

QBS Technology Group Carbon Footprint & B Corp Impact Report

2024



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About QBS Technology Group

Since 1987, QBS Software has delivered enterprise software to more than 250,000 organisations around the world through their partner of choice. It offers a range of over 10,000 software publishers available through more than 6,000 channel partners, with a fast, reliable and responsive service. For 37 years QBS Software has achieved exponential growth through a unique combination of technology, specialist skills and trusted relationships. Today QBS is externally recognised as one of the best software delivery platforms in Europe with several independent awards.

QBS Technology Group's reporting boundary is across 5 sites: Wembley, Telford, Alderley Edge, Paris and Munich. We have 175 employees and our group revenue for FY24 (1st April 2023-31st March 2024) was £205m.



“QBS. Where great people work together.”

Our stated purpose at QBS is to **‘create long-term value for all stakeholders, sustainably’**, and we know that is only possible through our collaboration to ensuring a healthy planet, our contribution to an equitable society and our commitment to strong corporate governance.



Therese Stevinson
Sustainability and Diversity Officer,
QBS Technology Group

OUR VALUES



Passionate

We're enthusiastic and care about what we do and who we serve. We strive to provide the best experience and results for our customers and vendors alike, innovating and **'going the extra mile'** all of the time.



Successful

We believe business success has to be **'win-win'**, so we focus on positive outcomes for customers, vendors, employees and community in equal measure - adding value personally and professionally.



Accountable

We take pride in our work and our actions towards others and our world. We are empowered to make a difference and are accountable for **'delivering stakeholder value'** and business results.



Trusting

We **'trust and are trusted'** - to be our authentic, diligent selves in a supportive and rewarding environment, and to deliver the best results and experience for all our stakeholders.

Leadership Letter

As we enter our third year of being a certified B Corp, it gives me great pleasure to share our annual Carbon footprint and B Corp impact report. Being a good corporate citizen is important to all of us within the group. We believe that profit is our reward for serving our commercial stakeholders well, not the aim in and of itself with no regard to the rest of society and the environment. We aim to create sustainable long-term stakeholder value, in a sustainable way. i.e., not to take from future generations or leave them with the negative consequences of our actions.

This year we have extended our carbon footprint boundary to include cost of sales, using generic DEFRA spend-based data. Whilst we are not convinced about the accuracy of this for our situation, it is a starting point with which to understand our total supply chain impacts. As is, this would make our Scope 1 & 2 impacts only 0.13% of the total, and all Scopes non-cost of sales impacts just 6.5% of the total. This highlights the need to get better data from our supply chain whilst we continue to try to improve our own operations and to bring our B Corp values and consideration for the environment to our new acquisitions.

As we look towards our B Corp recertification next year, we are committed to enhancing our impact across each of the five areas - governance, workers, community, environment, and customers. For more information on our B Corp impact score please click [here](#).

Thank you for reading this, and if either Therese, myself or anyone in QBS can help you on your journey, please do not hesitate to reach out.

Dave Stevinson, CEO

QBS Technology Group



Going further again

Whilst the Group is expanding, (through both growth and acquisition), we have focussed again on trying to take leadership in the preparation and transparency of our carbon and climate impacts.

Including cost of sales

QBS is a software delivery platform. The software is typically hosted by a publisher on a cloud platform (e.g. Azure/AWS etc) and the licence key (typically 16 digits), is delivered by us and permits the user to access the cloud to obtain the software.

Typically, we get paid by the partner who resells the software, and we sometimes get paid by the publisher for value add in selling the software. Either way, we don't host the software and we are not paid by the user of the software.

As far as we know, there is no clear guidance for the calculation of software emissions in a case such as ours, acting as a 'warehouse' of sorts and passing the software licenses from developers to customers as an intermediary, since we do not purchase the licenses and sell them on.

Furthermore, Scope 3.1, Purchased Goods & Services is also "recommended" for Carbon Neutral certification, (by Climate Impact Partners), and is intended to incorporate the embodied emissions of "products". Software is therefore a tricky one, as the majority of the price is attributed to intellectual property, which has no (or few) emissions, rather than any physical component or service. The emissions, then, would be mostly related to the development of the software and any hosting platforms or data centres.

Regardless, we have chosen to report on our "cost of sales", (although not offset them), which has been calculated using DEFRA spend-based emissions factors, since we don't yet have specific data from suppliers. Using this methodology 99.8% of the climate emissions are in our supply chain.



Pensions

For the second year we have included company pensions. We see this as a growing agenda, and it seems that we are amongst the leading companies in doing this.

Expanding geographically

As we expand into new countries it can take some time to set up the processes to obtain the level of data we would like from the companies we have invested in. We have started to gather data for the business in Turkey where we own a 60% share, starting with energy.

Like for like

We have achieved some reductions in our own Scope 1 & 2 impacts but have seen some increases in the Scope 3 impacts which we manage, such as office & professional services, business travel, homeworking and capital goods. Relatively speaking though, the biggest opportunity now lies in software suppliers confirming their stance on climate change and supplying data on their progress to reduce their climate impacts as well as getting data from our pension fund managers.



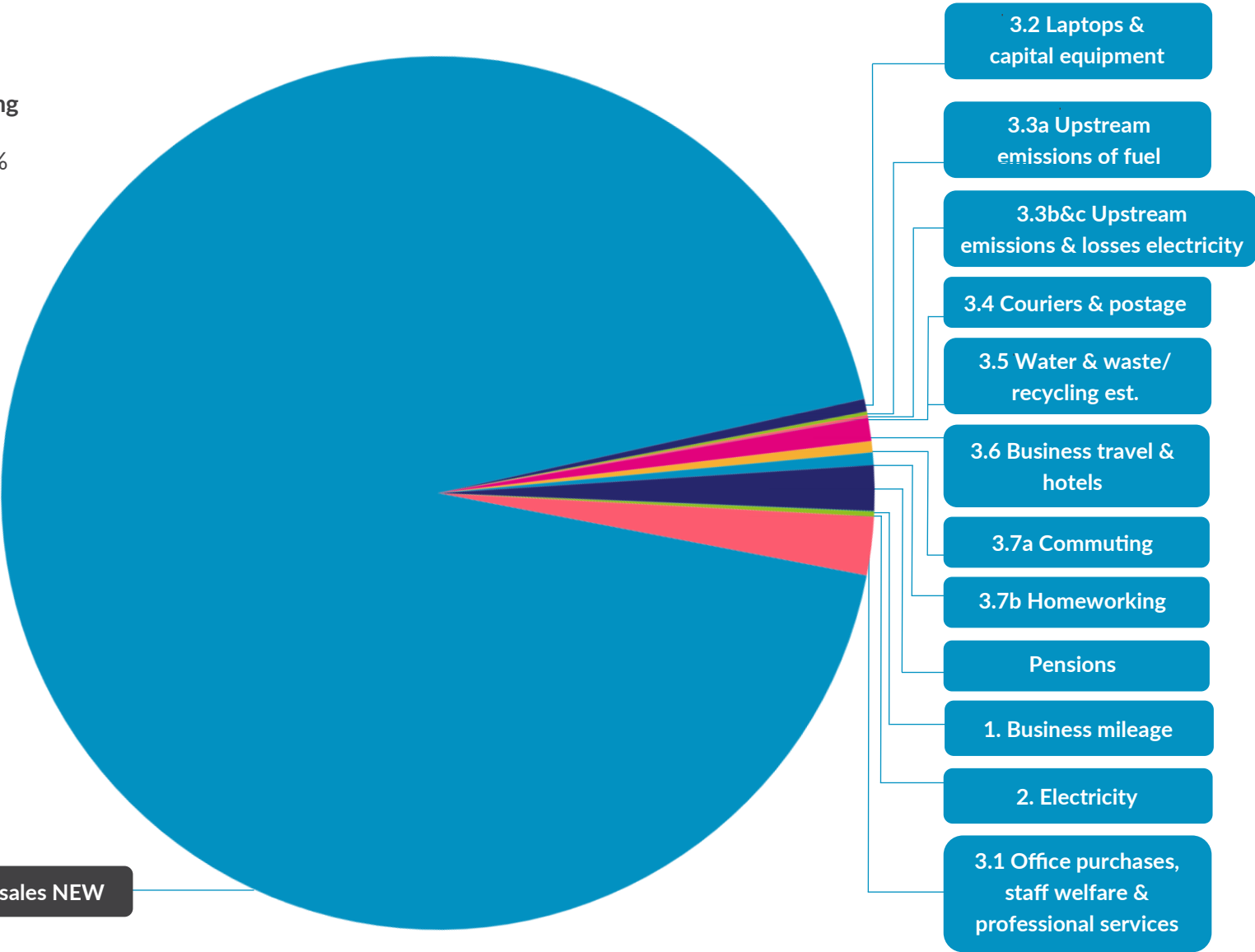
Carbon footprint FY24 (1st April 2023-31st March 2024)

12,011 tCO2e market based
12,020 tCO2e location based

This chart shows the impact of **including Cost of Sales** in our total footprint. All other impacts account for only 6.5% of the total.

	Market Based	
	tCO2e	
Scope 1	3.5	0.03%
Scope 2	11.7	0.1%
Scope 3	548.5	4.6%
Cost of sales	11,232.2	93.5%
Pensions	201.3	1.7%
Turkey*	13.6	0.1%
Total	12,011	100%

*Turkey: energy only.



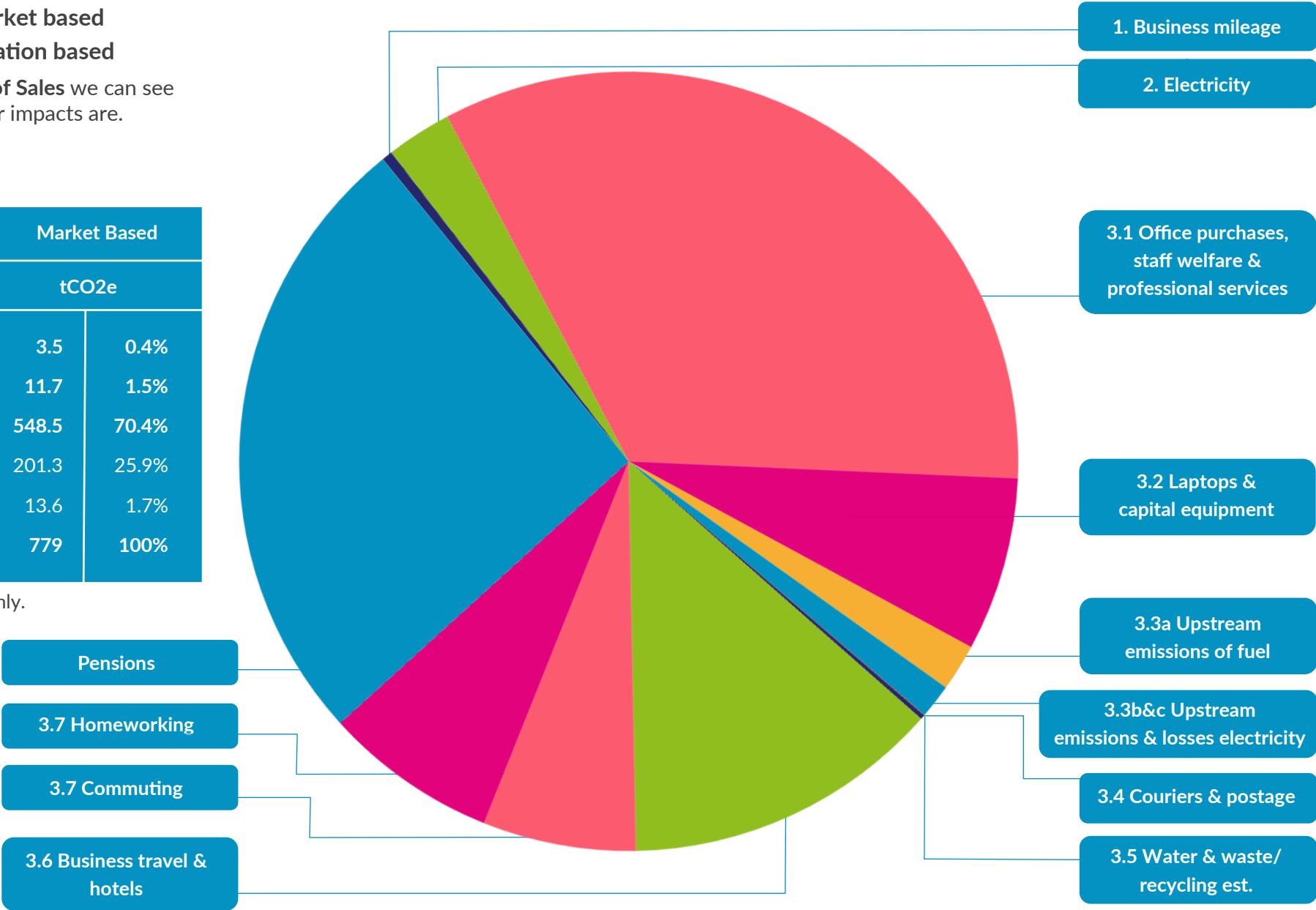
Carbon footprint FY24 (1st April 2023-31st March 2024)

EXCLUDING COST OF SALES

779 tCO2e market based
788 tCO2e location based
Excluding **Cost of Sales** we can see better where our impacts are.

	Market Based	
	tCO2e	
Scope 1	3.5	0.4%
Scope 2	11.7	1.5%
Scope 3	548.5	70.4%
Pensions	201.3	25.9%
Turkey*	13.6	1.7%
Total	779	100%

*Turkey: energy only.



References refer to the GHG Protocol category on page 11.

QBS Technology Group carbon footprint summary - FY24 (1st April 2023-31st March 2024)

Carbon Neutral Protocol framework (edition 2023)

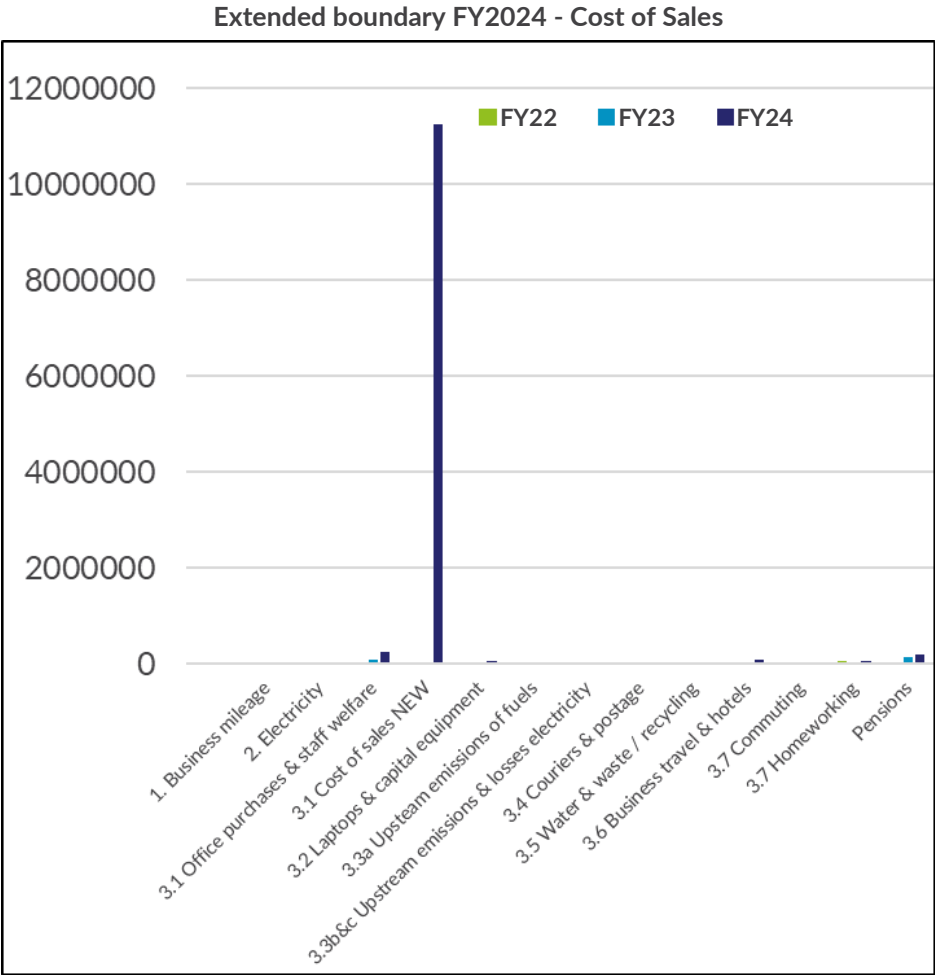
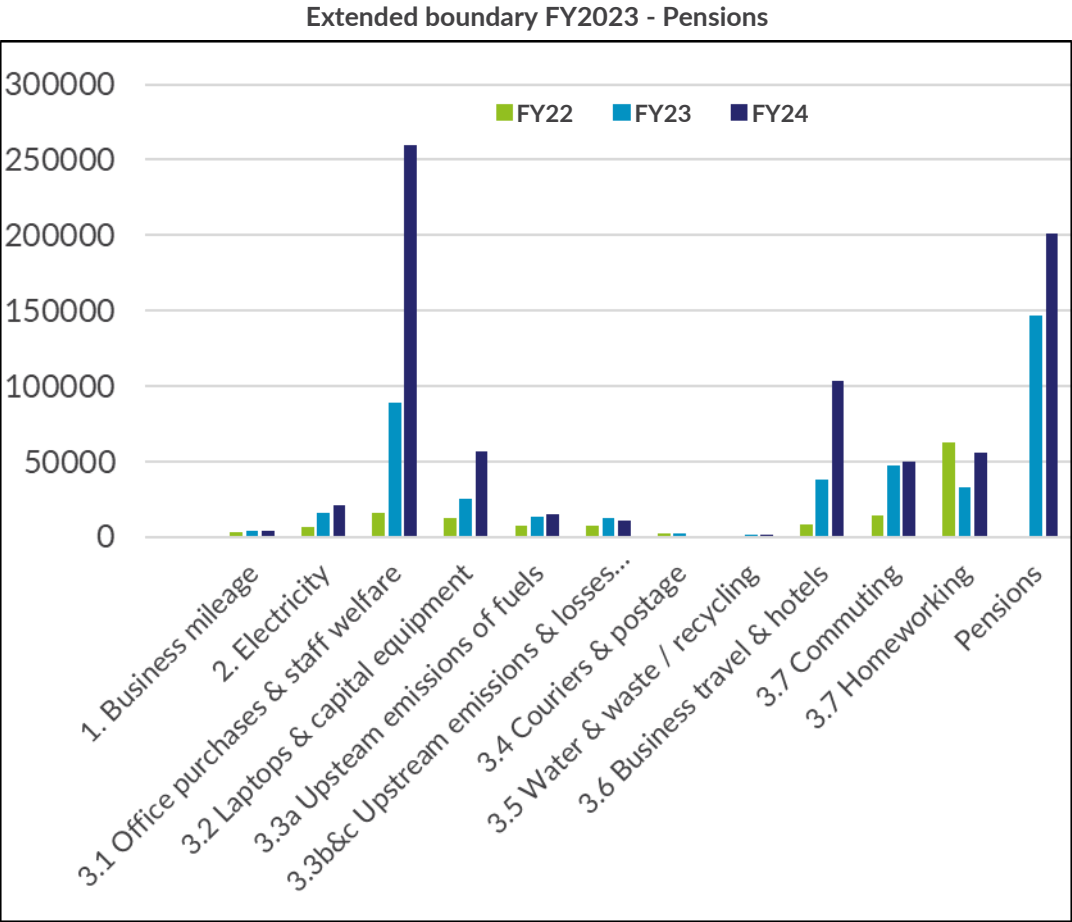
GHG Protocol: Corporate Standard Scope 1 and 2, Value Chain Standard Scope 3

Category	GHG assessment emission sources			Required or recommended	Included in assessment Yes/No/N.A	Market tCO2e	Location tCO2e
	Emission source category (aligned to the GHG Protocol Corporate Standard)						
Scope 1	Direct emissions from owned, leased or directly controlled stationary sources that use fossil fuels and/or emit fugitive emissions (e.g. refrigerant gases)			Required	Yes	0	0
	Direct emissions from owned, leased or directly controlled mobile sources			Required	Yes	3.5	3.5
Scope 2	Location-based emissions from the generation of purchased electricity, heat, steam or cooling			Required	Yes		30.6
	Market-based emissions from the generation of purchased electricity, heat, steam or cooling			Required	Yes	21.2	
Scope 3	1	Purchased goods and services		Recommended	Yes	11,492.3	11,492.3
	2	Capital goods		Recommended	Yes	56.2	56.2
	3	Fuel and energy related activities (not included in Scope 1 and 2)	3a Upstream emissions of purchased fuels	Recommended	Yes	15.2	15.2
			3b Upstream emissions of purchased electricity	Recommended	Yes	7.4	7.4
			3c Transmission and distribution losses (T&D)	Required	Yes	3.7	3.7
	4	Upstream transportation and distribution	Outbound courier deliveries of packages	Recommended	Yes	0.2	0.2
			Third-party transportation and storage of inbound production related goods	Recommended	Yes	excluded	excluded*
	5	Waste generated in operations	Waste water	Recommended	Yes	0.2	0.2
			Other waste	Required	Yes	1.3	1.3
	6	Business travel	All transport by air, public transport, rented/leased vehicle and taxi	Required	Yes	98.7	98.7
			Emissions arising from hotel accommodation associated with business travel	Recommended	Yes	4.2	4.2
	7	Employee commuting and homeworking	Employee transport between home and places of work	Recommended	Yes	49.5	49.5
			Emissions arising from employee homeworking and remote work	Required	Yes	56.2	56.2
	9	Downstream transportation and distribution	Third party transportation and storage of sold products	Required (for product manufacturers)	Yes	N.A	N.A
12	End of life treatment of sold products		Recommended	Yes	N.A	N.A	
OOS	Pensions				201.3	201.3	
					12,011	12,020	

*excluded as insignificant.

We cut our Scope 1 emissions by -13% and Scope 2 by -26% (like for like), but our Scope 3 emissions have increased. We have also further extended our foot printing again – last year we included Pensions, and this year Cost of Sales and Turkey.

KgCO2e COMPARISON BY IMPACT



Market based data

Carbon reduction targets for FY2025 (-8%)

QBS monitors a dashboard of ESG KPIs. We have set the following targets for FY25 based on our largest impact areas. Currently our five sites, including Turkey, have an average of 39% renewable energy via supplier contracts. We would like to get this to 100% at the next opportunity. Including national energy mixes, overall, the group currently runs on 70% renewable or low carbon energy. (U.K & Turkish grids are over 50% renewable or low carbon sources).

These targets are for all scopes, but excluding our voluntary cost of sales reporting, which would otherwise make all actions insignificant.

	% Impact on total footprint	
Electricity	-2.9%	All sites, including Turkey on 100% renewable energy
Office purchases	-1.7%	5% reduction in purchase carbon emissions
Business Travel	-1.3%	10% reduction of business travel
Pensions	-5.2%	Cut fund impacts by 25% by switching to fossil free funds
Total company impact	-11%	

Key actions:

- Obtain total company carbon footprint data from all cost of goods suppliers and our share of their sales revenue (or at least for key suppliers and pro-rata the rest).
- Get actual pension carbon footprint information and highlight to staff more sustainable pension options.
- Consider lower carbon office purchases, including laptops
- Move all offices to renewable energy at the end of current contracts.

Carbon offsetting with positive social and economic impact

We use only Gold Standard VER (Verified Emission Reduction) offsets from reputable projects that have a genuine impact on humanity. Through [Climate Impact Partners](#) (a certified B Corp) we have offset 110% of our scope 1 and 2 carbon emissions (30 tCO₂e) at a cost of £12 per tonne.

Gyapa efficient cookstoves, Ghana

This project supports local entrepreneurs in manufacturing and distributing safe, efficient cookstoves to households in Ghana. The Gyapa stove reduces charcoal use by up to 50%, saving families money and cutting down on harmful smoke emissions.

Since 2007, nearly half a million Gyapa stoves have been sold in Ghana, improving the lives of over 2.4 million people and saving them more than \$35 million in fuel costs.

Bondhu Chula clean cookstoves, Bangladesh

Carbon finance covers 50% of the installation costs for Bondhu Chula clean cookstoves in Bangladesh through local partners, supports after-sales services, and helps subsidise the stoves' prices, making them affordable for users who might otherwise not be able to afford them.

Additionally, carbon finance is essential in building a sustainable market for clean cookstoves in Bangladesh by funding capacity-building initiatives that train local stove entrepreneurs and manufacturers.



[Gyapa Efficient Cookstoves, Ghana](#) | [Climate Impact Partners](#)



[Bondhu Chula Stoves, Bangladesh](#) | [Climate Impact Partners](#)

South African BBBEE - social-economic development

Math-U

In 2024, QBS acquired 100% of the shares of Maxtec, a leading South African software company with the highest Level 1 B-BBEE rating. Maxtec's commitment to transformation is reflected in its focus on socio-economic development, a key pillar of the Broad-Based Black Economic Empowerment (B-BBEE) framework. One of Maxtec's standout initiatives is its support for Math-U, a charity dedicated to improving maths and science education by providing bespoke A.I driven learning pathways for high school students in underserved communities in South Africa.

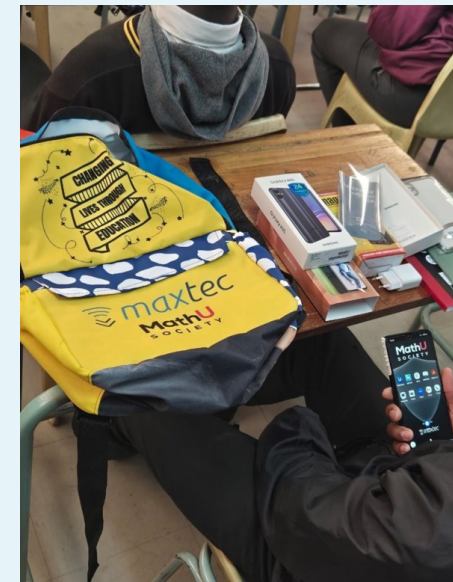
As part of Maxtec's integration into the QBS group, we are adopting an approach by funding Math-U projects in alignment with our company values, rather than offsetting Scope 3 emissions during this period. In FY2024 we have donated the equivalent of 395 tCO₂e at a cost of £12 per tonne.

Currently, Maxtec sponsors 50 students in Soweto and we plan to expand Math-U's tailored maths and science programs to reach more students. These programs incorporate solar-powered electronic devices to enhance learning and equip students with vital digital skills. Math-U also diligently tracks, monitors, and assesses student progress, ensuring personalized support and fostering ongoing academic growth.

<https://www.mathu.co.za/>

<https://www.mathu-society.co.za/>

<https://youtu.be/TnmGpuAIW6E?si=-LdRo271qVLIDQr4>



ESG scorecard (selection)

ENVIRONMENT

Achieved	FY20	FY21	FY22	FY23	% change (FY23 vs FY22)	FY24	% change (FY24 vs FY23)	FY25 target
Total energy kWh	144,417	109,745	121,658	110,968	-9%	106,922	-3.6%	-3.8%
<i>Change vs FY20</i>		-24%	-16%	-23%		132,038 <i>including Turkey</i>	-	
kWh/employee	1,828	1,037	958	834	-13%	732	-12%	
<i>Reduction vs FY20</i>		-43%	-48%	-52%				
Carbon emissions (tonnes CO2e)		FY21^[1]	FY22	FY23	% change (FY23 vs FY22)	FY24	% change (FY24 vs FY23)	FY25 target
Scope 1		0.5	2.69	4.0	49%	3.5	-13%	
Scope 2		27.4	6.60	15.9	143%	11.7	-26%	-2.9%
Scope 3		6.3	130.1	261.2	101%	548.5	110%	
Pensions ^[2]		-	-	146.6	n/a	201.3	37%	-5.2%
Turkey ^[3]		-	-	-	-	13.6	-	
Total		74.2	139.4	427.7	207%	779	82%	-11%
Emissions per employee		0.7	1.2	3.2	167%	5.3	66%	
Emissions offset		110%	110%	110%	-	110% ^[4]	-	110%

^[1] Since FY21 we have changed and expanded our carbon footprint reporting methodology.

^[2] For the first time in FY23 we have included pensions in our footprint which are outside the UN GHG protocol requirements.

^[3] We have included Turkey's electricity emissions only for this period.

^[4] For the period FY24 we have offset 110% of our scope 1 and scope 2 emissions. For our scope 3 emissions we have funded community projects in South Africa. See page 17 for more information.

ESG scorecard (selection)

GOVERNANCE

Achieved	FY21	FY22	FY23	FY24	FY25 target
Ethical incidents	0	0	0	0	0

EMPLOYEES

Achieved	FY22	FY23	FY24	FY25 target
Employee satisfaction (strongly/somewhat agree)	91%	90%	90%	92%
eNPS score ^[5]	n/a	50	57	45 ^[6]

DIVERSITY

Achieved	FY22	FY23	FY24	FY25 target
% staff are women - U.K	39%	49%	44%	45%
% staff are women - France	-	-	70%	70%
% staff are women - Germany	-	-	58%	60%

^[5]The employee Net Promoter Score (eNPS) is a metric used by employers to assess employee loyalty. The average eNPS is 14 (source AIHR.com 2024).

^[6]The target for FY25 is lower because the eNPS score will now include Turkey and South Africa and so the new target reflects this.

Workers

We listen attentively to all our colleagues and believe that the company is shaped primarily by them to meet the needs of our partner and publisher network.

What we did up to July 2024:

- The roll out of our enhanced EVP initiative.
- New leadership in Human Capital.
- Employee Resource Group - QBS Women's Group.
- Annual employee awards.
- Improved mental health support.
- Introduction of a Learning Management System (LMS) and a future learning framework including specialist, management and professional C.P.D.
- Sustainable merchandise for significant life events.

What we are planning:

- Annual sales kick-off events, U.K, France and Germany
- Introduction of a new pay benchmarking tool initially for the U.K and later to be adopted across the whole group.
- Development of a career pathway framework to support employee development.
- Introduction of succession planning methodology to enhance employee retention and growth.
- Deployment of management and leadership development training across the group.
- Roll out one integration approach to acquisitions spanning people, process and technology.

INVESTORS IN PEOPLE®
We invest in people Gold



Community

What we did up to July 2024:

- Our CEO has continued his commitment to give 5% of his time to mentor [young entrepreneurs](#) and assist other businesses on their sustainability journey.
- We have sold software at discounted prices to 'not for profit' enterprises.
- In Munich we held a charity treasure hunt.
- We have maintained our WEEE charity partnerships in the UK, France and Germany.
- In the UK, Germany and France we donated winter food hampers to several local charities and foodbanks.
- Feed the homeless volunteering in Germany.

What we are planning:

- Sponsorship of a German American Football team.
- We are setting up a charitable foundation in South Africa.

"In today's corporate world, the ability to collaborate with people from diverse values and cultures is extremely important. Fostering inclusion and community engagement is a vital part of our internal culture."

Therese Stevinson, Sustainability and Diversity Officer, QBS Technology Group



QBS Software GmbH
1,151 followers
4mo • Edited

🌲 This is a special time of the year and a very special post from us.. 🎅
Marcus Denner and **Anabel Schumann** recently took part in the Charity Kältebus where they went around the city, providing hot meals to homeless individuals during the chilly winter. 🚐
A Big Thank You to our special team of Marcus and Anabel for their kindness and dedication to making a positive impact! 🙌

Your efforts truly embody the spirit of giving and reflects the values we hold dear here at QBS. Let's continue to brighten lives and bring hope to those around us. Together, we can make a meaningful impact 🙌.

#QBSGivesBack #CharityKältebus #FestiveGiving #CommunitySpirit
#QBSCommunity #wherethegreatpeopleworktogether

Enrica Ragusa
Dec 18, 2023 • Edited

Seen by 86 ...

This year, QBS France employees took part in the "Solidarity Christmas Box" initiative proposed by the XIII district Town Hall. 📦

💡 It was a deeply rewarding experience, reminding us how solidarity can transform the festive season for those going through difficult times. Each of the boxes filled with love and generosity that we have prepared will help to bring a smile to the faces of our fellow citizens. 🌲

#SolidarityChristmas #QBS #Solidarity #Community

QBS Technology Group
600 followers
5mo • Edited

🌲 #Christmas is a time for sharing warmth and embodying generosity 🌲 This season, #TeamQBS UK is bringing this spirit to life by participating in the Silklife Foodbank's "Reverse Advent Calendar Challenge".

We've been gathering food, essential items, and family games to create special Christmas Hampers. They will be delivered to homes throughout Macclesfield and Bollington, brightening the festive season for many families. Proudly, we've already assembled 2 complete hampers 📦

Join us in making this festive season warmer for everyone. You can follow #SilklifeFoodbank on Facebook (link in the comments) to make your #donations and be a part of this joyous effort 🙌



Thrilled to share a heartwarming moment - our QBS team is proud to support Hilfe für kids with a generous donation! 🌟

About 'Hilfe für kids'
'Hilfe für kids' is an initiative of the 'Kreisjugendring Munich' (Munich District Youth Council), an association consisting of a working group with almost 70 of Munich's youth organisations, 50 municipal leisure facilities and 8 day-care centres for children to support the transition from school to work.

'Hilfe für kids' focuses on children and young people who grow up in disadvantaged circumstances who do not receive sufficient support and encouragement.

Every child deserves a chance to dream, learn and grow. Together, let's create brighter futures and spread joy! 🧡💙

#givingback #charity #socialimp



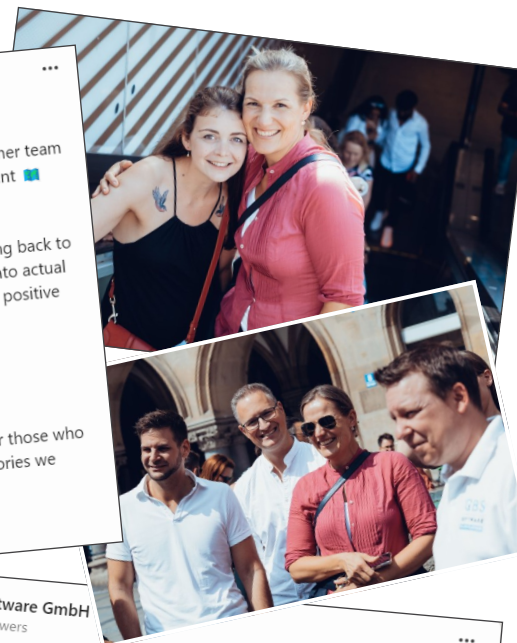
QBS Software GmbH and Nordics teams had an amazing time at our summer team event in Munich! From delicious Bavarian Pretzel lunch 🥨 to a treasure hunt 🗺️ across the city, the day was filled with laughter and teamwork.

But what made this event even more special was our commitment to giving back to the community. Each team's points in the treasure hunt were translated into actual donations for different social organisations! We were delighted to have a positive effect with our contributions:

- 🌟 750 € for a children's charity
- 🌟 150 € for a greener city
- 🌟 125 € for homeless people

We turned fun and games into something meaningful and impactful for those who need it most. It was a great way to enjoy the day and cherish the memories we created together 🌟

#TeamQBS #teamworkmakesthedreamwork #socialimpact



🌟🌟 Exciting News Alert: QBS wins International Company of the Year (£40m+) at Insider Media's international trade awards.

We are really pleased that the judges were impressed by our testimonials, B-Corp status and exports into Germany, France, Sweden, Botswana and Kenya.

This victory is a shared triumph for every team member, client, and partner who has contributed to our remarkable journey. It's a celebration of collective achievements and shared aspirations.

Congratulations, **#teamQBS**, on being crowned International Company of the Year (£40m+)! Here's to many more years of success and growth. 🙌



🌱 Celebrating the Spirit of Giving at QBS Christmas Party!

Last Thursday, the QBS Software GmbH family came together to not only celebrate the joy of the festive season but also to make a meaningful impact through **The Hand Project**. 🧡

🧡 **The Hand Project:** Transforming Lives, One Hand at a Time.
This incredible initiative aims to provide prosthetic hands to individuals who have lost theirs due to various reasons. Through collaboration with NGOs and dedicated volunteers, the project brings hope, independence, and a new beginning to those who deserve it most.
Each prosthetic hand represents a story of resilience, courage, and the power of community coming together. By supporting the Hand Project, we are not just giving a prosthetic hand; we are giving back the ability to grasp life, work, and create a future filled with possibilities.

🧡 Thank You to Our Amazing Team and Everyone Involved!
Together we can make a BIG difference!

#QBSChristmas #H



We're proud to be recognised by **CRN UK** as the **#BCorp** of The Year 🌟 This recognition deeply resonates with us, affirming our commitment to impactful change, aligned with **B Lab's** ethos - **do no harm and benefit all**.

In 2023, we achieved significant milestones: achieving carbon neutrality, launching worker engagement and well-being initiatives, and more. Discover our 2023 story (link in the comments 📄).

Proud and driven, we're on a mission to do more. Stay connected with **#TeamQBS** to be part of our continuing journey to make a lasting difference!

#Impact #Innovation #Sustainability
#SustainabilityInTech

Customers

What we did up to July 2024:

- Invested in Version 9 of our tooling with an AI chatbot entering into Customer Beta.
- Set up a dedicated Customer Success Team to assure the success of our customers.
- Improved our NRR (Net Retention Rate) by over 300 bps.

What we are planning:

- Launch our new global website.
- Grow our business internationally to allow more countries access to QBS.
- Add on enhanced co-selling functionality to our tooling to help our customers improve penetration and coverage into their enterprise base.



“We highly value our partners. With access to over 10,000 software publishers and 100 dedicated licensing specialists, our customers can immediately source the specific software that they require delivered on time and on budget.”

Andreea Dumitrescu, Managing Director

QBS Technology Group



Governance

What we did up to July 2024:

- ISO 14001, ISO 9001 and ISO 27001 recertification.
- Carried out our ESOS energy audits and assessment across the UK offices and submitted the notification of compliance to the Environmental Agency.
- We have voluntarily reported our carbon emissions in our annual report and to CDP.
- Employed a solicitor apprentice.
- Progressed with extending our policies and procedures across the group.
- Added Remcom, Auditcom and Riskcom to our COM.
- Integrated AI risk mitigation into our COM.
- Standardising our group I.T infrastructure around best in class technology.
- Third party/vendor risk management.

What we are planning:

- Updating v2.0 of our GRC (Governance, Risk management and Compliance).
- Updating and aligning policies and procedures across the group.
- Integrating risk management processes into recently acquired companies.
- ESOS Compliance.
- Overhaul of data protection programme.
- Updated sanctions and bribery compliance programmes.



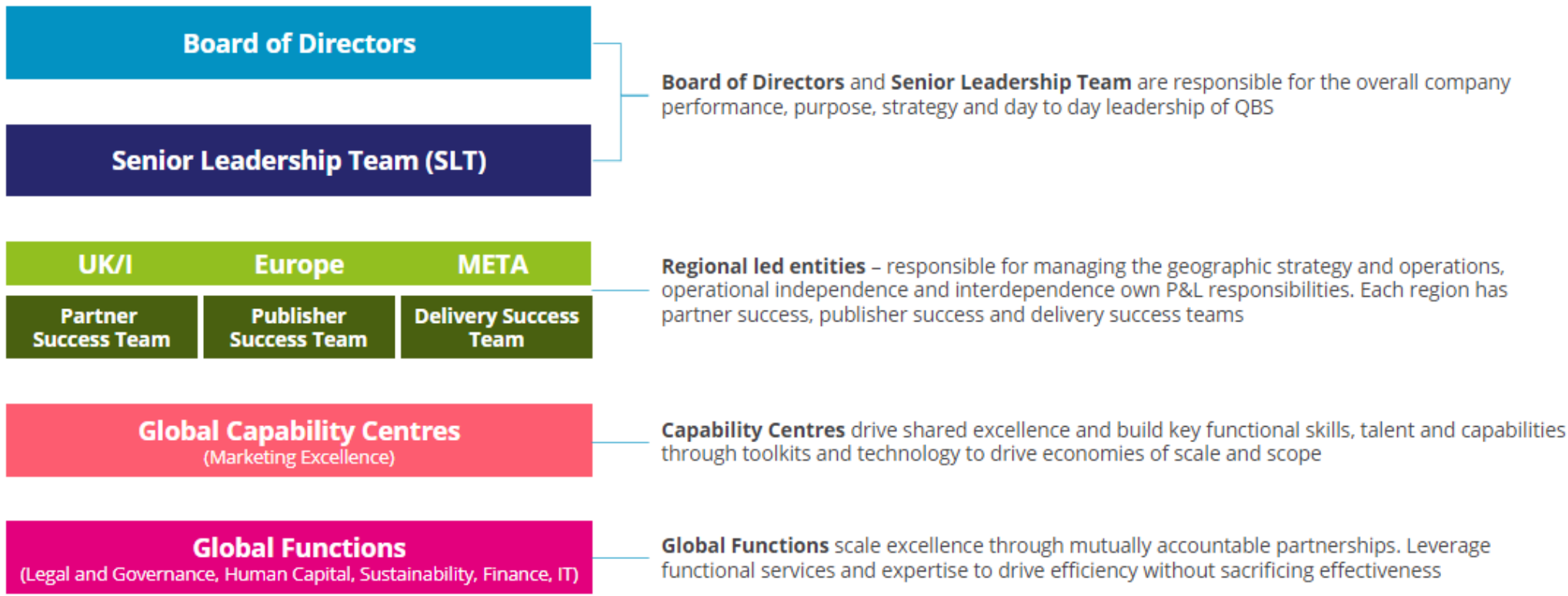
“Good governance connects our day to day business issues with our purpose. As the board implements this policy consistently, we will influence behaviour right through the group and this in turn will become apparent to all of our stakeholders.”

Steve Turner, Company Secretary

QBS Technology Group

QBS Technology Group Corporate Operating Model - Organisation

Main Responsibilities



Thank you!

Thank you for reading our 2024 Carbon Footprint and B Corp Impact Report. We hope you have enjoyed finding out more about QBS Technology Group and our commitment to making our business a force for good.



Feedback

Every effort has been made to prepare this report to the best reasonable level of accuracy possible. We welcome feedback and suggestions for its improvement as well as other actions we might take to become more sustainable. Please email any suggestions to sustainability@qbssoftware.com

Carbon footprint assumptions and methodology

Our carbon footprint was prepared by Empathy Sustainability Ltd, June 2024 and was measured following the GHG Protocol guidelines and specifically following the methodology of Climate Impact Partners' 2024 Carbon Neutral Protocol.

Boundary

We have expanded the boundary to include cost of sales.

We have included energy for Turkey based on a 60% share.

Exclusions

QBS are in leased offices, and it is difficult to get a/c regas information

QBS recently acquired a 60% stake in a Turkish business. Turkey energy is included but other emissions data are not available yet.

Shipping for purchased items has been excluded, deemed to be relatively insignificant anyway.

Assumptions—methodology

B Corp fees and ISO compliance etc uses "legal fees" emissions factor

Motor & Travel Costs - Subsistence is assumed to be Food and Beverages

Motor & Travel Costs - Travel (Non-Motor) are assumed to be Food and Beverages

Business entertainment is assumed to be Food and Beverages

Purchases - Marketing - Mailshots & Promotions assumed to be half printing and half postage

Have used UK DEFRA emissions factors for France & Germany (excluding energy)

Fixture and Fittings have been given same emissions factor as furniture

All offices are leased. Waste is estimated at 2kg per person per office day.

Business travel in a private car, where there the employee normally takes public transport to work, is assumed to be a medium diesel.

Hybrid vehicles were assumed to be Hybrids, rather than Plug-in Hybrids.

French & German public transport use UK emissions factors

Water & Waste Water: All figures calculated pro rata based on Wembley actual use per person.

Waste data is estimated based on 2kg per person per office day

Couriers: UK DPD is carbon neutral. Germany was calculated with DEFRA Table 13 (2019) spend factor.

Emissions factor sources:

UK Grid: UK Govt Conversion Factors 2023

Germany and France Grid: <https://www.nowtricity.com/country/>

Germany and France WTT: <https://www.climatiq.io/data/emission-factor/26589551-4a08-41b3-b3d2-be8ed7f704a6>

Germany and France T&D: <https://www.enerdata.net/estore/energy-market/>
<https://www.roadrunnerwm.com/blog/office-worker-waste-generation>



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