



EQUINITI

Carbon Reduction Plan

PUBLICATION DATE: MAY 2024
REPORTING YEAR: 2023

Commitment to achieving Net Zero

Equiniti is committed to achieving Net Zero emissions by 2040.

BASELINE EMISSIONS FOOTPRINT

Baseline Year: 2019

Details relating to the Baseline Emissions calculations.

We continue to refine our carbon calculations further to provide a robust basis for working towards our carbon reduction targets and Net Zero commitments. We are progressing our base year calculations to reflect substantial structural changes in Equiniti Group, which, when completed, will materially increase our baseline year emissions.

Baseline year emissions: 2019

| EMISSIONS | TOTAL (tCO ₂ e) |
|------------------------|----------------------------|
| Scope 1 | 480 |
| Scope 2 | 1,916 |
| Scope 3 | 3,918 |
| Total Emissions | 6,314 |

CURRENT EMISSIONS REPORTING

Reporting Year: 2023

| EMISSIONS | TOTAL (tCO ₂ e) |
|------------------------|----------------------------|
| Scope 1 | 986 |
| Scope 2 | 2,002 |
| Scope 3 | 3,367 |
| Total Emissions | 6,355 |

The five categories of Scope 3 required to be included in our Carbon Reduction Plan are detailed below:

| SCOPE 3 CATEGORY | 2023 – tCO ₂ e | COMMENTARY |
|--|---------------------------|---|
| Upstream transportation and distribution | – | Data unavailable |
| Waste generated in operations | 66 | |
| Business travel | 1,104 | |
| Employee commuting | 1,628 | |
| Downstream transportation and distribution | – | Not considered relevant to our services |

EMISSIONS REDUCTION TARGETS

In comparison to our base year 2019, by the end of 2023 we have:

- reduced absolute emissions per £1m revenue by 22%, and
- reduced absolute emissions per employee by 15%.

| | 2019 (BASE YEAR) | 2023 |
|------------------------------------|------------------|-------|
| tCO ₂ e per £1m revenue | 11.36 | 8.86 |
| tCO ₂ e per employee | 1.20 | 1.025 |

We have undergone changes, both via acquisition and disposal, between the base year 2019 and 2023. Overall, our employee numbers and revenue have each grown proportionately by more than our overall carbon emissions.

We do not underestimate the degree of cultural and practical change required within the business to achieve sustainable carbon reductions on the path to net zero.

We have adopted carbon reduction targets in line with the Paris Agreement. This means a commitment to an absolute GHG emissions reduction of 46.2% across Scope 1, 2 & 3 by 2029 from our 2019 base year. We understand this is a supportable target to contribute towards keeping global temperatures below 1.5c, compared to pre-industrial levels.

We have also committed to achieving Net Zero by 2040.

CARBON REDUCTION PROJECTS

The primary environmental management measures and projects undertaken in the reporting year were:

- Property rationalisation completed resulting in a net decrease of 22,000 square feet across the Group.
- In our UK operations we reduced our physical server infrastructure, decommissioning older servers and introducing 90 per cent fewer modern, energy-efficient servers.
- Relocating our main London office to a BREEAM certified building (BREEAM is a science-based suite of validation and certification system for a sustainable buildings).
- Digitisation (ongoing) of services.
- LED transformation in 3 of our largest group offices.
- UK office printer paper changed to be sourced from eucalyptus trees.
- Frequency of stationery deliveries reduced.
- Eco Pledge (Eco Network) – 3,200 colleagues.
- EV charging points installed in two UK offices free for staff to use.
- Launch of UK EV Car Leasing Scheme for colleagues.

Future Projects to Reduce Carbon Emissions

We continue to seek and evaluate opportunities to improve energy and resource use in our organisation. Looking ahead, EQ is committed to sustainable growth and our plans to reduce emissions include:

- Further considerable consolidation of the number of buildings we occupy.
- Working with the owners of the buildings where we do not own the energy contract to encourage switching over to renewable power, where possible.
- A comprehensive enhancement of our digital infrastructure embracing sustainable technologies including the ongoing transition of our UK and US workloads to a high-efficiency computing platform, a move that marks a significant improvement over the traditional workload hosting method.
- Reviewing the need for additional EV charging points.
- Encouraging and supporting our staff to work and commute in the lowest carbon-intensive way.
- We are working with internal and external stakeholders with the aim of reducing carbon within our supply chain where possible.
- Helping our clients to reduce their carbon footprints through digitisation.

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors on 04/06/2024.

Signed on behalf of Equiniti:



Adam Green

Chief Risk Officer, Equiniti Group

Date: 04/06/2024

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>



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