

Carbon Reduction Plan and Commitment

**NET
ZER^o
2040**

Our commitment

Getech has long been concerned about the environmental impact of our operations and supply chain. We are committed to reducing our environmental impact and improving our sustainability.

Our Environmental Working Group (EWG) was established in 2018 to lead on sustainability and environmental issues. By drawing together our Sustainability Champions and empowering them to drive projects within the company, the group has been fundamental in implementing a wide range of initiatives to reduce our waste, energy use and removing single-use plastics whilst increasing our use of renewables and recyclables.

In support of this, the EWG are defining our Carbon Reduction Plan (CRP), setting baseline reports, defining targets, Sustainability First strategies, and processes. They will monitor progress towards these commitments, reporting progress directly to the Getech Executive team every quarter.

Getech's initial Carbon Reduction Plan will be published in the first quarter of 2022, followed by annual reports demonstrating the progress of our commitment to limit and offset Getech's carbon emissions.

With support from the Getech EWG, the Executive Team, our partners and the UK Government's SME Climate Hub, I am confident in committing Getech to Carbon Neutrality by 2030 and Net-Zero by 2040.



Richard Maclean
Director, Getech Limited

Through these initiatives, we have already reduced our carbon footprint:



Increased levels and types of recycling



Installation of EV charging points and adoption of EVs



Energy efficiency focus as a key driver in all projects



Project to review and influence vendor's packaging



Implementing a Sustainability First ethos



Moved to renewable energy providers



Low energy lighting installed throughout



Digitisation of processes

Carbon reduction plan

Introduction

At the core of all of our plans and strategies at Getech, we recognise that we have a unique opportunity and a responsibility to identify, practice and promote meaningful solutions to the global challenges which we all face. As such, we've published this, our second annual Carbon Reduction Plan (CRP), to document our progress towards net carbon neutrality by **2050** in accordance with **Procurement Policy Note PPN06/21** (*"Taking Account of Carbon Reduction Plans in the procurement of major government contracts"*). We've also taken things a step further, committing to reduce our own carbon emissions to a level of carbon neutrality by **2030**, with net zero emissions secured by **2040**. Throughout this CRP, you'll see the phrase "carbon emissions" used quite frequently; this phrase will refer to all greenhouse gas (GHG) emissions (CO₂ equivalent/CO₂e) noted throughout the document.

Date of publishing (incl. baselines)	29/02/2024
Month of review	January
Annual report publication month	February
Review group	Environmental Working Group (EWG)
Sponsors	Executive Team

Our purpose

Getech's purpose is to sustainably deliver exceptional standards of hardware and software solutions and value-added services to a broad range of vertical markets throughout the UK and beyond. As a business, we continue to place sustainability and positive transformation at the forefront of the work we do, enabling Getech to deliver long-term and legitimate quality for our customers and their communities and establishing a legacy of best practice which is backed by consistently distinguished and demonstrable results.

Commitment to achieving net zero

Getech fully supports the Sustainable Development Goals (SDGs) outlined by the United Nations (UN), and the Paris Agreement (2015) to reduce GHG emissions and to promote global security. We regularly review all of our policies and practices to ensure that environmental and sustainability considerations remain at the core of our continuous improvement, striving to reduce emissions, eliminate waste and balance our consumption of electricity, water and fuel throughout our operations.

Getech's 'operational' emissions (those emissions in **Scopes 1** and **2**) relate to our use of energy for maintaining operations; as such, we can directly influence and control them. Our 'value chain' emissions (those in **Scope 3**) include those which are created by our business indirectly, such as via our waste management partners. Getech has made considerable progress in accurately mapping and recording its emissions, yet we remain focused on identifying opportunities for us to improve our reporting, and to better support our customers on their own journeys towards a net zero carbon economy.

Supplier name:	Getech Limited
Publication date:	February 2024
Commitment to achieving Net Zero:	Getech is committed to achieving Net Zero emissions by 2040 and committed to reaching carbon neutrality by 2030.

Baseline emissions reporting

Baseline year: 1st January – 31st December, 2019	
Additional details relating to the baseline emissions calculations.	
<p>Getech has selected 2019 as a baseline year due to the closer correlation of data to a forecasted standard operational year. Where Scope 3 data has not been recorded previously, every effort has been made to procure accurate estimates based on consistently applied calculations and all available facts. At present, Scope 3 reporting excludes figures regarding Getech’s “upstream” and “downstream” transport and distribution-related emissions, as well as data regarding our employee commuting; however, these will be included in reporting from 2023 onwards. Scope 1 emissions have been calculated based on an extensive review of our gas consumption and vehicle mileage for the calendar year, with Scope 2 emissions determined via the same methods regarding our electricity consumption. For both Scopes 1 and 2, we have reviewed all available consumption data and cross-referenced these figures with relevant invoices to ensure data accuracy. Scope 2 figures have been reported using both market-based and location-based calculations, with location-based calculations included in our annual totals. Market-based calculations have been ‘zeroed’ due to Getech’s energy supply being sourced from 100% sustainable REGO-backed fuel mixes, which complies with the current definition for “zero carbon”.</p>	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	18.33
Scope 2	
Market-based:	0.00
Location-based:	79.33
Scope 3	3,771.09
(Included sources)	Business Travel – 18.941 Waste – 3,752.156
Total emissions	3,868.75

Current emissions reporting

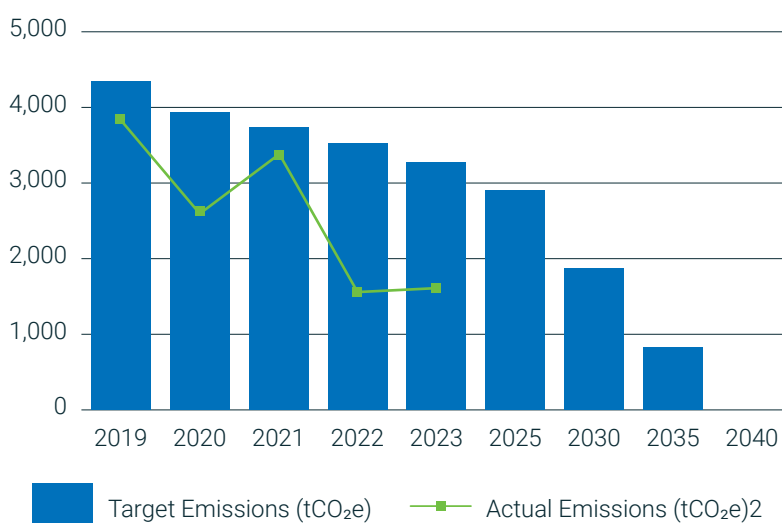
Reporting year: 1st January – 31st December, 2023	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	467.264
Scope 2	
Market-based:	0.00
Location-based:	43.241
Scope 3 (Included sources)	1,137.713
	Business Travel – 325.867
	Waste – 230.765
	Upstream Transport – 312.184
	Downstream Transport – 265.012
	Transmission & Distribution – 3.742
	Employee Commuting – 0.143
Total emissions	1,648.218

Emissions reduction targets

With the goal of supporting our progress towards net zero emissions, Getech will be reviewing its carbon targets throughout **2024** to align with and reflect the exceptional progress which has been made to date since our original baseline in **2019**. Where we have been able to procure several years of consistently detailed and comprehensive data, we will then implement revised targets for carbon reduction in future years.

Getech aims to reduce emissions to **2,906 tCO₂e** by **2025**; a reduction of circa **30%** when compared to baselines emissions of **3,868 tCO₂e** in **2019**. In pursuing a gross reduction of **5%** in emissions per annum, we continue to strive to identify and implement further sustainability measures to accelerate our progress towards net zero by **2040**. Getech's Environmental Working Group (EWG) regularly assesses performance against these targets and will work to achieve greater reductions where they may be realistically achieved.

Carbon reduction targets vs actuals



Carbon reduction projects

In completing the analysis required to publish this report, Getech has identified a small increase in emissions for **2023**. This can be attributed to three primary causes; the first of which is the sustained growth of our business and the onboarding of new staff throughout the year. Secondly, we have expanded the range of products and services which we provide to our clients, which has resulted in an increase in our business travel and associated emissions. Finally, we have vastly improved the quality and scale of our reporting processes, and as such we have a much more complete picture of our emissions data for **2023** when compared to preceding years. As a result, Getech have undertaken a reconciliation of historic reporting to ensure that baseline figures and subsequent reports are accurate, comparable and transparent as we continue our journey towards Net Zero. It is our expectation that once this reconciliation is completed, we will be able to demonstrate a further reduction in our **2023** emissions when compared to more accurate and complete reporting for **2022**.

The projects which Getech has enacted since producing its baseline for emissions in **2019** have yielded a total reduction of **2,220.532 tCO₂e** to date; averaging a reduction of circa **555.133 tCO₂e** per annum and equating to a **57.39%** reduction overall.

All data collection, reporting functions and project actions are overseen by Getech's EWG, who are responsible for reporting this information directly to the board of directors for their consideration. These projects are further informed by the discussions and decisions made by Getech's staff as the business finalises its transition into Employee-Owned Trust (EOT) status.

We recognise that truly meaningful reductions and promoting sustainability can only be achieved through ongoing engagement and collaboration with every single one of our colleagues, as well as those suppliers and customers with whom we conduct business. As a business, we promote a 'sustainability first' ethos in our operational and strategic planning, and we work closely with our community to ensure that we're living up to the full expectations of our environmental responsibilities.

Finally, we continue to improve our monitoring and recording methods to produce relevant and insightful analysis, along with assessment of trends and contributing factors which may influence our projects and their efficacy. To this end, we are working closely with our supply chain to more effectively map the emissions generated within it, with a view to providing more effective reporting to our customers and enabling them to make evidence-based decisions which are appropriate for their organisations.

Certification to BS EN ISO 14001:2015

Getech continues working towards formalising its Environmental Management System (EMS) for certification to the **BS EN ISO 14001:2015** standard. This work includes substantial review and revision of corporate policies and standards, along with supporting guidance and processes to identify and reduce the environmental impacts and material resource costs of all operations.

Getech is currently maintaining and improving a robust Environmental Management System (EMS), including policies, standards, guidance, and processes to identify and reduce the environmental impacts of all operations. As a result of our increased focus on sustainability throughout our business, Getech has made the strategic decision to advance its plans for ISO 14001 certification, with the view to achieve certification by the end of calendar year **2024**, as opposed to **2025**.

Electricity management measures

To date, Getech has reduced its energy consumption by **32.71%** when compared to initial **2019** baseline figures. This equates to an average reduction of **25,387.61 kWh** per annum; or a total reduction of **101,550.42 kWh**.

We continue to manage our electricity supply closely, ensuring that all energy consumed by the business is generated from renewable and sustainable sources. All projects and activities are carefully coordinated to ensure that energy efficiency remains a key concern, with lowest energy and carbon cost options given precedence over less sustainable alternatives. We also remain dedicated to operating effective power management policies on all company devices, ensuring that hardware is provisioned appropriately for the purposes it is required; this means that devices are powered down when not in use, of a suitable specification to meet requirements, configured to prioritise energy efficiency, and used in a manner which is consistent with industry best practices. All activities are planned with a view to reusing existing devices to prevent overprovisioning wherever possible, and any devices in use must have an efficient and effective consumption of power, with those which are drawing additional power needlessly or are over-specified for the project being replaced with an appropriate alternative. The long-term goals of these activities are to reduce the overall energy consumption of the business, to reduce operational costs and to promote an energy efficiency ethos which is supported by all members of our team.

Heating and cooling management measures

Following our previous transition to the use of energy-efficient IR lamp systems to heat large-volume spaces, Getech has now eliminated its use of gas fossil fuels entirely. As of **2022** Getech has been a gas-free business; in addition to this, we are pleased to report that as of February **2023**, our gas meter has now also been physically disconnected and removed from site. We also continue to enforce a 'closed door' policy to ensure that premises are effectively secured, to improve the energy efficiency of various spaces throughout the building and to enable us to further assess the external surface insulation of premises and the levels of heating or cooling required for ideal operations. Further to our migration of business operations to a cloud-based environment, we have now successfully decommissioned our on-premises datacentres. This has drastically reduced the levels of cooling required to maintain hardware stability and has enabled us to repurpose the space as a Switching room for our remaining infrastructure.

Throughout **2024**, Getech will be conducting a review of its infrastructure and assets to ensure that heating and cooling management methods are efficient and environmentally sustainable. This will commence with a review of our air conditioning units and their associated emissions.

Waste management measures

Having identified waste management and **Scope 3** emissions as substantial contributing factors to our overall emissions profile, Getech has worked closely with its new waste management partner to ensure that the maximum volume of waste is directed through recycling channels on a consistent and ongoing basis. We continue to segregate all waste at source, ensuring that it is effectively disposed of appropriately; this means that in **2023**, Getech returned over **99%** of all waste to the circular economy, with less than **1%** of our waste being reclaimed for energy generation.

In our efforts to further minimise the environmental impact of our waste management policies and procedures, Getech will be working with its waste management partners throughout **2024** to identify further efficiencies, and to ensure that we continue sending zero waste to landfills and non-sustainable disposal channels.

Print reduction measures

As Getech's systems and processes continue to be further digitised, the removal and scaling back of print devices throughout the premises remains ongoing. Further assessment of our printing requirements has also identified areas in which printing cannot be eliminated (from an operational perspective), and as such we have begun to research alternative technologies which we might employ to address these obstacles. The business continues to operate a printer queue management system, with two multi-functional print devices provided to facilitate business activities.

Getech continues to assess the viability of implementing a 'follow me' printing solution within its premises, which will seek to further reduce waste, printing costs and associated carbon emissions by only releasing print jobs to the device when the staff member is physically stood at the printer.

Upstream and downstream transport measures

As a result of our concerted efforts to engage with our supply chain and improve the quality and accuracy of data being shared and reported, Getech is now equipped to provide more comprehensive data and more meaningful insights into our carbon costs and emissions associated with the downstream and upstream distribution/transport of our goods and services. Getech will be retrospectively applying these new reporting mechanisms to historic carbon data to provide transparent and accurate information to customers and end users, along with those who share our supply chain.

In efforts to enhance our reporting, we have engaged our supply chain partners to begin providing more comprehensive data and insights into carbon costs and emissions associated with upstream and downstream distribution and transportation. With a view to providing more transparent informational reporting to our customers and their end users, Getech continues to emphasise the importance of accurate and thorough record-keeping.

As part of the drive towards fostering a more sustainable supply chain, Getech has committed to comprehensive audits of its Tier 1 supply partners, along with those subcontractors it engages routinely in providing goods and services to customers.

Business transport measures

Getech has seen substantial growth in **2023**, particularly with the formalisation of our LEGO Education team. As our teams work diligently to support colleges, schools, universities and business across the UK, we have also seen a notable increase in our emissions associated with business travel marketing and providing these solutions to Education customers. As such, Getech will be undertaking a significant review of its business travel policies, aiming to identify the most efficient and sustainable means of effectively reducing the carbon emissions generated by such activities.

We continue to ensure that each project and/or activity we undertake as a business gives prioritisation to lowest carbon costs for transport and logistics. We encourage all of our colleagues to engage with sustainable and low carbon cost means of transport, and we continue to invest in our own low-carbon infrastructure to support non-carbon emitting vehicles across our premises; as a result, we've seen a substantial increase in the numbers of fully electric and hybrid vehicles being used by our staff.

All projects, deployments, deliveries and installations are coordinated to ensure that low carbon emitting vehicles and modes of transport remain prioritised, and to ensure that routes are effectively planned and monitored to ensure maximum carbon efficiency. Where our colleagues may be travelling nationally, or even internationally, we always encourage them to use low carbon emitting means of travel, such as public transport options where they are readily available.

Getech's own infrastructure, which includes a number of charging bays for electric vehicles (EVs) and hybrid vehicles, continues to be developed and expanded to address the changing landscape of sustainable business travel. Getech has also implemented a successful salary sacrifice scheme for the provision of electric vehicles and continues to take measures to review the current corporate fleet of vehicles in use. Our Fleet Manager reviews each vehicle in the corporate fleet at the point of renewal to determine whether the vehicle is still required, and whether any more sustainable alternative may be found to meet the requirements of the business.

Getech also actively engages with local councils and community members to encourage the use of public transport, promote the move away from high carbon-generative modes of transport, foster greater personal responsibility and awareness of environmental impact and to support walking and cycling in the area. Through various direct channels and business outreach/engagement programmes, we intend to continue to discuss and promote these topics wherever possible.

In encouraging colleagues to adopt low carbon emitting means of commuting, with a view to promoting an ethos of sustainably focused commuting throughout the business, Getech works to develop a robust and deepened understanding of its transportation requirements. By more effectively comprehending the transport needs of the business and our colleagues, we aim to increase the use of public transport, walking, car sharing and cycling as means of commuting to work regularly.

Carbon offsetting

At Getech, we believe that the first and most effective means of achieving net zero emissions is the long-term elimination of carbon-generating activities and resources. With that said, it is increasingly common for businesses to engage in carbon offsetting to address their environmental impact.

As research in the field continues, we pay close attention to any developments in the prevailing wisdom regarding the reduction of carbon emissions. More than ever, it remains vital that we continue our commitment to implement practical and proactive measures which substantially reduce the need for offsetting, thus contributing to the net zero ambitions of the United Kingdom and alleviating the weight of responsibility on carbon offsetting to save the day.

Getech aims to address carbon reduction with a holistic approach, with the understanding that achieving true net zero emissions will involve a combination of methodologies and schools of thought; by extension of this, we view carbon offsetting as an alternative methodology at this time, though we have given consideration towards mapping and offsetting our historic emissions via Gold-standard projects which focus on rewilding and reforestation throughout our local and national communities.

We remain dedicated to our ultimate aim of achieving net zero carbon emissions by **2040**; however, we are also investigating the opportunity to become carbon negative and environmentally positive before this goal, by sequestering carbon in excess of our levels of emissions and actively addressing carbon levels beyond those created by our business.

Project management measures

As an expansion of our ethos of “sustainability first,” Getech places carbon management and environmental awareness at the very heart of all internal and external projects. Engaging and insightful ongoing collaboration with our supply chain and our customers enables us to understand the needs of our customers and business more accurately, ensuring that we provide the most effective and appropriate solutions at the right times. As we continue to liaise with customers and suppliers, we aim to ultimately provide comprehensive and transparent carbon reporting to support effective evidence-based decision making.

We also promote the ethos of “Rethink, Reduce, Reuse & Recycle”, asking all colleagues to give deeper attention to the requirements of the project brief and to consider where their work can be aligned to achieve more sustainable and environmentally conscious results.

Measuring success

Throughout **2023**, we have been able to drastically improve the quality and scale of our data collection for monitoring and measuring success against our carbon reduction targets. As a result, we will be reconciling all carbon reporting to retrospectively update these documents with more accurate and comprehensive reporting across all three Scopes. A by-product of this improvement in our monitoring and reporting process has meant that we have demonstrated a very gentle increase in emissions when compared to figures from **2022**; we fully anticipate that these figures will reflect a decrease once we have reconciled historic reports with our newly-expanded monitoring and measuring methods.

Effectively reporting on the success of our environmental measures is a key tool in our repertoire when promoting and expanding sustainability and environmentally sustainable business practices. We employ a wide range of methods to tackle our carbon emissions, but each remains consistent and measurable, providing us with intimate observations and performance data for analysis and assessment. We appreciate the significant value represented by a truly sustainable business model, especially one which actively promotes longevity and environmentally conscious proactive behaviours.

We will continue to employ our every effort to ensure that Getech remains committed to effective carbon reduction, and that its methods and means are aligned with those best practices as fostered within the sustainable business community.

Declaration and sign-off

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

Emissions have been recorded and reported in accordance with the published reporting standard for Carbon Reduction Plans and the GHG (greenhouse gas) Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This CRP has been commissioned, reviewed and approved by the board of directors at Getech Limited.

Signed on behalf of Getech Limited:



Richard Maclean, Director

Date: 07/03/2024

1. <https://ghgprotocol.org/corporate-standard>
2. <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>
3. <https://ghgprotocol.org/standards/scope-3-standard>