

Ganymede Solutions Limited – Carbon Reduction Plan

GANYMEDE'S COMMITMENT

Ganymede Solutions Limited (Ganymede) is committed to achieving Net Zero greenhouse gas emissions by 2040.

BASELINE EMISSIONS

Ganymede have committed to set near-term companywide emission reductions in line with climate science with the Science Based Targets initiative (SBTi).

We are using 2024 to establish our baseline data to include Scope 3 emissions, on which we will set our reduction targets in line with our commitment to SBTi. This calculation will be completed in Q1 2025 in line with recognised methodologies and published in April 2025, upon which this Carbon Reduction Plan will be updated. We have engaged environmental consultants, utilising a dedicated carbon accounting platform to support this activity.

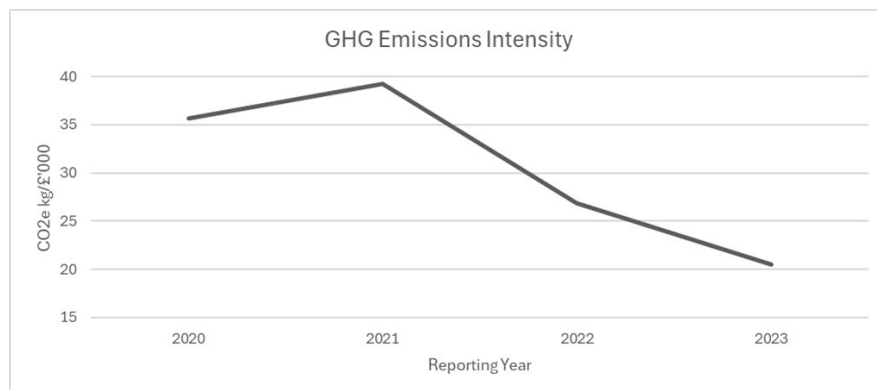
CURRENT EMISSIONS REPORTING (2023)

The company's carbon emissions and energy usage in 2023 were as follows:

		2023 t CO ₂	2022 t CO ₂	2023 MWh	2022 MWh
Direct emissions					
Combustion of gas and use of fuel for transport	Scope 1	1,866	1,742	7,913	7,340
Indirect emissions for own use					
Purchase of electricity	Scope 2	0.1	0.1	447	547

Note: We are now utilising a dedicated carbon accounting platform, alongside environmental consultants to measure our emissions which will include the continued measurement of Scope 1 & 2 emissions alongside the introduction of accurate measurement of Scope 3 emissions to comply with the requirements set out in PPN 06/21.

The company has seen consistent revenue growth over the past few years and whilst this has led to an increase in total scope 1 and 2 emissions, the work we have done to improve our fleet and manage our fuel usage has reduced our Green House Gas intensity by over 42% since 2020 as demonstrated below:



ENVIRONMENTAL MANAGEMENT MEASURES TO REDUCE CARBON

Whilst we compile our 2024 data as our baseline, and establish our science based targets, we have implemented a number of interim measures to reduce carbon across the business. These form part of our Environmental Management System (EMS) which currently provides a framework for managing and reducing our impacts and is certificated to ISO 14001:2015.

Our current initiatives will be further reviewed once we set our science based targets to ensure that they go far enough to reach our business ambition.

We also include social and economic impacts in our EMS and ensure that our development as an organisation is sustainable in line with the UN Sustainable Development Goals (SDG's). The SDG's recognise that "ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests".

Through our Environmental Impact Team, we have already committed our efforts to the areas we can have the biggest impact.

Our current carbon reduction actions are detailed below.

Transportation

Business travel produces our most significant environmental impact, green house gas emissions are increasing, causing global temperatures to rise beyond what the planet can sustain. We must take action to limit this rise to 1.5°C to protect people and the planet from further harm (SDG 13).



As a labour supply agency reducing our business travel to zero is not a realistic option. Instead, we are working hard to utilise local labour where possible to reduce the distances travelled. The nature of our contracts means that work is often undertaken in anti-social hours, with the requirements to take extensive PPE/equipment to site and worksites are often not accessible by public transport. In addition, we continue to aim to reduce our emissions by using alternative fuel sources.

Meetings are regularly held on Teams to reduce the amount of business travel required, some meetings are required to be face to face and although Managers have electric cars, we are compiling a Sustainable Travel Policy to help staff select the most appropriate form of transport for their journey.

We also recognise that staff commuting has an environmental impact. The choices we make can ultimately impact our health and wellbeing (SDG 3) so we want to provide facilities to enable staff to choose low-carbon options whilst enabling them to stay healthy and well.



It's important to us that we advocate environmentally responsible travel to our staff and our objective is to positively influence commuting choices by providing information and support

schemes to keep the commuting footprint of our staff as low as possible. At our headquarters we have a secure bike shed, showers to facilitate walking, running or cycling to work.

Our completed carbon reduction initiatives

- GPS-enabled fleet management/Telemetry system to monitor routes, reduce idling, and optimize trip planning, minimising unnecessary mileage and fuel use. In line with this a Fleet Maintenance Programme has been implemented to ensure regular maintenance to optimise fuel efficiency, reduce emissions, and extend the life of each vehicle
- Implemented monitoring to check tire pressure, oil levels, and engine efficiency
- Eco driver training provided to all operatives and staff to educate on fuel-efficient driving habits, such as reduced idling, smooth acceleration, and optimal speeds
- Provision of a cycle to work scheme to allow staff to purchase a bike (including electric) through a salary sacrifice scheme
- Updated all our company cars to fully electric
- Implemented a staff salary sacrifice electric car scheme including installation of home charging points
- Installed 12 new EV charging stations at our Head Office

Our carbon reduction targets

- Continue to review alternative fuel sources to look for sustainable business options
- Monitor use of local labour and look for ways to increase the % of local labour delivered
- Sustainable Travel Policy to be implemented 2025

Energy Consumption

Powering our computers as well as heating and cooling the buildings we work in uses energy. We're committed to running our buildings as efficiently as possible, ensuring we minimise our energy use without negatively affecting our operations, and aim to support the transition to clean, renewable energy where possible (SDGs 7 and 13).



The majority of our offices are leased and access to exact energy usage can be challenging to recover from our landlords, when leasing buildings we consider the environmental impacts in advance, however, we are restricted by the number of serviced office options in the areas we work. Staff are encouraged to be energy efficient when in the office and we work with landlords to identify and make suggestions for improvement.

The majority of our IT equipment is leased, this enables us to have an optimum cycle for replacement to ensure we keep energy efficiency as a key focus. The old laptops are returned to the supplier to be re-used, re-purposed or re-cycled.

Our completed carbon reduction initiatives

- Monitoring of our energy use at our offices

- Installed LED lighting and motion sensor lighting in Head office
- Installed programmable thermostats to control heating, ventilation and air conditioning
- IT replacement scheme in place

Our carbon reduction targets

- Undertake energy audits of all our offices to look for opportunities for improvement
- Work with our landlords that don't already subscribe to renewable energy tariffs to encourage them to move over

Managing waste

Managing our waste is important to us and is something we and our staff can all contribute to, to reduce pollution and wasteful consumption (SDG 12). We recognise that our planet has finite resources available and the use of these resources is leading to habitat destruction. It is essential we reduce our waste and dispose of our waste in the least environmentally damaging way.



As our offices are leased, we are approaching our Landlords to understand the waste arrangements and encourage better measures be implemented. All staff have undertaken environmental training which includes the waste hierarchy, reduce, reuse, recycle.

Our completed carbon reduction initiatives

- Our Head office has achieved zero waste to landfill for the last four years
- Staff have undertaken environmental training including waste hierarchy

Our carbon reduction targets

- Undertake waste audit at all our offices and look for opportunities for improvement

WATER

Water is a vital and finite natural resource; we encourage our people to mitigate wasting water wherever possible in the offices (SDG 6 & 12).



It is difficult to measure our water consumption through our leased offices, however this doesn't mean that we shouldn't do everything we can to reduce the amount of water we use. Subsequently, in 2025 we will approach our landlords to identify how this is being managed and support them in making any changes necessary to reduce wasteful consumption.

Our completed carbon reduction initiatives

- We have dishwashers in our kitchens at HQ, we make sure they are full before we run them.
- Hot and chilled taps throughout a number of our offices which prevents kettles being overfilled and thus heating more water than necessary. It also provides instant cold drinking water, so people don't have to run the tap and wait for it to get cold.

Our carbon reduction targets

- Review flush systems in the toilets at all offices to look for dual flush and water reduction systems.
- Engagement with landlords to identify initiatives to reduce water consumption

Procurement

We are committed to working with suppliers and vendors committed to sustainability and reducing carbon footprints (SDG 12). We gather data from suppliers through our on-boarding process, this includes data on products (environmental/energy certification, ecolabels, fair trade etc), any recycling facilities and their carbon measuring maturity.



We work with a number of suppliers that are local to our regional offices, some are SME's and we undertake twice yearly face to face forums. We share environmental information as part of these events and encourage membership of Supply Chain Sustainability School for its invaluable resources.

Our completed carbon reduction initiatives

- Environmental, sustainability and social value questions added into our supplier questionnaire
- Offer Personal Protective Equipment (PPE) recycling at our offices through our supplier

Our carbon reduction targets

- Implement measures to monitor suppliers' performance in sustainability practice to aid improvement
- Review our purchase ledger and the carbon footprint of items, look for viable alternatives with a reduced carbon footprint
- Roll out some sustainable procurement training to staff that are involved in making purchasing decisions

Paper and print

We have made much progress in reducing our paper and print use over the last few years. As part of our environmental targets we have moved to more electronic record storage, implemented double sided printing policy. Trying to stop unsustainable consumption of natural resources (SDG 12) and preserve natural habitats (SDG 15) means that trying to reduce the amount of paper we purchase and printing we undertake.



We identified that one of the areas we used the greatest volume of paper and print in producing 'sign on' packs for operatives signing up with the company as part of the induction process. This has now been moved onto an online process.

Our completed carbon reduction initiatives

- Implement digital documentation processes to reduce paper waste and encourage digital signatures and online documentation storage
- Double sided, black and white print as standard
- Move the company induction online and provide electronic documents

Our carbon reduction targets

- Review paper use and paper purchase to ensure is it 100% recycled of FSC certified

Working from home

The global pandemic has demonstrated that working from home can achieve environmental and social benefits, reducing pollution from commuting and achieving a better work-life balance (SDG 3). However, working from home still has an emissions footprint so we want to encourage staff to reduce this as much as possible (SDG 13).



How we run our homes is a personal choice, so we cannot set a target to reduce this area of our footprint. Instead, we can positively influence staff to make informed decisions by providing advice and guidance.

Our completed carbon reduction initiatives

- All staff undertake environmental training that covers environmental tips that can be utilised at home to reduce their emissions

Our carbon reduction targets

- As part of our SBTi data collection, we will survey staff to gather data on home working

DECLARATION

Ganymede Solutions Limited are committed to achieving Net Zero greenhouse gas emissions by 2050.

We are currently calculating our baseline emissions footprint for 2024 in accordance with the requirements of Procurement Policy Note (PPN) 06/21 and the Technical Standard for Completion of Carbon Reduction Plans. We commit to completing this process by April 2025 and will update this Carbon Reduction Plan accordingly. Our current Scope 1 and Scope 2 emissions footprint, as disclosed in this plan, reflects our ongoing efforts to monitor and reduce greenhouse gas emissions and we are now utilising a dedicated carbon accounting platform, alongside environmental consultants to accurately measure our Scope 3 emissions.

This Carbon Reduction Plan has been approved by our board of directors (or equivalent management structure).