



Environmental Report

January 2023 – December 2023

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Foreword

Welcome to our annual Environmental Report prepared for Impact IT Solutions. This report highlights key performance indicators and a narrative of the company's impact on its environmental outputs. We have set ambitious but achievable targets for reducing our carbon footprint where we can, and this report will demonstrate how we are faring in achieving our targets.

Impact is a thriving and expanding IT Services company and, as a result of its growth and expansion, it is expected that its impact on the environment will increase, however, by effective management controls we aim to minimise this as far as practicable and, this report, will demonstrate where we are now, where we want to be and, how we intend to get there, with our environmental performance.

I hope you enjoy this second annual report and I look forward to future reports demonstrating our continued commitment to this important subject.

Jed Ward, Managing Director (12th February 2024)

Introduction

Impact IT Solutions is very aware of its role in minimising the environmental impact where it can. We have been collating data and information on its environmental aspects to create some benchmarks for future comparison. We have considered the most significant aspects of our environmental contribution and will attempt to measure, manage, and control these aspects as far as we can. Our measurement and reporting of these aspects will also improve as our environmental performance improves.

We published our first Environmental Policy Statement in November 2022, laying out our commitment to environmental improvements and the determination to contribute positively to reducing the negative effects of carbon production. We have updated the Policy statement this year as part of our environmental performance review, and this is included in the appendix to this report for information.

Where are we now?

It is necessary to measure these aspects to make improvements and reduce our environmental impact. We have focussed on what it considers to be its most significant environmental impact, that of energy and transport. More measurements will be taken on other environmental aspects in the coming years.

Along with many other forward-thinking companies Impact IT Solutions have evolved its working patterns following the impact associated with the COVID-19 Pandemic. We have embraced flexible working patterns and a hybrid homeworking pattern that meets the needs of our staff whilst satisfying the growing demands of our expanding client base.

We started measuring our impacts over the last couple of years and data is available from 2020. Therefore, mileage and energy consumption will not be indicative of typical performance, however, we were keen to make a start on measuring our performance. We are reporting our performance for the calendar year 2023 and comparing this with data collected for the calendar year 2021 and 2022. As these reports continue, we can build a more accurate picture of our performance and improvement against the targets we will be setting ourselves.

Emissions

Greenhouse gas emissions are categorised into 3 groups or “Scopes” by the most widely used international accounting tool, the Greenhouse Gas (GHG) Protocol.

Scope 1 covers direct emissions from owned or controlled sources. Scope 2 covers indirect emissions from the generation of purchased electricity, heating and cooling consumed by Impact IT Solutions. Scope 3 includes all other indirect emissions that occur in the company’s value chain. See the table below.

Scope 1	Scope 2	Scope 3
Fuel Combustion Company vehicles Fugitive Emissions	Purchased electricity, heat and steam	Purchased goods and services. Business travel Employee Commuting Waste disposal Use of sold products. Transportation and distribution (up and downstream) Investments Leased assets and franchises.

Actions in 2023

As a direct result of the policy being considered, the company put steps in place to measure its environmental aspects. It created spreadsheets and datasets to measure outputs and looked at areas where we can improve our environmental credentials including:

Scope one

- Gas Consumption
We have retendered our gas contract and have switched to a green energy supplier.
- Company vehicle miles
- Email traffic.

We have amended our email footer and algorithm to reduce the data included in responding to internal emails and some external emails

where the contact is known. This reduces the size of the emails we send out having a positive reduction in CO2 generated via emails.

Scope two

- Electricity consumption

We have, tendered our electricity contracts, and have switched to a green energy supplier who will guarantee our electricity will be provided from 100% renewable resources.

We have obtained an Energy Performance Certificate for our head office in Bristol. This has an energy rating of B on a scale of A – G with A being the highest and G being the poorest.

Scope three

- Staff vehicles (Grey Fleet) for work purposes
- Supply chain data including environmental performance.

Staff mileage is now calculated on engine size and fuel type for each vehicle rather than generic formulae used last year so this will provide us with more accurate measurements of emissions for our grey fleet.

We have recently partnered with a government-approved agency to provide a cycle-to-work scheme to our staff. This will enable those employees who wish to have the facility available to commute by bike to and from work, having a positive impact on their health and well-being and reducing the carbon outputs associated with powered vehicle travel to and from work.

Associated with our scope 3 emissions, we want to ensure the main manufacturers/suppliers we procure have robust environmental policies and procedures in place. We conducted a desktop audit of our 4 largest manufacturers who are;

- Apple [Apple Environmental Progress Report 2023.pdf](#)
- Dell [FY23 ESG Report | Dell UK](#)
- HP [2022 HP Sustainable Impact Report](#)
- Microsoft [2022 Data Fact Sheet \(microsoft.com\)](#)

Having reviewed their policies and their most recent environmental reports we can take confidence that our main manufacturers take their role and impact on the planet seriously and devote resources to minimise these impacts where practicable and they have set challenging targets for themselves in enhancing and improving their performance associated with environmental impacts year on year.

Future planned performance indicators

- Paper volumes
- Waste volumes; Recyclable, non-recyclable, WEEE Waste, general waste.
- The volume of lighting switched to LED.
- Additional controls introduced for heating and lighting.
- Supply chain information

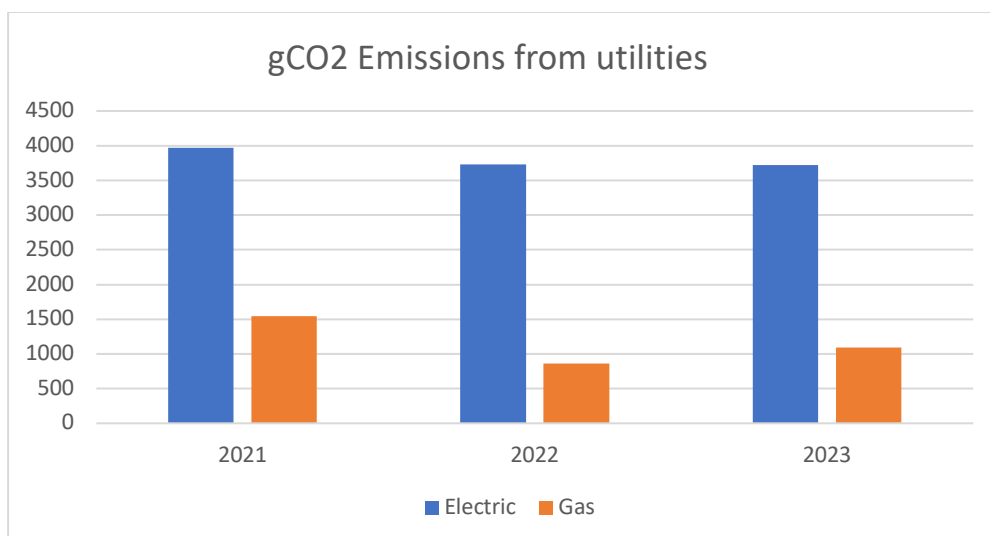
Carbon Data

Figures in green are the difference in a positive manner in emissions from previous years whereas figures coloured red show an increase in emissions. Traction and more understanding of the figures will emerge as more years of data are added over time.

Utilities

Year	Electric gCO2	Gas gCO2	Water gCO2	Total gCO2
2021	3967.12	1547.81	132	5646.93
2022	3728.76 -238.36	864.31 -683.5	216 + 84	4809.06 -837.87
2023	3720.46 - 8.3	1094.15 +229.84	166.5 +49.5	4981.11 +172.05

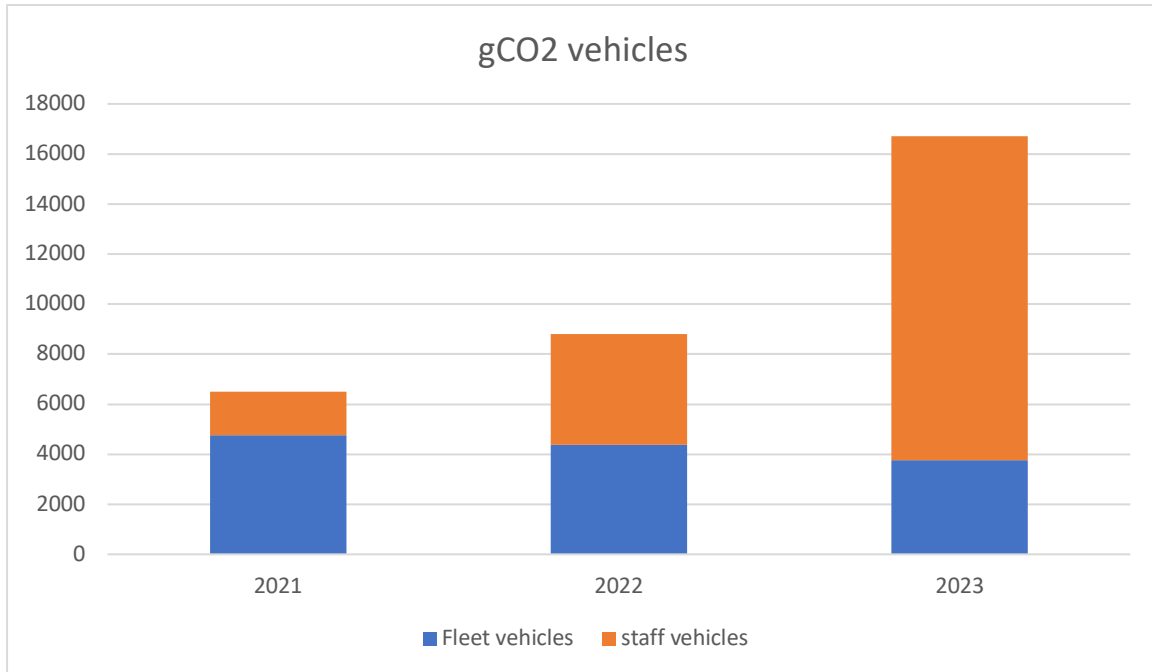
(Using government-recommended formulae's 0.193g per kWh / electric and 0.183g per kWh / gas.)



Transport

	Fleet Vehicles gCO2	Grey Fleet gCO2	Total gCO2
2021	4753.71	1753*	6506.71
2022	4367.59 ~ -386.12	4429* +2676	8796.59 +2289.88
2023	3770.34 -597.25	12949 +8520	16,719.34 +7922.75

* No individual vehicle data was available so the average CO2 for an average vehicle taken from the Department of Transport (DOT) website, is 221.4g/CO2 per mile.



Email Volumes 2023

*Legit Inbound	Outbound	Total emails	Co2 per email	Total gCO2 from email generation
185,364	31,931	217,295	4g	869,180

*Excludes spam and viruses

Company CO2 volumes

Comparing like for like, excluding email traffic for both 2021, 2022, and 2023 Impact CO2 emissions were:

Year	CO2	Difference
2021	12,153.64	
2022	13,223.14	+1069.5 (8.8%)
2023	21,700.45	+8477.31

Total gCO₂ including email traffic for 2023 is 22,569.63. The significant increase in grey fleet miles is due to the newly recruited sales force achieving a wider geographical spread as the leads across the UK expand. Excluding grey fleet mileage shows a unit of 8,751g CO₂ compared to last year's 9,928g CO₂ a reduction of some 1,177g CO₂.

Future Plans

- ✓ We will seek to reduce our CO₂ emissions over the coming years noting that as we expand and grow with new clients and customers across the UK, we will do what we can to minimise our impact on the environments where we work and live.
- ✓ We will explore how we can measure and compare paper consumption and usage.
- ✓ We will seek improvements to how we measure and monitor all our waste streams and report on these volumes.
- ✓ We will reach out and offer support and assistance in more community-related projects and charities.
- ✓ We will carry out a feasibility study of alternate fuel sources available to us, such as solar power or ground source heat pump.

Conclusion

Impact IT has invested in environmental improvements and will continue to measure and report on its performance. An increase in CO₂ emissions should not necessarily be considered negative as the company grows and expands. A more robust data reference may relate to sales or staff numbers and the management and Directors will look at this for future reporting requirements.

Appendix 1 – Environmental Policy



Environmental Policy

1.0 Introduction

Impact IT Solutions UK Ltd recognise that environmental issues are fundamental to the future health and wellbeing of all those involved across our company, the wider community, and our planet. Thus, we are committed to embedding sustainability across our business operations, community, and culture. This provides a stimulating, progressive and sustainable environment including full consideration of social, economic, and environmental impacts and opportunities.

2.0 Policy

The scope of this policy is to ensure we have a clear vision and provide guidance on how best to support the environment and, to help address the following areas:

- Reduce energy consumption and associated carbon equivalent emissions for the company.
- Maintain our commitment to pollution prevention, minimising controllable sources of fugitive emissions and complying with all relevant environmental legislation related to the company's activities. Where no legislation exists, we aim to comply with sector best practice.
- Build partnerships and take part in networks to share experience and knowledge of sustainability with the broader community and contribute to debate on sustainability issues.
- To actively encourage and support research into sustainable development across the company's activities.
- Improve resource efficiency using the waste hierarchy, including only procuring what is necessary, maximizing reuse and recycling and avoiding waste to landfill.
- Implement the company's Sustainable Procurement Policy and reduce supply chain scope three carbon emissions.
- Identify opportunities to reduce the impact of business travel, commuting and delivery mileage. Encourage and promote walking, cycling, public transport and car-sharing alongside other initiatives.
- Identify further opportunities to reduce water consumption.

- Continual improvement of the Company's environmental performance and, publicly reporting on this in an annual Environmental Report.

Jed Ward, Managing Director (13th February 2024)