

CARBON REDUCTION PLAN

FOR

Kubus 

KUBUS GROUP LIMITED

Prepared by:



Kubus Group Limited
Carbon Emissions Report

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1 Net Zero Commitment

Kubus Group Limited recognises the importance of making a full and lasting commitment to reducing the greenhouse gas emissions from our activities, in support of the wider commitment of the world to limit global temperature increases and the impact on the planet.

We commit to the following:

1. For our company to achieve Net Zero in line with the Science Based targets set out by the UNFCCC i.e. to achieve Net Zero no later than 2050 and target a 50% reduction in emissions by 2030.
2. To set realistic short- and long-term targets that are designed to achieve our Net Zero commitments.
3. To report the total Greenhouse Gas emissions of our business, at a minimum, on an annual basis.

	Year
Commitment to be Net Zero	2050
50% Emissions Reduction	2030

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2 Company Overview

Kubus Group Limited is a Limited Company registered in England & Wales, company number 04197529, with a head office address of Wellington House, Cotswold Business Park, Kemble, Cirencester, GL7 6BQ, United Kingdom.

Also included in the scope of this report is the immediate parent undertaking IT and Cloud Solutions Limited (company number 09553872), and the ultimate parent undertaking Kubus Holdings Limited (company number 13900693), together designated as “Kubus” in this report.

Year	January 2022 – December 2022
Industry	Computer Solutions & Technology
No. of Staff	66
No. of Offices – Owned	0
No. of Offices - Leased	1
No. of Company Vehicles - Owned	1
No. of Company Vehicles - Leased	0

Kubus is an international IT hardware and professional services business that designs, delivers and implements IT infrastructure projects for a wide range of customers including government and multi nationals, both locally as well as abroad.

3 Reporting Period

January 2022 – December 2022

4 Organisational Boundary

This report has been constructed using the Operational Control Approach.

5 Operational Scopes

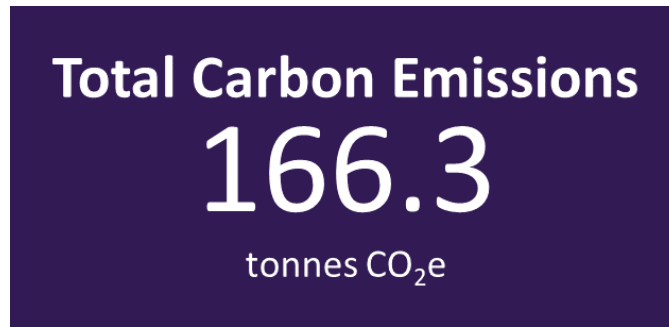
Emissions from Scope 1 & 2 have been measured along with certain Scope 3 emissions. The Scope 3 emissions that have been included are those that have been practical to measure with available data, which are as follows:

- Employee Commuting and Business Travel
- Transmission & Distribution
- Waste Disposal (Commercial & Industrial, WEEE and Paper & Board mixed)

6 Benchmark Year

This is the first time the company has measured and reported on its carbon emissions and therefore this is the benchmark year, i.e. from **January 2022 to December 2022**. The benchmark data is available for the period January 2022 to December 2022.

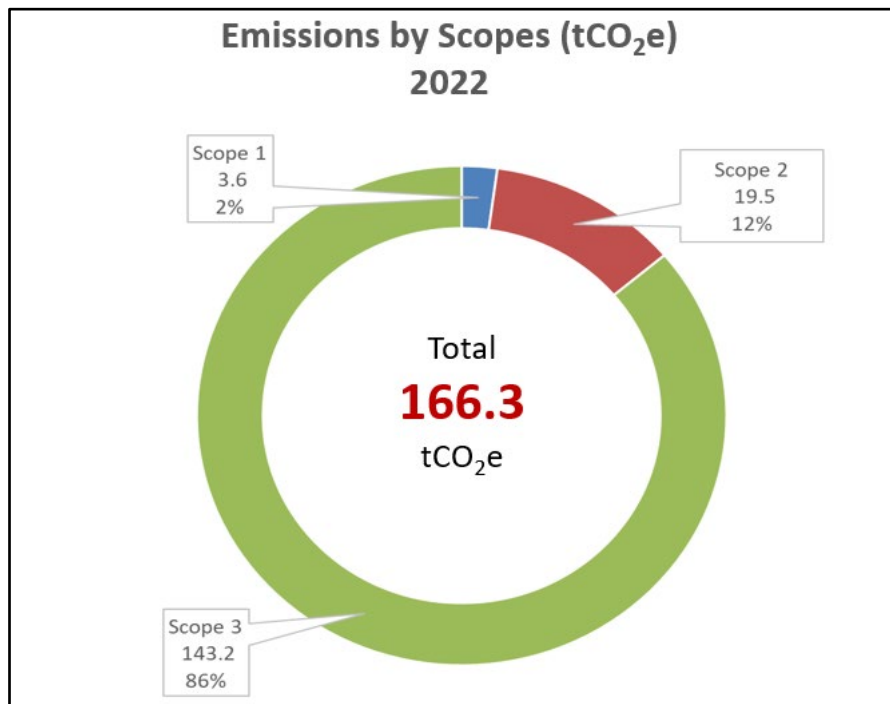
7 Carbon Emissions Overview – 12 months to December 2022



The total calculated emissions for the business in 2022 are 166.3 tCO₂e. This is the first year the company has measured its carbon emissions. As such this is the benchmark year of the company with the breakdown of emissions analysed throughout this report.

The Company will aim to measure an increasing amount of Scope 3 emissions and is committed to improving their emissions across all scopes.

8 Analysis by Scope



Scope 1 emissions accounts for 2% of calculated emissions and include fuel oil for the head office and for mileage using the company vehicle. Scope 1 emissions were 3.6 tCO₂e in this period.

Scope 2 emissions accounts for 12% of calculated emissions. This is the electricity used at the company's leased office. Scope 2 emissions were 19.5 tCO₂e in this period. The office is currently not on a renewable tariff.

Scope 3 emissions accounts for 86% of calculated emissions and includes employee commuting, business travel, some elements of waste and transmission and distribution. Scope 3 emissions were 143.2 tCO₂e in this period.

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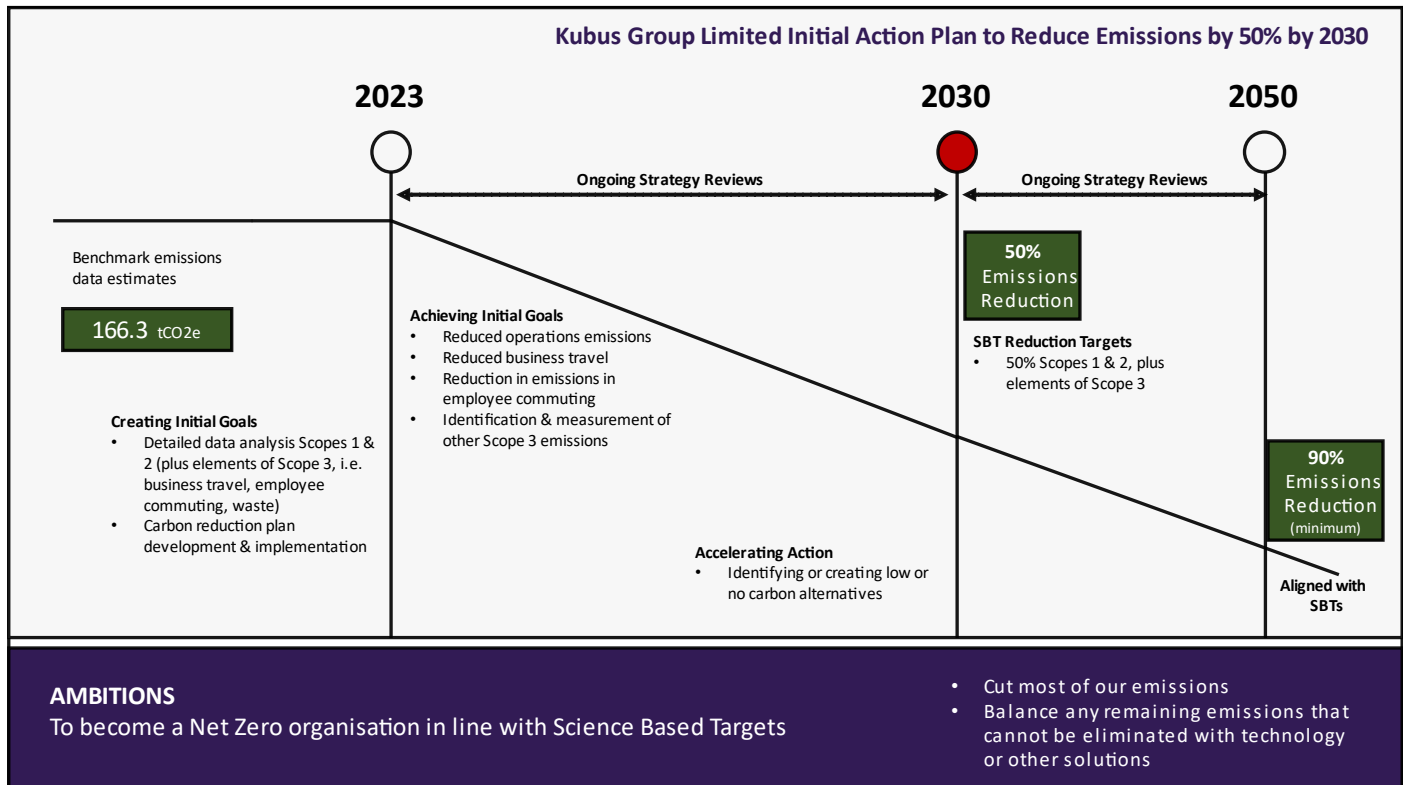
9 Intensity Metric Analysis January 2022 – December 2022



The chosen intensity metric is based on per employee and shows a carbon emissions value of 2.7 tCO₂e per employee. The business headcount averaged 61.6 people during the benchmark period.

10 Emissions Reductions Targets

The following graph summarises the carbon emissions reduction targets.



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11 Carbon Reduction Projects

Kubus will develop the following initiatives that will support the company's strategies to meet Science Based Targets:

- Sustainable travel policy

Kubus would embed a sustainable travel policy in the next year. The aim of the policy is to encourage and educate staff to take lower carbon travel options such as public transport or car sharing. This initiative will be done in line with the Employee Engagement process highlighted below as by educating our employees this will help them be more conscious about commuting and travel.

- Employee engagement

The aim of this initiative is to educate staff via internal and external training sessions, informing our staff around Net Zero issues and how they can impact on our carbon emissions. By educating staff they will be more conscious about decisions that they make that can impact or reduce our carbon emissions.

- Sustainable supplier policy

Kubus would furthermore embed and develop a sustainable procurement policy within the business to make sustainability a key consideration when purchasing key products and services. As well as evaluating price and quality from suppliers, Kubus would look to understand their commitment to sustainability including asking for their carbon reduction plan and their targets during the contractual duration.

- Energy review

Kubus aim to transfer all office electricity contracts to renewable energy, as well as implementing measures to reduce energy consumption within our offices.

- Sustainable company vehicle policy (electric car feasibility).

Kubus have recently launched a salary sacrifice electric car scheme which is available for all employees, with electric car charger points due to be installed at our offices in January 2023. We will also look to upgrade our existing company van with an electric battery vehicle.

By undertaking these projects we forecast that our carbon emissions would be reduced by approximately 5-10% year on year. This will enable Kubus to halve our carbon emissions by 2030.

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12 Emissions Data

The data contained in the table below represents total emissions calculated and is consistent with SECR requirements. All sources of emissions that have been measured are included in the totals below. Emissions from key activities are summarised in the previous sections.

	SECR Status	Current Reporting Year Jan 22–Dec 22
Energy consumption used to calculate emissions Electricity Scope 2 - UK & Offshore (kWh)	Mandatory	91,985
Energy consumption used to calculate emissions – Global, excluding UK & Offshore (kWh)	Mandatory	N/A
Basis of Energy reporting (Location or Market)		Market
% of total energy sourced from certified renewable sources		0%
Emissions associated with energy consumption - UK, Offshore & Global (tCO ₂ e)		23.1
Emissions from activities for which the company is responsible including combustion of fuel & operation of facilities - Scope 1 (tCO ₂ e)	Mandatory	3.6
Emissions from purchase of electricity, heat, steam and cooling purchased for own use - Scope 2 (tCO ₂ e)	Mandatory	19.5
Total Scope 1 & 2 Emissions (tCO₂e)	Mandatory	23.1
Emissions from upstream activities out of operational control - Scope 3 (tCO ₂ e)	Optional	143.2
Emissions from use of sold products and services out of operational control - Scope 3 (tCO ₂ e)	Optional	None included
Total Gross Scope 3 Emissions (tCO₂e)	Optional	143.2
Total Scope 1, 2 & 3 Emissions (tCO₂e)	Optional	166.3
Intensity ratio tCO ₂ e (gross Scope 1, 2 & 3) per employee	Optional	2.7
Carbon offsets (tCO ₂ e)	Optional	0.0
Total Annual Net Emissions (tCO₂e)	Optional	166.3

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13 Data Overview

Data Details		2022		
Emission Type	Scope	Volume tCO2e	Data Source (2021-22)	Data Confidence
Energy				
Gas	1	0.7	Landlord consumption data	Medium
Electricity	2	19.5	Landlord consumption data	Medium
Business Travel				
Business Travel - Van	1	3	Vehicle Log	Medium
Business Travel - Plane	3	42.7	Credit card statement	Medium
Business Travel – Car Diesel	3	5.5	Management Data	Medium
Business Travel – Car Average	3	3.9	Management Data	Medium
Business Travel – Car Petrol	3	11.7	Management Data	Medium
Employee Commuting				
Car Travel - Diesel	3	25.5	Staff Survey	Medium
Car Travel – Petrol	3	46	Staff Survey	Medium
Other Emissions Calculated				
Transmission & Distribution	3	1.6	Electricity Bills	Medium
Waste Disposal	3	0.2	Bills	Medium
Hotel Stay (UK)	3	0.1	Data provided by travel management company	Medium
Hotel Stay (France)	3	0.1	Data provided by travel management company	Medium
Hotel Stay (Singapore)	3	0.5	Data provided by travel management company	Medium
Hotel Stay (USA)	3	0.3	Data provided by travel management company	Medium
Hotel Stay (Italy)	3	0.1	Data provided by travel management company	Medium
Hotel Stay (South Africa)	3	0.5	Data provided by travel management company	Medium
Hotel Stay (Poland)	3	0.1	Data provided by travel management company	Medium
Electricity – Home working	3	3.8	Average of 3 kWh used per home working day and data from staff survey	Medium
		166.3		

14 Data Quality / Confidence

The data used to generate this report has been collected from various sources from both within the company and using assumptions gathered by Net Zero International. These emissions have been converted to CO₂e using GHG Protocol and BEIS frameworks and conversion factors for the relevant period.

15 Offsets

As part of the commitment of Kubus to target reductions in its GHG emissions and ultimately attain Net Zero, the company will review and report all offsetting that it enters. All offsetting options will be considered and reported, including formally certificated schemes (e.g. Gold Standard) as well as more informal schemes. Where offsetting is done against informal schemes, details of the calculation logic will be reported. Net Zero International have verified the certification of offsets included in this report.

16 Offset schemes (if appropriate)

Scheme Name	Details (including weblinks)
None	

17 Declaration & 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 board of directors (or equivalent management body).

Signed on behalf of Kubus Group Limited

Name: Duncan Imrie



Position: **Chief Financial Officer**

Date: **12th January 2023**

Signed on behalf of Net Zero International

Name: **David Hawes**



Position: **Co-Founder**

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18 Glossary

Benchmark Data	The chosen 12-month period that sets the calculated emissions that need to be mitigated and/or offset.
Carbon Reduction	Reduction in measured CO ₂ e emissions
Carbon Reduction Plan	Plan to reduce CO ₂ e emissions over a period of time, updated annually
Carbon Emissions (Gross)	CO ₂ e emissions from Company activities
Carbon Emissions (Net)	CO ₂ e emissions from Company activities minus verified carbon offsets the Company purchases
Carbon Neutral	When emissions are fully offset including those emissions that could be mitigated.
Carbon Offsets	A removal or reduction of carbon emissions through a verified scheme.
CO₂e	All greenhouse gases expressed in terms of Carbon Dioxide equivalent (CO ₂ e) for consistency of reporting.
GHG Protocol	Greenhouse Gas Protocol https://ghgprotocol.org/
Greenhouse Gases	Carbon Dioxide (CO ₂), Methane (CH ₄), Nitrous Oxide (N ₂ O), Chlorofluorocarbons (CFCs and HCFCs), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulphur Hexafluoride (SF ₆)
Greenhouse Gas Conversion Factors	Annually published conversion factors normally published by relevant government departments. Converts activity into CO ₂ e emissions.
Greenhouse Gas Emissions (GHG)	Gases in the atmosphere that absorb and radiate heat
Intensity Metric/Ratio	A metric that measures carbon emissions per relevant unit of activity in a business.
Market Reporting v Location Reporting	Market is based on specific tariffs. Location is based on the country from which you are reporting.
Net Zero	GHG emissions are mitigated and those that cannot are offset
Operational Control	The organisation accounts for 100% of the GHG Emissions over which it has operational control. It does not account for GHG Emissions from operations in which it owns an interest but does not have operational control
Renewable Tariff	An energy tariff that is 100% powered by renewable energy and is certified.
SBT	Science Based Targets – reducing emissions by 50% by 2030 and by 90% by 2050 and offsetting the remaining amount.
Scope 1	The fuels that are burnt (gas, transport the company owns, refrigerant gasses)
Scope 2	The energy that is bought (electricity from the grid, purchased heat)
Scope 3	Emissions embedded in everything a company buys and emitted as a consequence of everything a company sells.
SECR	Streamlined Energy & Carbon Reporting
tCO₂e	Metric tonnes of CO ₂ equivalent emitted.
WBCSD	World Business Council for Sustainable Development https://www.wbcsd.org/
WRI	World Resource Institute https://www.wri.org/