



# CARBON REDUCTION PLAN

Inzpire Limited is committed to achieving Net Zero by 2040 through the implementation of an emissions reduction plan.



# COMMITMENT TO NET ZERO

## 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 (CO<sub>2</sub>), Hydrofluorocarbons (HFCs), Methane (CH<sub>4</sub>), Nitrous Oxide (N<sub>2</sub>O), Nitrogen Trifluoride (NF<sub>3</sub>), Perfluorocarbons (PFCs) and Sulphur Hexafluoride (SF<sub>6</sub>). Our emissions are calculated in tonnes of carbon dioxide equivalent (CO<sub>2</sub>e) using the appropriate conversion factors published by the Department for Business, Energy and Industrial Strategy (BEIS).

Inzpire's greenhouse gas 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 greenhouse gas methodology. The Group wide Scopes 1 and 2 figures detailed have limited assurance by a third party ([see reporting accounts here](#)).

Baseline Year: FY20	
<b>Additional details relating to the baseline emissions calculations.</b> 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 Group Net Zero Strategy, we are re-baselining to FY20 for the wider inclusion of Scope 3.	
Baseline Year Emissions:	
EMISSIONS	Total (tCO <sub>2</sub> e)
Scope 1	17.6
Scope 2	n/a (site is leasehold) <sup>1</sup>
Scope 3 (included sources)	846.4
<b>Total Emissions</b>	<b>864.0</b>
Current Year: FY21 (latest complete year we have data for)	
EMISSIONS	Total (tCO <sub>2</sub> e)
Scope 1	3.2
Scope 2	n/a (site is leasehold)
Scope 3 (included sources)	72.8
<b>Total Emissions</b>	<b>76.0</b>

<sup>1</sup> 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

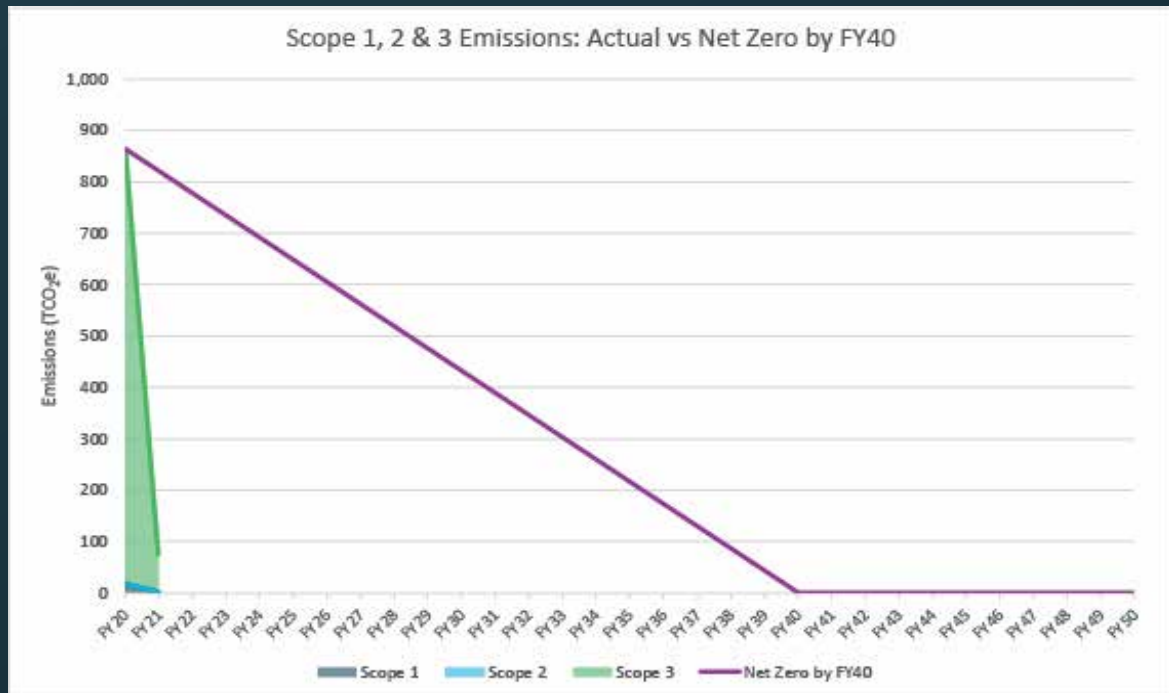
Inzpire's current target is a 25% reduction of GHG emissions (Scope 1 and 2) by FY25 from the FY20 baseline. We have made good progress against this target, partly aided by measures taken to continue working with COVID Restrictions in place. We aim to continue with a reduced travel regime where possible in our new working model, but travel emissions are likely to increase as COVID restrictions ease. 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 presented in detail in our Net Zero Plan later in FY22).

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 will be 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.

Figure 1.



# GREENHOUSE GAS REDUCTION PROJECTS

## COMPLETED INITIATIVES

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

### Inzpired Travel

Inzpire initiated a 'Go Green' Electric Vehicle (EV) Scheme in December 2020 to allow employees to lease Electric Vehicles under salary sacrifice arrangements. The scheme has proved to be very successful, and in the first year of operating, more than 10% of our staff have opted for an EV. We have fitted EV charging points at our Head Office for employees and visitors to use. Inzpire offers a competitive cycle to work scheme for employees and bike storage has been provided 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.

In addition, Inzpire team members 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 cost of travel and GHG emissions per journey.

### Inzpire Agility

Before the COVID 19 pandemic Inzpire encouraged agile working at our Head Office and with our teams working directly with clients. Through the necessity of COVID 19 restrictions, the agile approach to working resulted in less travel and commuting. Inzpire has recently released 'The future of work at Inzpire – Agile Working' Policy which provides employees freedom to work from home where possible. The agile approach has been further developed in consultation with our clients to reduce travel where possible, whilst still maintaining essential engagements.

However, where business requires travel, we expect to see some increase in travel compared to that seen during COVID 19 restrictions.

### Inzpired Office Space

The recent refurbishment of our Head Office has allowed us to take measures to reduce energy use through fitting of LED lighting throughout. We have introduced greater efficiencies for printing, recycling and use of cups and other drink containers to reduce office-based waste. We also seek to source our office supplies from sustainable suppliers.

### 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.

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

## OUR ON-GOING COMMITMENT

In FY22 we are undertaking a range of initiatives, but the priority focus is on the following:

### An Inzpired Green Strategy and Plan

A wide-ranging Four Pillar Carbon Net Zero Strategy and detailed implementation plan will continue to develop and deliver effects in reducing our GHG emissions. Our Strategy includes integrating GHG emissions reduction into our business strategy and influencing climate action in society as part of our social value agenda through engagement with business, academic and charity partners. We will strive to be in carbon credit as technology to enable further reductions and offsets matures.

### Measuring our Emissions to Inform Decision Making

We currently capture and report Scope 1 and Scope 3 emissions relating to our business including at our Head Office which is our only fixed site. As better methodology and tools develop, we will aim to improve the accuracy of our emission measurements, as well as be able to model the potential effect of various GHG emission reduction initiatives.

### Renewables

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

### Inzpired Travel

Inzpire will continue to offer the Go Green Electric Vehicle and cycle to work scheme, ensuring all existing and new employees are kept informed of the schemes and the associated benefits. The use of the recently installed EV charge points will be measured to ensure demand does not regularly exceed capacity, planning for expanded capacity if required. Bike storage use will be monitored, and further capacity added as required. We will explore potential reward or benefits for employee car sharing when undertaking work trips or commuting to encourage a reduction the number of solo traveller car miles.

### Inzpire Agility

The impacts of the Agile Working Policy will be monitored, and a survey is planned to understand factors preventing home working (and the associated reduction in travel); this should provide information on what further changes can be made in this area. Employees will be provided with guides to reducing the carbon footprint of their home office space.

## Inzpired Office Space

Work to install LED lights throughout the Head Office has been completed. 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 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.

## The Inzpire Commitments

Inzpire intends to publicly commit 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 ENDORSEMENT

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 Inzpire:

Hugh Griffiths

CEO Inzpire Ltd  
Date: December 2021