Impact Environment Report

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January 2022 – December 2022

Forward

Welcome to the first Environmental Report prepared by Impact IT Solutions (UK) Ltd. A similar report will be prepared each calendar year showing key performance indicators and a narrative of the company's impact on its environmental performance. We will set ambitious but achievable targets for reducing our impact on the world around us and the report will demonstrate how we are progressing in achieving our targets.

Impact IT is a thriving and expanding IT Services company and, because of its growth and expansion, we accept that our impact on the environment will increase. With effective management controls, we aim to minimise this impact 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.

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

Jed Ward
Managing Director
12th February 2023

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Introduction

Impact IT Solutions (UK) Ltd are aware of our responsibility in minimising our environmental impact where we can. Last year we started collating data and information on our environmental metrics, to create 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. As our environmental performance metrics improve, our reporting of the same will hopefully improve.

We published our first Environmental Policy Statement in November 2022, laying out our commitment to environmental improvements.

Where are we now?

To make improvements and reductions in our environmental impact it is necessary to measure these aspects. In this first year, our company has focussed on what it considers to be its most significant environmental impacts, that of energy and transport. More measurements will be recorded on other environmental aspects in the coming years.

The COVID-19 Pandemic significantly affected the entire world, including British businesses and commerce. Our offices were virtually closed, and staff were encouraged to work from home, therefore the company's environmental performance for this period is not indicative of previous periods or performance in the future. We have learnt positive lessons from this period and are now able to work smarter and more effectively, we have been able to give our staff the flexibility and benefits of reducing their travel arrangements and we have been able to save on heating and lighting during these times which has reduced CO2 impact from travel and utilities during the period of 'lockdown' and after.

We have only recently started recording our metrics and data is only 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 rather than leaving it for another year. We are reporting our performance for the calendar year 2022 and comparing this with data collected for the calendar year 2021. As these reports continue, we will be able to build a more accurate picture of both our performance and our improvement against targets that we will be setting ourselves.

Policy

To put this report into context it should be considered against the Policy Statement signed by the Managing Director in November 2002. This is attached in the appendices for the reader's convenience.

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 2022

As a direct result of this policy being created, our company put steps in place to accurately measure its environmental aspects. It created spreadsheets and datasets to measure outputs including:

- Gas consumption
- Electricity consumption
- Company vehicle mileage
- Staff vehicles (Grey Fleet) for work purposes
- Email traffic
- Carbon emissions from the above

Impact IT commissioned a specialist energy audit on its main premises to gain expert advice on steps within its control to reduce energy consumption, considering the premises are part of a complex with different organisations on the ground floor and next door. In terms of Scope 3 Emissions, we have looked at the 4 suppliers we deal with most in terms of monetary value and considered their environmental credentials, reviewed their policies, and associated documentation. It is pleasing to note that they all have robust measuring tools in place, and our suppliers are sector-leading in terms of addressing environmental goals and aspirations. Over time we will consider more fully the entirety of our supply chain incrementally, as part of our sustainable goals.

Future planned performance indicators

- Paper volumes purchased.
- Waste volumes; recyclable, non-recyclable, WEEE Waste, general waste
- Seeking to get an Energy Performance Certificate for its head office.
- The volume of lighting switched to LED.
- Additional controls introduced for heating and lighting.

Carbon Data

Figures in green report positive improvements compared with the previous year's metrics. Figures coloured red show an increase in emissions and thus reflect a negative trend. Traction and more understanding of the figures will emerge as year-on-year data is added.

Utilities:

Year	Electric gCO2	Gas gCO2	Water gCO2	Total gCO2
2021	3967.12	1547.81	132	5646.93
2022	3346.23 -620.89	864.31 -683.5	216 + 84	4426.54 -1220.39

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

Gas and Electric gCO2
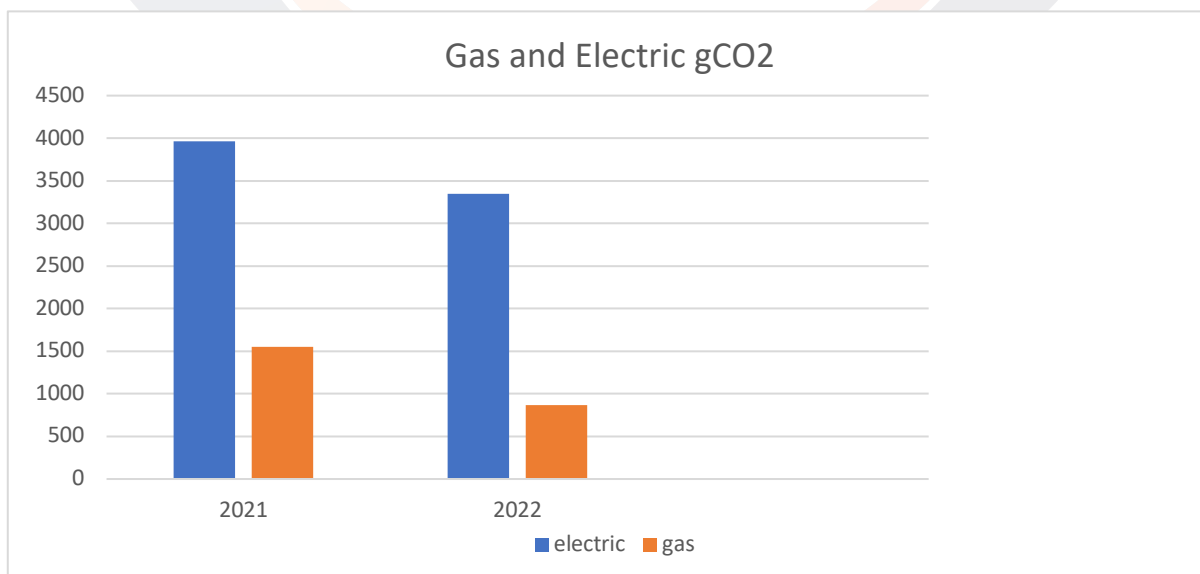
Transport

Year	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

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.
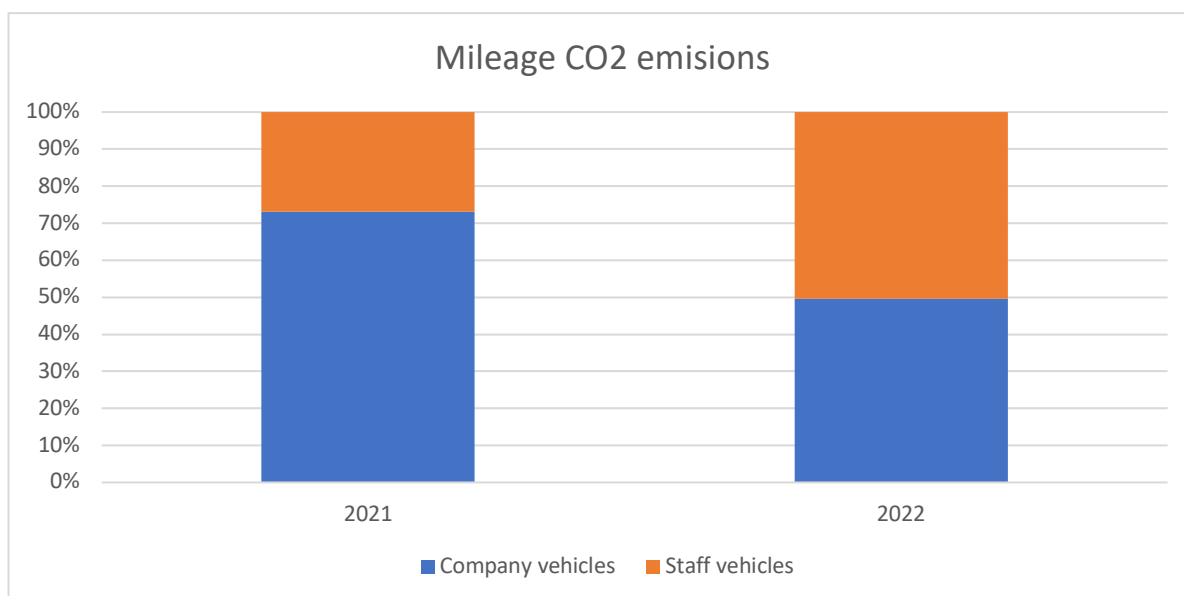
Email Volumes 2022

The Institute of Environmental Management, (IEMA), has suggested as a benchmark, that each email sent or received is the equivalent of 4g of Carbon Dioxide (CO_2) generated because of said email. This value is to be considered lightly as there are many factors affecting the CO_2 generated via email, including but not limited to: if there are attachments and the type of attachment.
In time this number will be more precise and accurate, and we may need to adjust this in future reports, for now, we will use this as the benchmark for calculating our email volumes.

We only started measuring email volumes in 2022 so can only report numbers based on that year.

Inbound	Outbound	Total emails	Co2 per email	Total gCO2 from email generation
240254	34473	274727	4g	1098.91

Company CO2 volumes

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

Year	gCO2	Difference
2021	12,153.64	
2022	13,223.14	+1069.5 (8.8%)

Total gCO2 including email traffic for 2022 is **14,322.05**. As noted previously the increase in reported emissions are attributable to an increase in grey fleet mileage as staff visited clients' premises after a period of 'Lockdown' due to the COVID-19 Pandemic. This figure of 14,322 will be what we compare ourselves to next year.

Future

Impact IT Solutions are keen to report CO2 data in an accurate and robust manner to focus on specific areas to reduce its impact over time. We have introduced changes to the means of recording staff mileage (grey fleet) so we can more accurately measure vehicle-specific CO2 rather than using the DOT average.

We will look at the practicalities of setting all internal printers to double-sided as the default to reduce paper volumes and black and white as the default which is kinder on the environment than colour printing.

We will obtain an Energy Performance Certificate (EPC) for our main head office and consider what steps can be taken to reduce our energy consumption at this address.
We will look at reducing CC and BCC emails as well as 'reply all' to reduce email traffic where practicable.

We will seek to reduce our CO2 emissions over the coming years noting that in the next year, as workflows and office activity increase back to post-COVID levels and increase as the business expands this will be a challenge and we may need to seek some more accurate benchmarks such as

- CO2 per employee.
- Paper consumption and usage will be measured internally.

We will seek to monitor waste production and types of waste produced and report on these volumes in future reports.

Staff will be encouraged to segregate waste streams and consider recycling where practicable, volumes of WEEE produced will be quantified and reported annually. Customer waste electrical items will be measured separately from Impacts.

Conclusion

The company has 'grasped the nettle' and is eager to reduce and improve its environmental impact. Data measured is in a demonstrable way to show clients, customers, staff, and other key stakeholders that we are serious about making a difference.

We will not be looking at carbon offsetting as a means of reducing carbon but by introducing efficient business measures to reduce our impact on the planet as we go forward. Over 14 tonnes of CO2 have been generated as a result of Impact IT's activities and it is hoped this volume can be reduced as we consider a suitable benchmark to compare it against e.g., per employee, per £ generated etc.

Staff will be encouraged to identify carbon-saving initiatives and, where required, training will be provided on environmental performance.

Environmental Policy

1.0 Introduction

Impact IT Solutions UK Ltd recognise that environmental issues are fundamental to the future health and well-being 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 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 practices.
- Build partnerships and take part in networks to share experience and knowledge of sustainability with the broader community and contribute to the 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 as part of a single, certified means of a certified EMS and publicly available, annual Environmental Report.