



ITGL Carbon Reduction Plan

Published April 2025
Next review and update due in October 2025

Commitment to achieving Net Zero

ITGL is committed to achieving Net Zero emissions by 2025.

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.

Baseline Year: Oct 1st 2023 – September 30th 2024	
Additional details relating to the baseline emissions calculations.	
<p>ITGL has been publishing carbon emissions data since 2022. In February 2024, ITGL was acquired by Conscia, a European provider of mission-critical IT infrastructure within networking, cyber security, and cloud. Consequently, ITGL has undergone substantial organisational change and restructuring. We have created a new baseline to reflect this change, and bring our reporting period in line with the wider Conscia group.</p> <p>Our calculations include Scope 1, Scope 2, and a subset of Scope 3, according to the data available to us at this time. Our Scope 3 data includes:</p> <ul style="list-style-type: none"> • purchased goods and services • capital goods • business travel • employee commuting <p>Some of our calculations are estimated, but all have been completed according to industry best practice, using the best and latest data available, and adhere to the Greenhouse Gas protocol Corporate Accounting and Reporting Standard. We have used the SME Climate Hub and Ecometrica to support our calculations.</p>	
Baseline year emissions:	
Emissions	Total (tCO₂e)
Scope 1	0
Scope 2	1.43
Scope 3	630.84
Total Emissions	632.27

Emissions reduction targets

We remain committed to achieving net-zero emissions in 2025.

We recognise that in order to achieve this, we will need to invest in responsible, independently verified offsetting projects ahead of our target date.

We also remain committed to continually reducing our carbon emissions relative to our business growth over the next five years. We aim to reduce carbon emissions relative to revenue, and carbon emissions per employee. This will reduce the need for offsetting in future, and ensure that our commercial growth remains environmentally response and sustainable.

In addition to policies set at Conscia group level, our internal sustainability discussion group meets monthly to review carbon data, and drive policies and projects to reduce our carbon emissions where possible. The group are now in the process of analysing data and setting targets for the next five years.

A brief summary of our current policies and projects, and planned future projects, is provided below.

Carbon reduction projects

The following environmental management measures and projects have been completed, implemented, or maintained since our last report, demonstrating our continued commitment to the reduction of emissions. These measures will continue to be in effect until our next reporting period.

- Attainment of and continued adherence to ISO14001
- 100% renewable energy tariffs in place at our office premises
- Changes to our company travel policy, including avoidance of flights where possible, active encouragement of use of public transport, and car sharing incentives. 80% of employees travelling to Cisco events in Europe did so by train in 2023, instead of flying.
- Implementation of an employee electric car lease scheme. 7 staff members have made use of the EV scheme since its introduction in early 2023.
- Hybrid working policies for all employees, reducing commuting and company travel
- Commitment to the WEEE directive for recycling and waste disposal
- 80% reuse or recycling of all cardboard packaging through our warehouse
- Creation of a cross-company sustainability focus group to continue to drive carbon reduction initiatives throughout the organisation
- Changing company merchandise to sustainably produced options, such as recycled and recyclable stationery. In the last 12 months we have sourced more environmentally friendly company clothing, choosing to work with a family business local to our Portchester office to source and embroider company hoodies. Our suppliers source hoodies made from eco-cotton, and sustainable cotton embroidery threads. We are proud to support this local family business and minimise the carbon footprint associated with the delivery of these products due to their proximity to our office. In terms of merchandise, we have reduced the quantity of merchandise bought over the last 12 months – at two events so far this year, we have substituted event merchandise with charitable donations.

We plan to implement further measures such as:

- Invest in responsible, independently verified offsetting projects that offer added social value to communities

- Changes to the company travel policy, including the prioritisation of 'green' hotels for overnight stays and setting an annual travel carbon budget
- Further review of our merchandise, reducing the merchandise purchased for events.
- 100% reuse or recycling of all cardboard packaging through our warehouse by the end of 2025
- A review of our purchasing policies, with the aim of reducing the purchase/replacement of capital goods and the carbon emissions associated with manufacture
- Regular newsletter updates to the company to raise awareness of carbon reduction and other sustainable initiatives
- Continued monthly meetings of the sustainability focus group to drive carbon reduction initiatives with regular recording/reporting of activities above and beyond mandatory annual reporting
- Engagement at group level to share and implement best practice
- A commitment to continually widen our Scope 3 analysis as more data becomes available to us, increasing the accuracy of our reporting.

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

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.

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:

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Date:



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