

Carbon Reduction Plan

Supplier name: Parity Projects Ltd

Publication date: 6th February 2024

Commitment to achieving Net Zero

Parity Projects is committed to achieving Net Zero emissions by 2050.

We have already begun our net zero journey and are in the process of gathering and analysing the company baseline data to assess our current position as well as to create a practical Net Zero strategy.

To date, we have predominately focused on reducing the impacts of our clients by providing decarbonisation plans to the housing sector. In that regard, we have identified 25 million tCO₂eq of carbon savings in Social Housing and have produced over 13 million Net Zero Housing plans.

This Carbon Reduction Plan focuses on our own operations. To date we have already implemented policies and procedures including plant-based catering for staff events, active travel and transport for business purposes, remote working and ethical purchasing guidelines. Future developments are detailed within this document.

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.

Baseline Year: 01.04.2023 – 31.03.2024	
Additional Details relating to the Baseline Emissions calculations.	
<p>Our baseline year is for the current financial year. We have chosen this because:</p> <ul style="list-style-type: none"> We have expanded our team to 24.8 FTEs, making previous data less representative. Years prior were disrupted by COVID-19 which resulted in a permanent transition to remote working to all team members. <p>In spite of the financial year not being a full dataset, we have made the decision to use this data as our baseline year because:</p> <ul style="list-style-type: none"> It's the best data set we have. We would rather begin our Net Zero planning now and refine our reporting as we build experience. 	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0.28
Scope 2	0.03
Scope 3 (Included Sources)	46.68 <i>Office Energy Consumption: Transmission and Distribution Losses 0.003t</i> <i>Homeworking: 13.91t</i> <i>Staff Travel: Commuting - 0.15t</i> <i>Staff Travel: Away days/Events - 32.13t</i> <i>Staff Travel: Accommodation (London) - 0.01t</i> <i>Staff Travel: Accommodation (UK) - 0.49t</i> <i>Upstream Transportation & Distribution (T&D) - 0.00t*</i> <i>Downstream T&D - 0.00t*</i> <i>Waste generated in operations - 0.00t**</i>
Total Emissions	46.99

*Parity Projects is a service-based business with no physical products being transported

**Parity Projects is desk-based with no formal waste monitoring and negligible emissions arising from waste generated. (Guidance provided by the Crown Commercial Service)

Current Emissions Reporting

Reporting Year: 01.04.2023 – 31.03.2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0.28
Scope 2	0.03
Scope 3 (Included Sources)	46.68 <i>Office Energy Consumption: Transmission and Distribution Losses 0.003t</i> <i>Homeworking: 13.91t</i> <i>Staff Travel: Commuting - 0.15t</i> <i>Staff Travel: Away days/Events - 32.13t</i> <i>Staff Travel: Accommodation (London) - 0.01t</i> <i>Staff Travel: Accommodation (UK) - 0.49t</i> <i>Upstream Transportation & Distribution (T&D) - 0.00t*</i> <i>Downstream T&D - 0.00t*</i> <i>Waste generated in operations - 0.00t**</i>
Total Emissions	46.99

Emissions Reduction Targets

To ensure we continually reduce our carbon emissions and achieve Net Zero by 2050, we have developed the following carbon reduction targets:

The UK government have set the legally binding target of Net Zero by 2050, which includes decarbonisation of buildings, transport and energy production.

- Net Zero Travel: All staff travel is and will be done using public transport. This means that as the government execute the Transport Decarbonisation Plan ([TDP](#)), all public transport will be net zero by 2050, resulting in a 68% reduction in our total emissions.
- Homeworking & Accommodation: By allowing all staff to work from home, we have already significantly cut the emissions associated with running an office for 28 people and the associated commutes. This means the remaining 32% of Scope 2 & 3 emissions rely on the government to fulfil its legal commitment to Net Zero by 2050.
- We will sell our only company vehicle, by the end of a financial year, reducing our Scope 1 emissions to 0.

The government has not released projections for GHG conversion factors in five years, so it is impossible to project this for 2029, but we will update our plan if this information becomes available.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2024 baseline. The carbon emissions will be calculated at the end of the financial year.

IT Infrastructure

Our IT systems are Microsoft based and Microsoft has a commitment to being carbon negative by 2030 and to backdate the removal of their atmospheric emissions since the 1970's by 2050. We plan to utilise their monitoring platform to measure their server impacts by the end of the financial year.

Sustainability Policies

Our environment, biodiversity & sustainability policy priorities key drivers of emissions such as

- Transport
 - Use of public (land) transport should be used wherever practical, use of car or air transport requires approval from a manager, remote working to reduce transport emissions, secure bike storage and shower facilities for active travel.
 - Provided that the government deliver the Transport Decarbonisation Plan, this will bring our primary source of emissions, transport, to 0.
- Plant-based catering
 - For all meetings/away days that require catering, we provide vegetarian food, prioritising plant-based options. For staff socials at restaurants, we aim for the same where possible. Ideally, any restaurant is vegan, and at a minimum must have vegetarian and vegan options which we encourage all staff to take.
- Purchasing
 - When purchasing new office products, the first port of call is to ask whether the original item can be repaired or upgraded before replacement is necessary. When this option has been exhausted, consider purchasing environmentally friendly options such as buying second hand office equipment, products that are designed to be repaired or that follow a circular economic model, waste free or biodegradable. We will not knowingly purchase from organisations involved in environmentally detrimental or unethical practises and will prioritise small businesses, local businesses and trusted environmentally friendly suppliers (e.g., commercial logging in primary tropical rainforests). Lastly, all old equipment e.g., laptops are either donated to charity and other good causes or sold.

- Energy Use
 - We provide guidance to all employees to encourage environmentally preferred practices. Advice is available through our software.
- Ethics
 - We will not work in any way with organisations or projects that contravene any relevant international environmental agreement which has been enacted into the law of, or otherwise has the force of law in, the country in which the project is located.

Home energy plans

The 2nd highest source of emissions at Parity are those generated from employees working at home. We therefore encourage our members to make use of our software to create their own home energy plans. Staff can also get free impartial advice from Parity on their home energy usage.

In the future we hope to implement further measures such as discounted home surveys and expert advice.

Transport

In 2019, Parity staff transitioned to remote working. This in turn drastically reduced the amount of transport performed for work activities. There are however some travel activities still required. Each quarter there are staff “away days” where the entire team meet in-person somewhere in the country to review project progress, generate ideas and run teambuilding activities. Staff already use public transport for these days and if hotels are required, they are selected based on their sustainability credentials, but there is more work to be done. This is important as it means our team size directly impacts our emissions. We minimise emissions through use of public transport and hosting awaydays within walking distance of major transport hubs.

Selling off vehicle

Parity Projects will sell their only vehicle, a diesel van, by the end of this financial year, reducing Scope 1 emissions to 0.

Environmental objectives

Parity Projects have set 3 key environmental objectives to the end of 2025:

- To achieve BCorp status.
- Parity Projects will investigate joining an offsetting scheme by the end of 2025 based on its current estimated carbon emissions. It is currently working with HACT on its delivery of carbon offsetting in the social housing market and this may be appropriate.
- Parity Projects will highlight its environmental achievements on its website and social media to encourage other organisations to also commit to environmentally-friendly practices.

Declaration and Sign Off

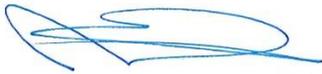
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard⁴ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁵.

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) Standard⁶.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



Russell Smith, Managing Director

Date: 6th February 2024

⁴<https://ghgprotocol.org/corporate-standard>

⁵<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁶<https://ghgprotocol.org/standards/scope-3-standard>