

# Carbon Reduction Plan

Supplier name: **Invitise LTD**

Publication date: September 2023

## Commitment to achieving Net Zero

Invitise Ltd is committed to achieving Net Zero emissions by 2030.

We are a startup company, established in May 2021, and we have embarked on the journey of gathering data related to our carbon emissions. To ensure the accuracy of our emissions calculations, we are collaborating with sustainability experts. As time progresses, we anticipate that we will accumulate more comprehensive and precise data, enabling us to enhance the accuracy of our business emissions reporting.

## 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.

<b>Baseline Year: May 2021 to May 2022 (Invitise Ltd started trading in May 2022)</b>	
<b>Baseline year emissions:</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>0 - We have identified no sources of emissions that contribute to Scope 1.</b>
<b>Scope 2</b>	<b>3.5</b>
<b>Scope 3 (Included Sources)</b>	<b>Transportation and distribution in the Upstream sector do not apply to us as a recruitment company, as we deal exclusively with human resources and do not handle physical products that involve upstream and downstream processes.</b> <b>Waste generated in operations - 1</b> <b>Business travel – 1.5</b> <b>Employee commuting – 0 (We currently lack information to this data, but we are in the process of incorporating it as we move forward.)</b> <b>We are currently in the process of consolidating this data, and our</b>

	<p>aim is to have it ready for the audit period spanning from May 2024 to May 2025.</p> <p>Transportation and distribution in the downstream sector do not apply to us as a recruitment company, as we deal exclusively with human resources and do not handle physical products that involve upstream and downstream processes.</p> <p>Total 2.5</p>
<b>Total Emissions</b>	<b>6</b>

## Current Emissions Reporting

<b>Reporting Year: May 2022 to May 2023</b>				
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>			
<b>Scope 1</b>	<b>0 - We have identified no sources of emissions that contribute to Scope 1.</b>			
<b>Scope 2</b>	<b>3</b>			
	<b>Electricity &amp; heating combined</b>			
	ghg conversion	Electricity & Heating kwh	KgCO <sub>2</sub> e	tCO <sub>2</sub> e
	0.207074	14500	3,002.57	3.002573
				Monthly Consumption kwh
				1208.333333
<b>Scope 3</b> (Included Sources)	<p>Transportation and distribution in the Upstream sector do not apply to us as a recruitment company, as we deal exclusively with human resources and do not handle physical products that involve upstream and downstream processes.</p> <p>Waste generated in operations - 1</p> <p>Business travel – 1</p> <p>Employee commuting – 1 (As we've recently initiated the data assimilation process, we've been made aware of an uptick in emissions. In response, we are considering including "Work from Home" as a part of our employees' commuting activities as advised). We are currently in the process of consolidating this data, and our aim is to have it ready for the audit period spanning from May 2024 to May 2025.</p> <p>Transportation and distribution in the Downstream sector do not apply to us as a recruitment company, as we deal exclusively with</p>			

	<p><b>human resources and do not handle physical products that involve upstream and downstream processes.</b></p> <p><b>Total - 3</b></p>
<b>Total Emissions</b>	<b>6</b>

## Emissions reduction targets

We are a startup company, established in May 2021, and we have embarked on the journey of gathering data related to our carbon emissions. To ensure the accuracy of our emissions calculations, we are collaborating with sustainability experts. As time progresses, we anticipate that we will accumulate more comprehensive and precise data, enabling us to enhance the accuracy of our business emissions reporting. Once we have a clearer understanding of our emissions, we will be better equipped to establish emission reduction targets.

## Carbon Reduction Initiatives

### Introduction:

As a responsible Small and Medium-sized Enterprise (SME), INVITISE LTD are committed to reducing our carbon footprint and contributing to a sustainable future. Here are some key carbon reduction initiatives we will implement:

#### 1. Energy Efficiency Improvements:

Conduct an energy audit to identify areas of energy waste.  
 Upgrade lighting systems to energy-efficient LED bulbs.  
 Install programmable thermostats and optimize heating, ventilation, and air conditioning (HVAC) systems.

#### 2. Sustainable Transportation:

Encourage employees to use public transportation, carpooling, or biking to work.  
 Implement a telecommuting policy to reduce the need for commuting altogether.

#### 3. Waste Reduction and Recycling:

Establish a comprehensive waste reduction and recycling program.  
 Minimize single-use plastics and encourage reusable alternatives.  
 Partner with waste management companies to ensure responsible disposal and recycling practices.

#### 4. Sustainable Procurement:

Source products and materials from suppliers who prioritize environmental sustainability.  
 Consider life cycle assessments when making procurement decisions to choose products with lower carbon footprints.

#### 5. Employee Engagement:

Educate employees about the importance of carbon reduction and involve them in identifying and implementing sustainable practices.  
 Incentivize and recognize employees who actively contribute to carbon reduction efforts.

#### 6. Carbon Offset Programs:

Invest in carbon offset programs that support reforestation, renewable energy projects, or methane capture initiatives.

Calculate our company's carbon emissions and purchase offsets to neutralize our remaining emissions.

**7. Continuous Monitoring and Reporting:**

Implement a carbon tracking system to monitor and report emissions regularly.

Set annual reduction targets and track progress toward achieving them.

Publish annual sustainability reports to communicate our carbon reduction efforts with stakeholders.

**8. Collaborative Initiatives:**

Join industry associations and collaborative initiatives focused on carbon reduction and sustainability. Share best practices and learn from others in the field to improve our own initiatives.

By implementing these carbon reduction initiatives, we are taking significant steps to mitigating climate change and reducing our environmental impact. We recognize that carbon reduction is an ongoing commitment, and we are dedicated to continuously improving our practices and setting higher targets as we progress.

## **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<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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<sup>3</sup>.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

### **Signed on behalf of the Supplier:**



Fahim Rashid

Managing Director

Date: 12/09/23

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<sup>1</sup> <https://ghgprotocol.org/corporate-standard>

<sup>2</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>3</sup> <https://ghgprotocol.org/standards/scope-3-standard>