

Environment

Maintaining a minimal environmental footprint

By the nature of what we do, and by having the majority of our employees in a single location, we have a relatively small impact on the environment.

However, we remain alert to the risks and opportunities presented in transitioning to a low carbon economy and we are committed to minimising our environmental footprint through initiatives such as discouraging printing and running a paper collection and recycling programme. The latter has resulted in the equivalent of 640 trees being saved in 2018¹.

We recognise that some degree of printing is inevitable in an office-based environment and we ensure the print cartridges we use are 100% recycled.

In 2018, we achieved ISO14001 in Environmental Management through a series of initiatives including the formation of an Environmental Committee and the conversion of office lighting to more efficient LED lights.

Additionally, we have installed car charging points at our Wolverhampton offices. The charging points are provided free of charge for employees with electric or hybrid vehicles, supporting our colleagues' efforts to reduce their own environmental footprints.

Greenhouse gas emissions

We continue to take a beyond-compliance approach that includes operational control of facilities, purchased electricity and business travel associated with our business activities. At present, activities outside of our operational control, such as supply chain emissions and employee commuting are excluded due to the lack of available data.

Using the DEFRA Environmental Reporting Guidelines (June 2013) and DEFRA Conversion Factors 2018 (except for hotel stays, where publicly available industry information has been used), emissions of all greenhouse gases have been assessed and we have reported on all of the emissions sources required under The Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013.

Despite a 19% rise in the number of employees and the opening of a brand-new office building part way through the year, total greenhouse gas emissions only rose by 2% compared to the 2017 baseline. This was influenced by the need for more office space, the introduction of gas heating and an increase in business travel. Nevertheless, there was a 6% reduction in emissions related to electricity consumption and also improvements in waste disposal. Substantial employment growth balanced by stable absolute low carbon emissions allowed us to achieve a 21% reduction in greenhouse gas emissions per employee.

Greenhouse gas emissions	2018	2017
Emission source	Tonnes CO ₂ e	Tonnes CO ₂ e
Combustion of fuel	158.05	128.69
Operation of facilities	3.15	3.86
Purchased electricity	272.35	290.69
Total greenhouse gas emissions	433.55	423.24
Total emissions per employee (FTE)	0.68	0.86

The above figures have been independently verified by a UKAS accredited Certification Body, Interface NRM Ltd.

Directors' approval statement

The Strategic report, as set out in pages 2 to 57, has been reviewed and approved by our Board of Directors.



Ian Lonergan
Chief Executive Officer
13 March 2019



Sebastien Maloney
Chief Financial Officer
13 March 2019