

Carbon Reduction Plan

Supplier name: **Tisski Limited**

Publication date: **23/02/2024**

Commitment to achieving Net Zero

Tisski Limited is committed to achieving Net Zero emissions by **2030**.

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: 01/09/2019 - 31/08/2020	
Additional Details relating to the Baseline Emissions calculations.	
<p>The Tisski office is electrically heated, and all company cars are electric vehicles (EVs). Scope 1 emissions are therefore zero. Scope 2 emissions include electricity purchased for the Tisski office and for charging Tisski company EVs.</p> <p>Regarding scope 3 emissions:</p> <ul style="list-style-type: none">• Upstream transportation and distribution emissions are zero as Tisski is a technology company and does not purchase materials to make a physical product• Similarly downstream transportation and distribution emissions are zero as Tisski does not produce a physical product that is transported to end users• Business travel emissions are included. Tisski staff are home-based so any travel to the office or customer sites is included in business travel• Emissions from waste are considered to be zero as Tisski has committed to be paperless and where paper is used, it is recycled. All IT equipment is re-used or recycled via a WEEE licenced organisation, to either donate reusable items to good causes or to recycle them responsibly	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO_{2e})
Scope 1	0 (office heating is electric and all company cars are EVs)
Scope 2	4.45 tCO _{2e}

Scope 3 (Included Sources)	55.40 tCO ₂ e (all from business travel)
Total Emissions	59.85 tCO ₂ e

Current Emissions Reporting

Reporting Year: 01/01/2023 – 31/12/2023	
Additional Details relating to the Current Emissions calculations.	
<p>In February 2023, Tiski made the decision to close its office spaces and operate entirely remotely. This move followed a change post-Covid, with all employee contracts being home-based. This change was aimed at improving employee wellbeing, saving costs, and reducing the environmental impact by eliminating the need for employees to commute.</p> <p>Despite operating remotely since closing its physical offices, collaboration remains a central aspect of Tiski's operations, particularly following its acquisition by the Node4 Group in 2022. The first year post-acquisition (2023) saw increased environmental impact due to employees travelling to Node4 offices for meetings and joint company and marketing events. Although Tiski continues to operate remotely, there is encouragement for employees to travel for collaborative work.</p>	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Total Scope 1: n/a (Tiski does not have any emissions that fall within this scope. We do not own offices or company vehicles)
Scope 2	Total Scope 2: n/a (Tiski does not have any emissions that fall within this scope. We do not own offices or company vehicles)
Scope 3 (Included Sources)	Total Scope 3: 130.42 tonnes CO ₂ e Upstream distribution – 1.63 tonnes CO ₂ e Business Travel (Land & Air) – 33.77 tonnes CO ₂ e Homeworking (heat and electricity) – 90.64 tonnes CO ₂ e Hotels – 4.34 tonnes CO ₂ e Downstream distribution – 0.03 tonnes CO ₂ e
Total Emissions	130.42tCO₂e

	<p>We acknowledge that there has been an increase in emissions from the baseline year, with an additional 70.57 tonnes. However, this increase is partly due to the expansion of our emission reporting scope and the increased travel as a result of group integration. Additionally, Tiski's headcount has significantly increased since 2020, and with the closure of Tiski office space in February 2023 has led to a rise in emissions. Despite these challenges, we remain committed to our sustainability goals and will continue to implement strategies to reduce our overall emissions.</p>
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Emissions reduction targets

In order to continue our progress to achieving Net Zero by 2030, we have adopted the following carbon reduction targets to facilitate a gradual decrease in Node4's emissions. Our aim is to reduce emissions gradually by increasing the percentage of emissions offset each year, starting from 2024.

2024 – 117.38 tCO₂e (offsetting 10% of 2023 emissions = 13.04 tCO₂e)
 2025 – 104.34 tCO₂e (offsetting 20% of 2023 emissions = 26.08 tCO₂e)
 2026 – 91.29 tCO₂e (offsetting 30% of 2023 emissions = 39.13 tCO₂e)
 2027 – 78.25 tCO₂e (offsetting 40% of 2023 emissions = 52.17 tCO₂e)
 2028 – 65.21 tCO₂e (offsetting 50% of 2023 emissions = 65.21 tCO₂e)
 2029 – 32.6 tCO₂e (offsetting 75% of 2023 emissions = 97.82 tCO₂e)
 2030 – 0 tCO₂e (offsetting 100% of our 2023 emissions = 130.42 tCO₂e)

This plan assumes a linear increase in the percentage of emissions offset each year. It also assumes that our total emissions remain constant at the 2023 level, which may not be the case in reality. We will regularly monitor and evaluate our progress towards our carbon neutrality goal. This will allow us to make necessary adjustments to our strategies and keep our emissions reduction on track.

In situations where our emissions are found to be higher than the 2023 baseline, we commit to offsetting these additional emissions. This is to ensure we meet the target emissions set out in this carbon reduction plan. By doing so, we maintain our commitment to achieving carbon neutrality by 2030, regardless of fluctuations in our emission levels.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

In February 2023, Tiski made the decision to close its office spaces and operate entirely remotely. This change was aimed at improving employee wellbeing, saving costs, and reducing the environmental impact by eliminating the need for employees to commute.

With Tiski office space shutting down all Tiski employees continued to work from home, with Microsoft Teams and Azure DevOps ensuring seamless operations, conferencing, and collaboration.

Tiski continued to operate paperlessly, using cloud services and online technologies. Any minimal use of paper and packaging is encouraged to be recycled.

As part of the Node4 Group, Tiski's employee benefits were updated. All employees are now offered the Cycle2Work Scheme, and a group-wide Electric Vehicle Scheme was launched, further reducing emissions for those choosing to work from offices.

In the future, Tiski's 2023 emissions will be offset through a carbon offsetting partner selected by Node4. In Autumn 2023, Tiski began reviewing potential carbon offsetting providers. Tiski determined that all potential providers and projects should be validated by at least one of the following programmes: the United Nations' Certified Emissions Reductions (CER) programme, the Gold Standard's Voluntary Emission Reductions (VER), or Verra's Verified Carbon Standard (VCS).

As of January 2024, a shortlist of the top three offsetting providers has been proposed to the Executive Board for review. Once approved, Tiski will form a partnership with the chosen offsetting provider to further their commitment to environmental sustainability. The offsetting partner is currently under review by the executive board.

In spring 2024, a survey will be launched across the group, including to all Tiski employees, to determine who powers or heats their homes using renewable energy. For those employees using renewable energy at home, their homeworking emissions will be negligible, further improving the accuracy of our emissions reporting.

Looking ahead, we aim to strengthen our environmental commitment by aligning with ISO 14001 controls and potentially seeking certification to ISO 14001 and 50001 through inclusion in the Node4 Group's scope.

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 standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the Executive Board.

Signed on behalf of: Darren Bassett (Tiski Corporate Services Director)

Date: 26-07-2024