



CARBON REDUCTION

PLAN STATEMENT

Supplier Inzpire Ltd
2021-2022

www.inzpire.com



COMMITMENT TO NET ZERO BY 2040



BASELINE EMISSIONS FOOTPRINT

Baseline emissions are a record of the greenhouse gases (GHG) that have been produced in the past, prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Our Baseline includes GHG emissions from the seven GHGs named by the Kyoto Protocol: Carbon Dioxide (CO₂), Hydrofluorocarbons (HFCs), Methane (CH₄), Nitrous Oxide (N₂O), Nitrogen Trifluoride (NF₃), Perfluorocarbons (PFCs) and Sulphur Hexafluoride (SF₆). Our emissions are calculated in tonnes of carbon dioxide equivalent (CO₂e) using the appropriate conversion factors published by the Department for Business, Energy and Industrial Strategy (BEIS).

Inzpire's GHG emissions reporting is aligned to our Financial Year "FY" Reporting (1st April to 31st March).

Inzpire is part of the QinetiQ Group and uses the Group's "Financial Control" approach as part of our GHG methodology. The Group wide Scopes 1 and 2 figures detailed have limited assurance by a third party ([see reporting accounts here](#)).

Baseline Year: FY20	
Additional details relating to the baseline emissions calculations. Inzpire originally baselined Financial Year 2019 "FY19" (01.04.18 - 31.03.19) for our Scopes 1 and 2 global emissions reductions targets. As part of the new QinetiQ Group Net Zero Strategy, we are re-baselining to FY20 for the wider inclusion of Scope 3.	
Baseline Year Emissions:	
EMISSIONS	Total (tCO ₂ e)
Scope 1	17.6
Scope 2	n/a (site is leasehold) ¹
Scope 3 (included sources)	846.4
Total Emissions	864.0
Current Year: FY 21-22	
EMISSIONS	Total (tCO ₂ e)
Scope 1	0
Scope 2	n/a (site is leasehold)
Scope 3 (included sources)	851
Total Emissions	851

¹ As a leaseholder of office premises, electricity used in our building does not fall into Inzpire's Scope 2 reporting but will be included in Scope 3 Category 8 'Leased Assets' in future reporting.

EMISSIONS REDUCTION TARGETS



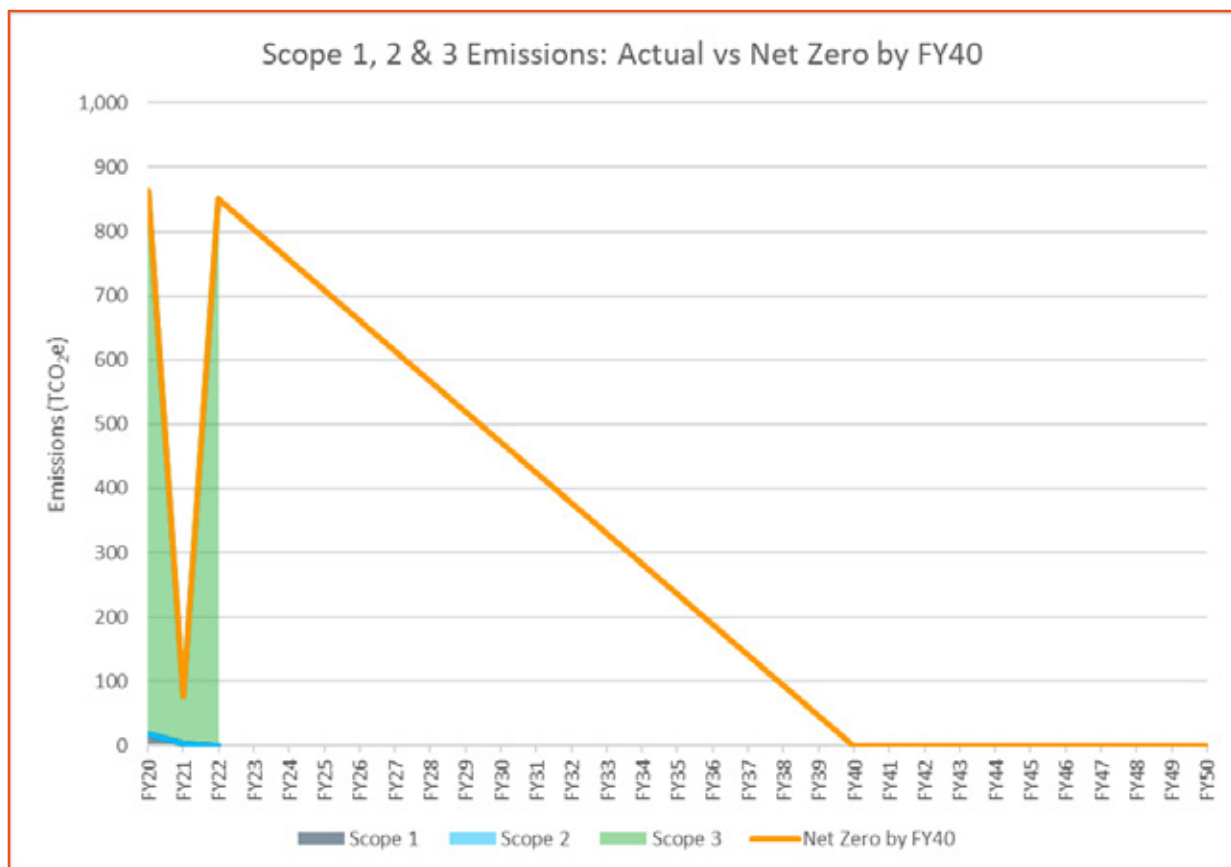
Inzpire's current target is a 25% reduction of GHG emissions (Scope 1) by FY25 from the FY20 baseline.

We strive to make progress against this target despite an unusually low emission years in 2020-2021 due to the impact of COVID 19 travel restrictions and precautions. We aim to continue with a reduced travel regime where possible in our working model, using technology to conduct work and meetings remotely where appropriate, and considering the carbon footprint of modes of travel when required. See Figure 1.

Inzpire is targeting Net Zero by 2040 or sooner, and we will pursue interim milestone targets against our FY20 baseline which will be managed through our Carbon Net Zero Strategy and Plan; this is regularly discussed in the Inzpire ESG Working Group and with the QinetiQ Net Zero Scope 3 Working Group.

Having committed to the Science Based Targets Initiative (SBTi) in October 2019, QinetiQ Group was the first aerospace and defence company to publicly commit on the SBTi website to a science based GHG reduction target and our targets have been validated as part of our Net Zero Plan. Inzpire aims to shape its GHG reduction plan according to its own operating model.

Progress against these targets can be seen in the graph below:



GREENHOUSE GAS REDUCTION PROJECTS



COMPLETED INITIATIVES

The following activities are just some examples of projects to reduce our GHG emissions:

Inzpired Travel

Inzpire initiated an Electric Vehicle (EV) Scheme in December 2020 to allow employees to lease EV under salary sacrifice arrangements. The scheme has continued to be successful despite global shortages of various car components leading to increased waiting times for EV orders. More than 15% of our staff have opted for an EV. We have fitted EV charging points at our Head Office for employees and visitors to use. In addition, to encourage more use of the EV Scheme, Inzpire has decided to significantly increase business mileage payments above the current published HMRC rate for EVs, reflecting the increased cost of electric, but also demonstrating a tangible commitment to reducing our GHG emissions.

We conducted a Company-wide commuting survey to better understand the pattern and method of commuting. This enables additional measures to be considered to reduce the impact of those employees who need to travel to a place of work.

Inzpire offers a competitive cycle to work scheme for employees and bike storage has been provided at our Head Office, along with shower facilities to encourage cycling to work. This allows the opportunity to reduce the GHG emissions for work travel including commuting, as well as personal travel.

Deep analysis of business travel, one of the largest contributors to our emission figures, was conducted. Business travel remains essential due to the nature of some of our work. Understanding these results will support future planning in further reducing these emissions.

Inzpire employees are encouraged to reduce GHG emissions for work related travel through use of public transport and we have launched a company-wide Car Share Travel Planner to provide an opportunity to reduce the cost of travel and GHG emissions per journey.

Inzpire Agility

The Agile Working Policy actively encourages and enables employees to work from home, where appropriate, which reduces both commute and business travel. However, the upsurge in this year's Scope 3 emissions reflects an increase in travel as COVID 19 restrictions and precautions were lifted. The Inzpire '1.5 Degrees to Survive' initiative provides a source of wide-ranging information on how to reduce the carbon footprint of home office spaces.

Inzpired Office Space

An expansion and refurbishment of the Inzpire office space was planned and conducted with carbon footprint considerations integral to the design, including use of LED lights, greater efficiencies in printing requirements and methods, use of re-usable crockery and cups to reduce waste, and a comprehensive provision for recycling.

The Inzpire Commitments

Our '1.5 Degrees C to Survive' initiative encourages all employees to consider innovation not only in what we deliver, but how we deliver it; GHG emission reduction is an Inzpire-wide activity. Our Carbon Net Zero Strategy and Plan has been agreed and continues to develop as we progress on our Carbon Net Zero journey.

QinetiQ Group maintains ISO Standards 14001 (Environmental Management) and 50001 (Energy Management) to support and externally assure our approach.

OUR ON-GOING COMMITMENT



In FY 22 we are undertaking a range of initiatives, but the priority focus is on the following:

An Inzpired Strategy and Plan

Our wide-ranging Four Pillar Carbon Net Zero Strategy and detailed implementation plan will continue to develop and deliver reductions in our GHG emissions. Our Strategy includes integrating GHG emissions reduction into our Business Strategy with more detailed analysis allowing development of a detailed action plan across Scope 3 Categories. We aim to influence climate action in society as part of our social value agenda through engagement with business, academic and charity partners.

Our training services and synthetic training devices will continue to be developed, providing comprehensive training for our customers and employees, whilst integrating live training with synthetic and virtual methods. This will reduce the carbon impact of live and face to face training activity that involves use of carbon-based fuels and business travel.

We will strive to be in carbon credit as technology to enable further reductions and offsets matures.

Measuring Our Emissions to Inform Decision Making

Year on year we will refine our capture of Scope 1 and Scope 3 emissions, using business tools in HR and Finance to allow better access to data which will be analysed to develop carbon reduction action plans. Continued engagement with employees, to understand their carbon footprint relating to work, will improve our ability to shape our working policy and models to further reduce emissions.

Renewables

Work has commenced to review Inzpire products and services to understand lifecycle management of materials and services and how renewable energy can be used to support them.

Inzpired Travel

Inzpire will continue to offer an EV and cycle to work scheme to existing and all new employees. The onboarding process will include an introduction to these benefits and the '1.5 Degrees to Survive' initiative.

Incentives for car-sharing for commuting and business travel will continue to be considered to encourage employees to adopt lower carbon travel practices.

Inzpire Agility

The impacts of the Agile Working Policy will continue to be monitored and the policy will evolve as technology matures and our business model adapts accordingly.

Inzpired Office Space

Inzpire will consider moving to a renewable energy provider as the right approach to take, despite the current requirement to use the emission factor for the National Grid rather than a specific supplier. We will launch a 'turn it off' campaign for both the office and home working environment, helping to reduce the use and cost of utilities.

We will consider the energy rating and environmental credentials of buildings as part of our decision making on future property lease options. We will explore how to encourage those employees who work from home regularly to use a renewable energy supplier at home. Sustainability Group for our trade body, ADS.

OUR ON-GOING COMMITMENT



The Inzpire Commitments

Inzpire has publicly committed to achieving our GHG emission reduction goals. To help us in this, all Inzpire employees will continue to be encouraged to consider innovation not only in what we deliver, but how we deliver it; GHG emission reduction is an Inzpire wide activity.

Inspirational Offset Partners

When we have explored all options to reduce our GHG emissions, Inzpire will look to identify carbon offset partners who are delivering inspirational change through ecological improvement projects or new carbon capture technologies. We will ensure any offset schemes we engage in are of the highest standards.

In addition, as part of the QinetiQ Group, we proactively support collaboration and engagement across our sector regarding Climate Change. The QinetiQ Group CEO co-chairs the Defence Suppliers Forum Climate Change and Sustainability Steering Group and QinetiQ also chairs the Sustainability Group for our trade body, ADS.

DECLARATION AND SIGN OFF



This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and the 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 endorsed by the Board of Directors for Inzpire Ltd.

Signed on behalf of the Supplier:

Brendan Nolan

Managing Director Inzpire Ltd

Date: September 2022



www.inzpire.com

