



Carbon Reduction Plan

Frequentis UK Carbon Reduction Plan

IMS001128
V1.0

HISTORY CHART

| VERSION | DATE | CHANGED CHAPTERS | CAUSE OF CHANGE | AUTHOR |
|---------|------------|------------------|-----------------|------------|
| 1.0 | 2024-04-18 | All chapters | New Document | J. Chivers |

Total number of pages: 11

electronically released
2024-07-11

CONTENTS

| | | |
|-----|--|----|
| 1 | Commitment to achieving Net Zero | 4 |
| 2 | Baseline GHG Emissions Statement: 2022 | 5 |
| 3 | Current Emissions Reporting..... | 7 |
| 3.1 | Context..... | 7 |
| 4 | Emissions Reduction Targets..... | 8 |
| 5 | Carbon Reduction Projects | 9 |
| 5.1 | Completed Carbon Reduction Initiatives | 9 |
| 5.2 | Planned Carbon Reduction Initiatives..... | 9 |
| 6 | Declaration and sign-off | 10 |
| 7 | Appendix: Assumptions and Methodology..... | 11 |

1 **Commitment to achieving Net Zero**

Frequentis UK Ltd is committed to achieving Net Zero carbon emissions by 2040, ten years in advance of the UK government target of 2050.

We operate an integrated business management system which includes a certified ISO 14001 environmental management system. Through the planning, execution, and improvement of its management system we monitor and reduce our emissions across all three Green House Gas (GHG) protocol scopes.

2 Baseline GHG Emissions Statement: 2022

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.

2022 was selected as Frequentis UK's baseline year to align with the Frequentis Group GHG accounting, and as the first full post-pandemic year with representative levels of business operations activity.

Our baseline emissions inventory includes all our measurable Scope 1, 2 and 3 emissions. We include all 7 Kyoto Protocol Greenhouse Gas groups in our emissions footprint calculations.

Baseline Year: 2022

Baseline year emissions:

| Emissions | Total tCO ₂ e |
|--------------------------------------|--------------------------|
| Scope 1 | 0.00 |
| Scope 2 | 9.77 |
| Scope 3 | 92.93 |
| Business travel- air | 27.93 |
| Commuting travel- bus | 0.13 |
| Commuting travel- land (car, hybrid) | 5.29 |
| Commuting travel- land (car, petrol) | 10.13 |
| Commuting travel- train | 0.97 |
| Homeworking | 20.07 |
| Hotel Stay | 11.10 |
| Material Use | 6.23 |
| Office electricity & heating | 9.78 |
| Transmission and distribution | 0.85 |
| Waste disposal (landfill) | 0.35 |
| Waste disposal (recycling) | 0.02 |
| Water supply | 0.04 |
| Water treatment | 0.05 |
| Total | 102.70 |

Where actual data was not available for inclusion in the 2022 baseline, best estimates have been derived in accordance with associated guidance and reporting standards for Carbon Reduction Plans, including Greenhouse Gas Protocol guidance where appropriate. Assumptions and methodology for the emissions calculations can be found in Appendix: Assumptions and Methodology.

3 Current Emissions Reporting

| Reporting Year: 2023 | |
|--|--------------------------|
| Emissions | Total tCO ₂ e |
| Scope 1 | 0.00 |
| Scope 2 | 12.72 |
| Scope 3 | 132.52 |
| Business travel- air | 49.53 |
| Business travel- land, non-UK ⁱ | 0.34 |
| Business travel- land, UK ⁱⁱ | 3.47 |
| Commuting travel- bus | 0.32 |
| Commuting travel- land (car, hybrid) | 4.48 |
| Commuting travel- land (car, petrol) | 9.10 |
| Commuting travel- train | 1.53 |
| Homeworking | 25.93 |
| Hotel Stay | 17.75 |
| Material Use | 5.30 |
| Office electricity & heating | 12.73 |
| Transmission and distribution | 1.10 |
| Waste disposal (landfill) | 0.70 |
| Waste disposal (recycling) | 0.04 |
| Water supply | 0.09 |
| Water treatment | 0.10 |
| Total | 145.24 |

3.1 Context

- Frequentis UK grew its headcount by 1.5x in 2023.
- Frequentis UK added an additional physical location to its scope in 2023, an office within the NATS Whiteley site.

ⁱ New measure for 2023

ⁱⁱ New measure for 2023

4 Emissions Reduction Targets

We commit to achieving net zero carbon emissions by FY2040. This includes emissions in scopes, including gas, electricity, business travel, hotel stays, and staff commuting.

We will be net zero across our remaining scope 3 emissions, including our supply chain, transport and distribution, waste and electrical use of our leased assets by FY2050.

We plan to implement science-based targets by FY2026.

5 Carbon Reduction Projects

5.1 Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or started during the publishing year of this report:

- Our environmental management system is certified by Quality Austria to ISO 14001:2015
- In our Regal House office, overhead lights are all fitted with LED bulbs and have timed passive infrared sensors to reduce energy use.
- Through the rollout of Microsoft Teams alongside OneDrive, we have reduced the volume of printing.
- Teams reduced in-office.
- Culture of hybrid working backed by corporate approaches.
- Follow-me printing reduced print-and-forget.
- We support the NATS sustainability forum, working collaboratively with other suppliers to reduce our carbon footprint.
- Centralisation of IT reducing the energy use through eliminating the need for local server architecture.

5.2 Planned Carbon Reduction Initiatives

Over the next five years we plan to implement further measures which will continue to drive down emissions.

- We will submit plans against SBTi for long and near-term carbon reduction targets.
- Installation of sub-metering at the Frequentis UK Whiteley office to help identify opportunities for energy efficiency and reduction in emissions.
- Continuously work to collect the highest quality, primary data (where possible) on our emissions to aid in reduction and progress measurement.
- Continue to procure 100% renewable electricity for owned sites.
- With support from Frequentis AG, continue to educate our people to reduce their carbon impact both in and outside of work.
- Transparently report on our environmental metrics both internally and externally.
- Work with current and future suppliers to help them understand their own emissions. We will educate and encourage them to set their own carbon reductions targets in line with the science.
- Reduce business travel by air, rail, and road through effective measurement, departmental carbon budgets, and the improvement of existing hybrid working approaches.

6 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 Protocol Corporate Accounting and Reporting Standardⁱ and uses the most relevant emissions factors sourced from government and official environmental bodies, and suppliersⁱⁱⁱ.

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^{iv}

Signed on behalf of Frequentis UK Ltd.:



Andrew Madge, Managing Director

Date: 28th June 2024

ⁱⁱⁱ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

^{iv} <https://ghgprotocol.org/standards/scope-3-standard>

7 Appendix: Assumptions and Methodology

All emissions are tCO₂e, assuming all Kyoto GHG gases.

Sites:

FGB-London

FGB-Whiteley

Scope 2 – Emissions:

- Data collected via FGB-London using location-based methodology outlined in GHG standard.
- 2023: London data used to establish new site estimates for Whiteley based on kWh/m²

Scope 3 – Remote working (Telework)

- Telework or home working estimates are included based on 2022 factors provided by UK Government. The number of telework days is determined via employee survey, employee contract type (remote/hybrid) and projected across total of employees.

Scope 3 – Material Use

- Spend (£) X Emissions Factor by SIC code (tCO₂e/£)

Scope 3 – Water supply:

- Assumed 7.5 litres X number of employees in the office per day (average) X 255 days (year)

Scope 3 – Employee commuting:

- Survey data compiled to determine the average days per week, average roundtrip distance, and weighted emissions factor by mode of transportation.
- Days per week X 46 wks/yr. X Avg Distance X Weighted Emissions Factor (by year) = Average Commuter Emissions per Employee. Annual data is the per capita factor multiplied by the headcount by year.
- Each year uses unique emissions factors by mode of transport.

Scope 3 – Business Travel

- Airfare data provided directly from Frequentis AG Traveloffice.
- Personal Auto/Fuel Receipts data provided from expenses system.
- Car rental type assumed “average”.
- Rail excluded but will be included in 2024 report.

Scope 3 – Hotel stays

- Data collected from expenses system and Frequentis AG Traveloffice
- 2022, 2023: Assumed £150 per person, per room, per night
- UK Gov emissions factor match by location

Scope 3 – Waste

- 2022, 2023: 0.5kg X number of employees in the office per day (average) X 255 days (year).
- UK Gov emissions factor match by waste type.
- Assumed 60% recycled, 40% landfill.