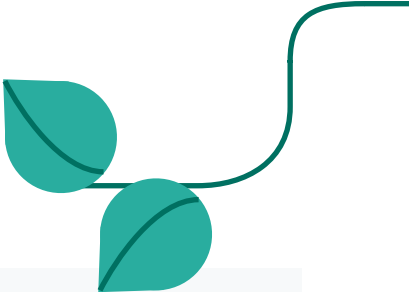




Carbon Reduction Plan

Contents



1	Our Footprint	02
	Our 2022-2023 Footprint	03
	Electricity	04
	Business Travel	05
	Employee Commute	05
	Purchased Goods & Services	06
	Waste Generated	06
2	Our Reduction Plan	07
	Reducing Emissions	09
	Decarbonisation Plan	09
3	Appendix	10
	Our Boundaries	11

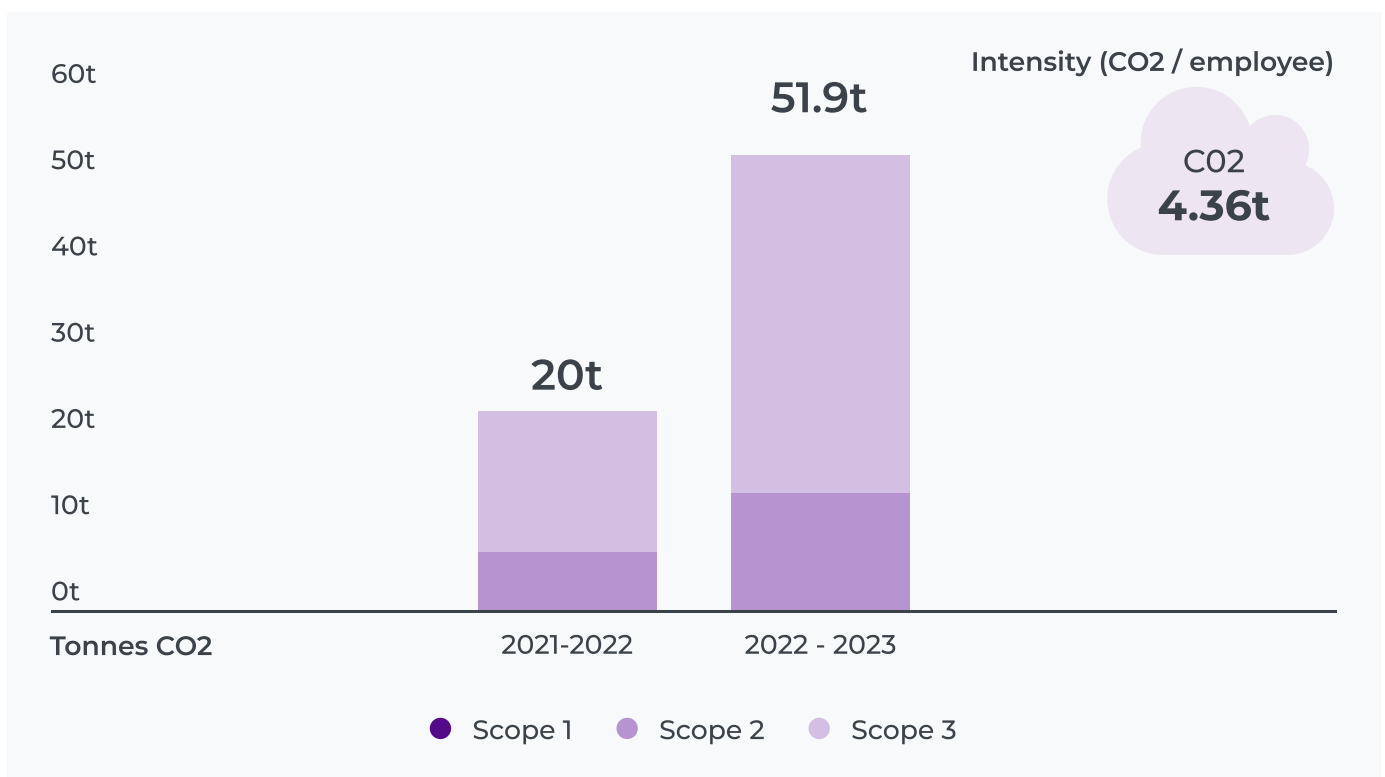
OUR FOOTPRINT

2022-2023 Footprint

Overview

Our 2023 Carbon Management Report is based on our footprint for the financial year July 2022-June 2023, which is our second carbon footprint, with 1 Jan 2021 - 31 Dec 2022 being our baseline. It's important to note that our while footprint has grown, this is in line with our business growth during this time. Like most service-based businesses, the majority of our footprint lie in Scope 3 (76%), meaning we'll need to engage and partner with our suppliers.

Total footprint



Footprint by category





Electricity

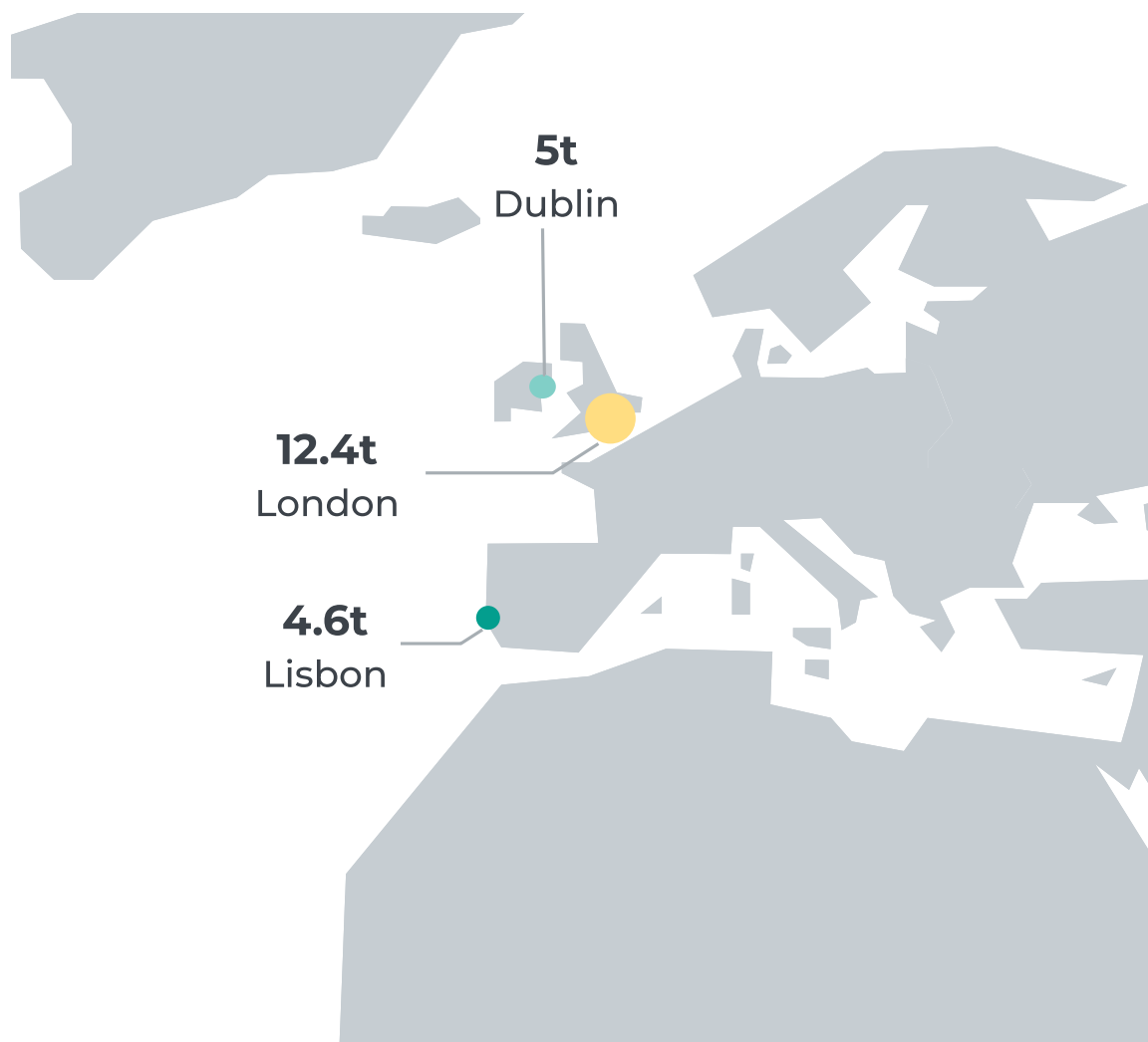
Electricity Breakdown

56% of our electricity emissions come from our office usage.



● Office Usage ● Working From Home

Electricity by Location

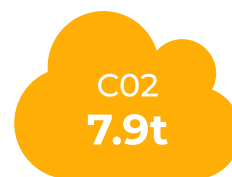




Business Travel

83% of our Business Travel emissions are from Air Travel.

Total CO2 Emmission



Breakdown



● Air travel ● Accommodation ● Accommodation ● Public transport

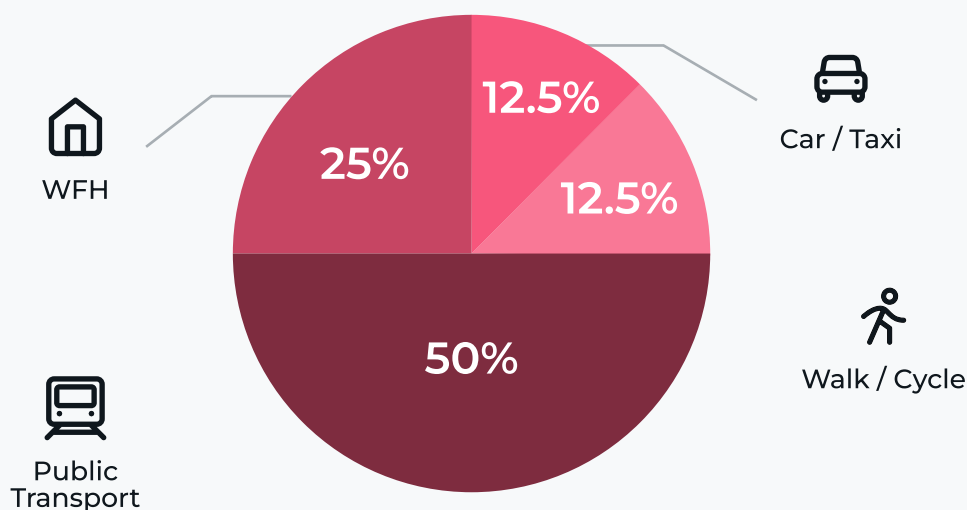


Employee Commute

83% of our commuting staff have low emission commutes.

Modes of Travel

Total CO2 Emmission

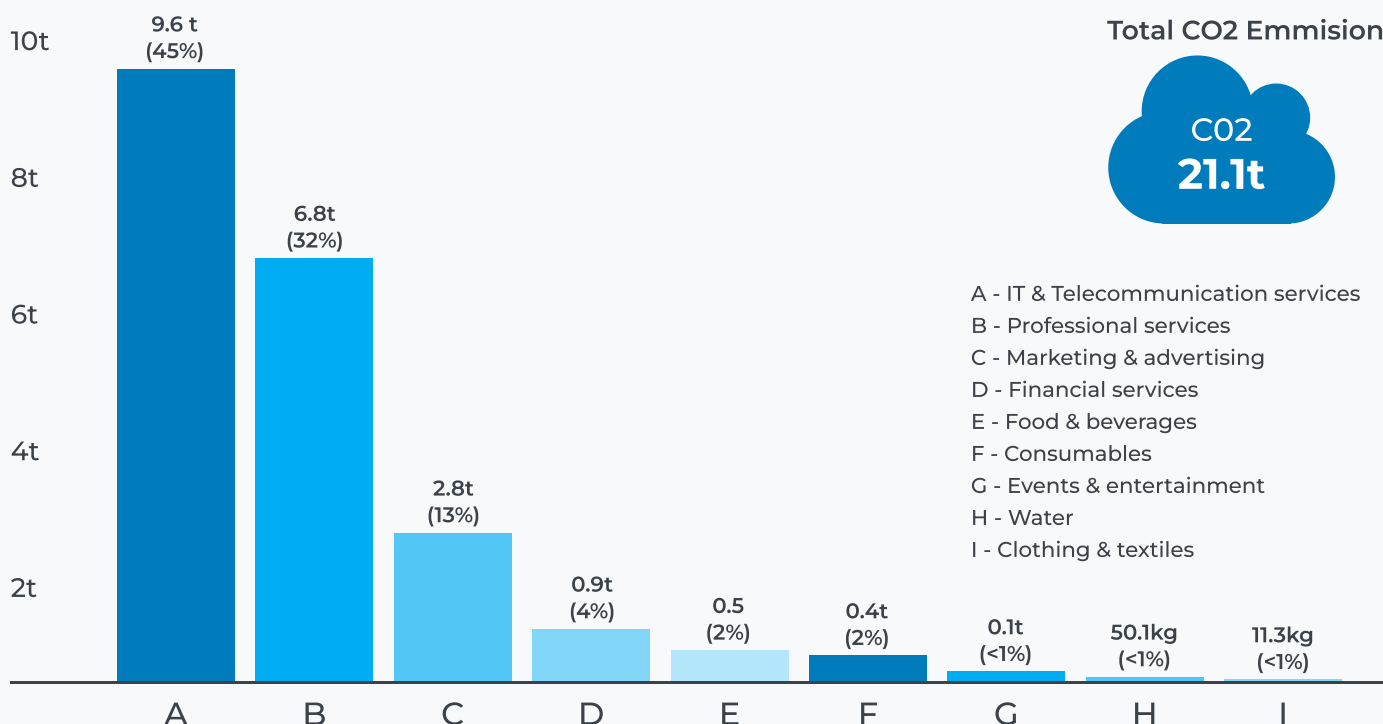




Purchased Goods & Services

Breakdown

Tonnes CO2

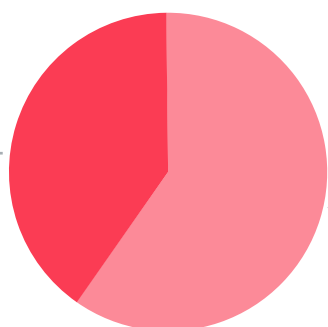


Waste Generated

40% of our waste is recycled.

Commingled recycling

40%



60%

Mixed waste

2.5kg

Waste

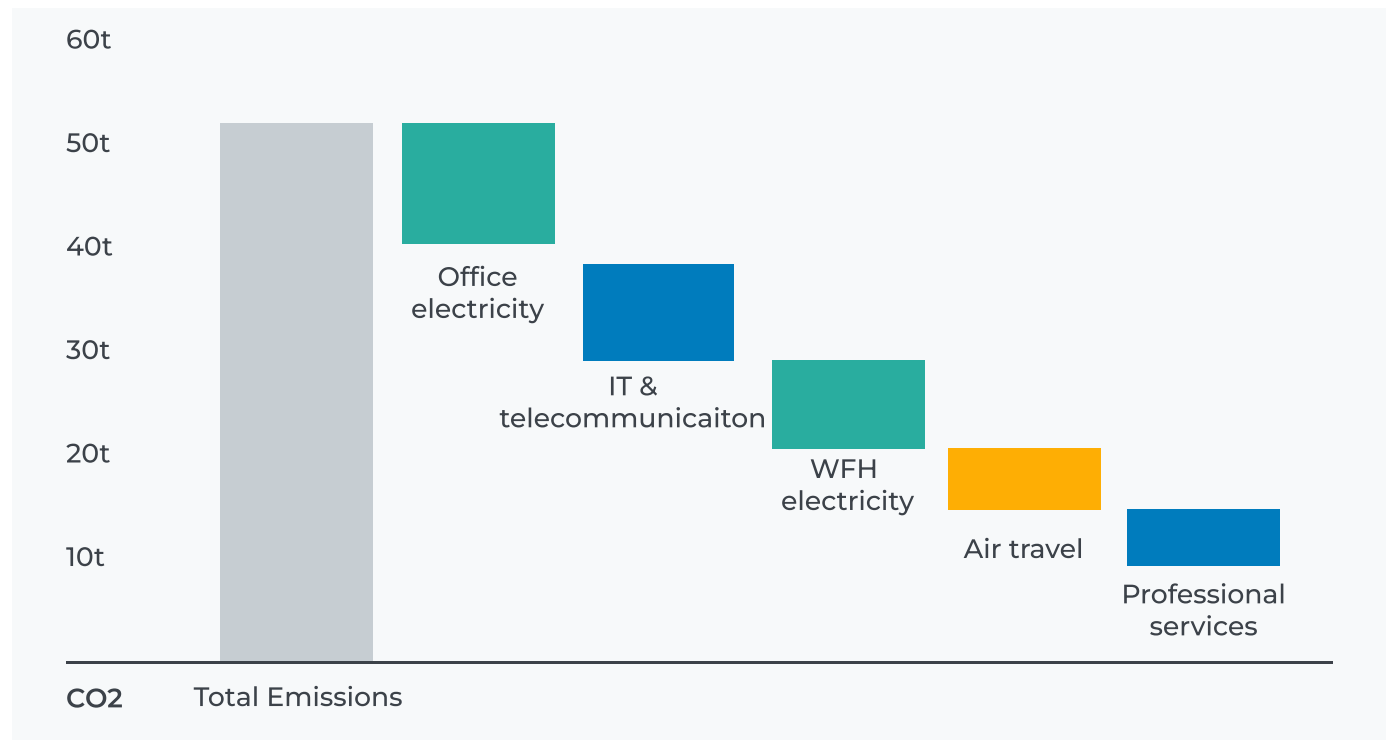


OUR CARBON REDUCTION PLAN

Reducing Emissions

Our opportunities

While we've been compensating for our emissions for the last 3 years, by supporting projects through purchased offsets, we know the hard work starts now - making real reduction. Through the data in our platform, we've identified that our top opportunities to reduce our emissions are in Electricity, Air travel & our suppliers across IT & professional services.



Our targets

Based on the opportunities we've identified to reduce our emissions, we've set ambitious targets that are focused on our key categories. We know it will be hard, but we also know setting goals is the first step to taking action.



TARGET 1

Run operations on 100% renewable electricity by 2027.



TARGET 2

Reduce emissions from business travel per FTE by 25% by 2027.



TARGET 3

Engage 80% suppliers to set their own science-based targets by 2028.



TARGET 4

50% of our staff's WFH electricity to be renewable by 2027.

Decarbonisation Plan

Completed

Our first step as a business was to measure our CO2 baseline, which lays the foundations to understand our footprint & identify the best areas to make reductions.

2020 	2021-2023 	2021-2022 	2021-2023 
Develop a climate-focused mission statement.	Set a CO2 emissions baseline.	Offset our current emissions to become carbon neutral.	Educate staff about carbon emissions.

In progress

Our current focus is ensuring we're improving the accuracy of our data from across our operations, and putting in place the policies to start reducing our emissions across key categories.

Every year 	2023-2024 	2023-2024 	2023-2024 
Track your CO2 emissions on an annual basis.	Enhance data quality to improve YOY measurement.	Develop a sustainable travel policy.	Encouraging employees to offset their emissions.

Up next

In 2024 we plan to kick-off key initiatives that are targeted at engaging and working with our suppliers, landlord and employees to reduce the emissions under their control.

2024 	2024 	2024 
Engage our top 20% of our supplier footprint to set SBTi targets.	Engage landlord to explore renewable energy options.	Enable employees to do a home energy audit.

APPENDIX

Boundaries

Methodology

Our carbon emissions were measured based on our operational footprint, leveraging Trace’s proprietary carbon assessment methodology. The emissions factors used were from peer-reviewed sources. Below is a breakdown of the GHG protocol categories in and outside the scope of our footprint

In-scope



Out-of-scope

The following emissions categories either do not occur, have been deemed irrelevant or are out of our operational control.



Exclusions

Refrigerants have been excluded from our footprint due to the difficulty associated with gathering data.

THANK YOU