



STEMPOINT Carbon Reduction Plan

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Commitment to achieving Net Zero

STEMPOINT is committed to achieving Net Zero emissions by 2045 at the latest.

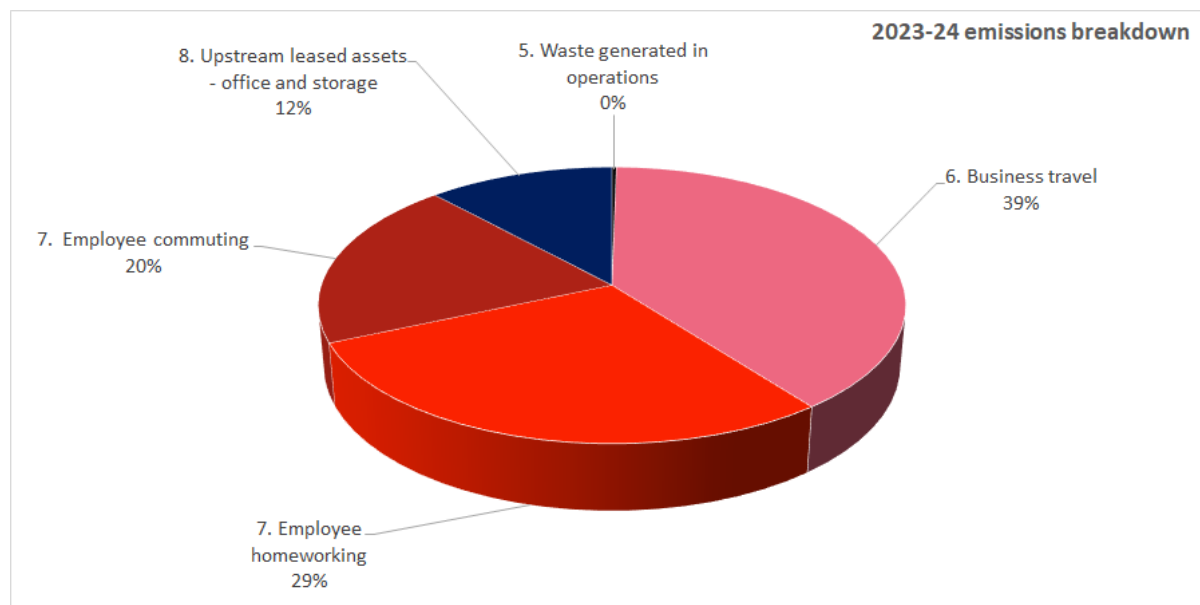
Baseline Emissions Footprint

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 formal strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Emissions	tCO₂e
For year: 01 August 2023 – 31 July 2024	
Scope 1 – Space and Hot Water Heating	0.00
Scope 2 - Electricity	0.00
Scope 3	13.80
Waste generated in operations	0.04
Business travel	5.43
Employee commuting	2.73
Employee home working	3.97
Upstream leased assets – office and storage	1.63
Total Emissions	13.80
Per Employee Emissions	1.25
Additional Details relating to the Baseline Emissions calculations	
<p>The figures in this report refer to emissions under STEMPOINT operational control. The conversion factors used are for location-based reporting. Part of this plan is to improve the scope and accuracy of data going forward. All data has been compiled with reference to and using data from:</p> <ul style="list-style-type: none"> • https://ghgprotocol.org/corporate-standard • https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting (2023 and 2024 data sets) <p>The figures and information used in calculations have been provided as accurate to the best of our knowledge and as far as practicable we have assumed that figures are representative of our operations. We undertake a continual process of improving our data quality. In the case that we identify any material changes, we may recalculate the data in the future.</p>	

Current Emissions Reporting

As baseline



Data

Assessment

Scope / category	Relevance (materiality based)	Data quality (1 = certain, 5 = uncertain)
Scope 1 – Space and hot water heating	Not applicable – leased office space	-
Scope 1 – Company fuel	Not applicable – leased office space	-
Scope 1 – Fugitive emissions	Not applicable – leased office space	-
Scope 2 - Electricity	Not applicable – leased office space	-
Scope 3		
1. Purchased goods and services	Low relevance and no data available*	-
2. Capital goods	Not applicable	-
3. Transmission and distribution (gas and electricity)	Not applicable	-
4. Upstream transportation and distribution	Low relevance and no data available*	-
5. Waste generated in operations	Low – estimated based on office use	5
6. Business travel	High – calculated from expense data	4
7. Employee commuting	High – calculated from average data	3
7. Employee homeworking	High - calculated from average data	3
8. Upstream leased assets	Low – estimated based on space used	5

9. Downstream transportation and distribution	Not applicable	-
10. Processing of sold products	Not applicable	-
11. Use of sold products	Not applicable	-
12. End-of-life treatment of sold products	Not applicable	-
13. Downstream leased assets	Not applicable	-
14. Franchises	Not applicable	-
15. Investment	Low – no data available from pension provider*	-

* will be reported when data is available

Data improvement plan

Our ambition is to work on:

3.1, 3.2, 3.4	Engage suppliers to encourage and support them to provide emissions data and carbon reduction plans.
3.6	Capture business travel data including distance and mode of travel at time of journey or expense claim
3.7	Capture commuting and home working data through time and attendance systems.

Longer term we will work with customers to understand their emissions and carbon reduction plans to identify where we can support.

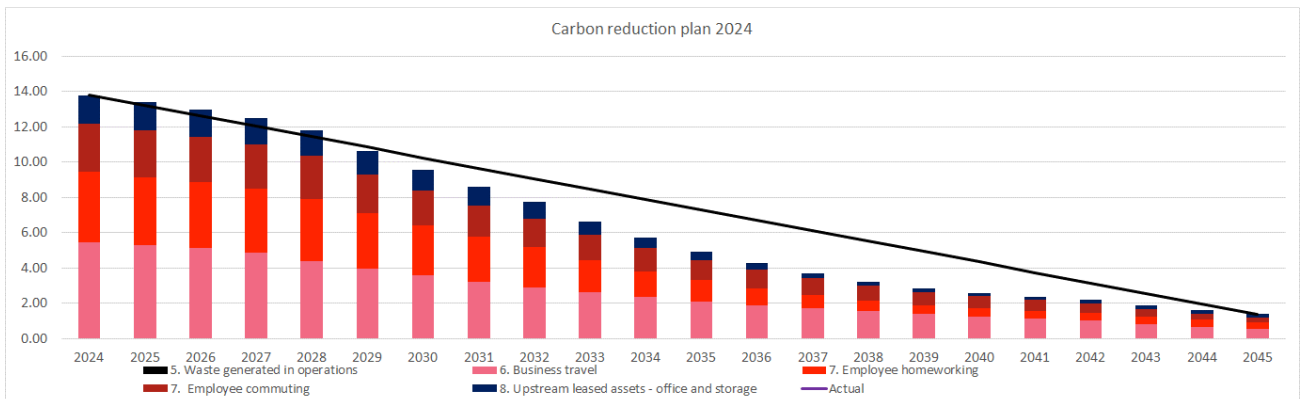
Emissions reduction targets

In order to progress to achieving Net Zero, we have adopted the carbon reduction targets detailed in the graph below.

These targets will be updated and recalculated as additional Scope 3 categories are added and data quality is improved (if changes create >5% variance in original calculations).

We project that carbon emissions will decrease to circa 9.5 tonnes by 2030. This is a reduction of 30% from our baseline year, on average a 5.1% year on year reduction.

Our reduction path is plotted below.



As our footprint is dominated by car travel, we have assumed an acceleration in reductions from adoption of lower carbon vehicles and fuels from 2030 based on current legislation and manufacturer plans.

The plan assumes some unavoidable emissions will remain by 2045, and these will be offset via a verified method of atmospheric CO₂ removal. We anticipate this path will change significantly over time as our options are evaluated and technology changes.

Completed carbon reduction projects

No measured savings from reduction projects in this reporting period

Future carbon reduction initiatives

1. Encourage and incentivise employees to transition to lower carbon vehicles upon replacement; including installation of EV charging points and consideration of EV salary sacrifice schemes.
2. Adopt a green travel plan.
3. Engage supply chain to understand and where possible support their carbon reduction plan development and delivery.
4. Engage customers to understand and where possible support their carbon reduction plan development and delivery.

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 standard¹, the Corporate Value Chain (Scope 3) Standard².and uses the appropriate Government emission conversion factors for greenhouse gas company reporting³.

The Scope 3 emissions reported have been calculated 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.

Signed on behalf of STEMPOINT:



Date: 10./10/2024

¹<https://ghgprotocol.org/corporate-standard>

²<https://ghgprotocol.org/standards/scope-3-standard>

³<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

Appendix – Calculations

All conversion factors applied to relevant units to generate Kg CO₂e.

3.5 Waste generated in operations

Waste figures assumed from typical office activity related to office usage, with split between incineration, recycling and landfill national averages, using the appropriate conversion factors.*

3.6 Business travel

Business travel mileage was estimated from business travel spend, then the appropriate car conversion factors were applied.*

3.7 Employee commuting and home working

Typical weekly commuting distances per week were multiplied by working weeks in the year and the relevant car size emissions factors* applied.

Full time equivalent working hours from home were had the relevant conversion factor* applied.

3.8 Upstream leased assets – office and storage space

Typical commercial office energy use per square metres were assumed for office leasing, and lighting use per square meter for leased storage space usage. The appropriate conversion factors were then applied.*

* Taken from <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting> for relevant years