



# Carbon Reduction Plan

Published January 2023 to be reviewed April 2023

## 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.

|   |                                 |
|---|---------------------------------|
| <b>Baseline year:</b> September 2021 – August 2022  |                                 |
| <b>Additional details relating to the baseline emissions calculations:</b>  |                                 |
| ITGL is working with ClimatePartner to calculate our Scope 1, 2, and 3 baseline emissions, using the period September 2021 to August 2022 as our baseline year. This is an ongoing project, currently nearing the end of the Scope 3 data collection phase. Final calculations for all scopes are only available when the final report is delivered. We expect ClimatePartner's full report within a month of the completion of data collection, and will update this Carbon Reduction Plan accordingly as soon as the report is available. |                                 |
| <b>Baseline year emissions:</b>   |                                 |
| <b>Emissions</b>  | <b>Total (tCO<sub>2</sub>e)</b> |
| Scope 1   | tbc                             |
| Scope 2   | tbc                             |
| Scope 3   | tbc                             |
| <b>Total Emissions</b>  | tbc                             |

Following the publication of our baseline data, emissions data will be updated and reported annually.

## Emissions Reduction Targets

ITGL will set annual emissions reduction targets for the next five years, based on our baseline data from the reporting period September 2021 to April 2022, once our baseline data has been calculated, authenticated, and published. We are currently working with ClimatePartner to achieve this. We remain committed to achieving net-zero emissions by 2025 and have proactively implemented a variety of carbon reduction projects in order to facilitate this. A brief summary of those projects, and planned future projects, is provided below.

## Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented prior to or during the engagement of ClimatePartner to calculate our baseline emissions, demonstrating our continued commitment to the reduction of emissions while our baseline is calculated. These measures will continue to be in effect.

- Attainment of and continued adherence to ISO14001
- Changes to our company travel policy, including avoidance of flights where possible, active encouragement of use of public transport, and car sharing incentives
- Implementation of an employee electric car lease scheme
- 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

We plan to implement further measures such as:

- Changes to the company travel policy, including the prioritisation of 'green' hotels for overnight stays
- Changing company merchandise to sustainably-produced options, such as recycled and recyclable stationery
- A review of the energy provision at our Portsmouth office and warehouse
- 100% reuse or recycling of all cardboard packaging through our warehouse
- Continued fortnightly meetings of the sustainability focus group to drive carbon reduction initiatives with regular recording/reporting of activities above and beyond mandatory annual reporting

## Declaration

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions will be 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 will be reported in accordance with SECR requirements, and the required subset of Scope 3 emissions will be 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 agreed by ITGL's directors.

Neil Pemberton  
Co-CEO

Date: 10 January 2023

Date for review: April 2023

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