every new employee
- Achieved gold in UK Cycling Friendly Employer accreditation
- Achieved gold mark in Transport for Ireland's Workplace Smarter Travel Programme
- Increased Bike to Work Scheme participation by 600%
- Trained Green Team and key employees in Climate Fresk
- Launched UK EV salary sacrifice scheme, increasing EV adoption by 700%

- Reduced parking spaces and added EV parking facilities
- Supported active commuting with improvements to end of journey facilities
- Developed a sustainable business travel policy

8. PLEDGES AND PARTNERSHIPS

Pledge	Commitment
	UN Global Compact As a participant of the United Nations Global Compact, Version 1 is committed to aligning strategies and operations with universal principles on human rights, labour, environment and anti-corruption, and take actions that advance societal goals.
	Science Based Targets initiative (SBTi) The Science Based Targets initiative (SBTi) has approved Version 1's near-term science-based emissions reduction target. We have also committed to setting long-term emissions reduction targets with the SBTi in line with reaching net-zero by 2045.
	Carbon Disclosure Project Our 2023 score is "A-" putting us in the leadership band and higher than the IT and software development sector average of C.
	ISO Certified Version 1 has been ISO14001 accredited since 2019 and calculating GHG emissions to a verified ISO 14064-3 standard
	Tech Zero We are members of this climate action group for tech companies committed to fighting the climate crisis. We believe that by joining forces, we can make faster progress to net zero.
	Green Software Practitioner 900+ of our people understand how to apply green software principles to the design and development of software applications.

In the near future, we will implement further measures such as:

- 100% renewable energy
- 100% LED lighting by 2025
- Reduce energy consumption through the installation of smart sensors across office portfolio
- Eliminate single-use plastic
- Go zero waste by 2030
- Paperless by 2025
- Halve water usage by 2030
- Reduce work-related emissions by 50%

- Reduce commuting emissions by 50%

Our previous focus on business travel emissions, which accounted for 25% of our total emissions along with commuting and working from home emissions, are collectively no longer our greatest emission intensity and as a result, strategic focus. Following the setting of science-based targets, our priorities have shifted towards engaging our supply chain to reduce our absolute Scope 3 emissions. This strategic realignment reflects our commitment to more accurately and effectively addressing our overall carbon footprint.

9. 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[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.

Signed on behalf of the supplier:

Date: 28/06/2024

Tom O' Connor

Version 1 CEO

[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

VERSION 1

Thank you

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