



Carbon Reduction Plan

Date: 31st March 2023

Commitment to achieving Net Zero

Servium LTD is committed to achieving Net Zero emissions by 2050.

Servium LTD is committed to achieving Net Zero emissions by 2050 in all areas where we can make an impact. To reach our goal we are pursuing an approach of avoiding, reducing, and offsetting Co2 that we can release into the atmosphere. In addition to this is the energy consumption from our office building as well as external consumption from our partners, and distributors, and finally down to the use of the hardware products we sell to our customers.

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: 2022 - 1st January 2022 - 31st December 2022.

Additional Details relating to the Baseline Emissions calculations.

Servium LTD began collecting emissions data in accordance with the Streamlined Energy and Carbon Reporting (SECR) requirement for our financial year starting 1st January 2022. In accordance with these requirements, we have Scope 1 and 2 emissions for one reporting year and have used this as our baseline.

Based on the GHG protocol for scope 1 we do not own any combustion fuel-related boilers or vehicles. Our company vehicles are electric only. We have two battery-powered vehicles and therefore no carbon emissions to report in scope 1.

Based on the GHG protocol for Scope 2 has been partially reported with figures for our Genesis Centre office for electricity. We have omitted our Trident Court office and our Cardinal outsource warehouse as these are leased spaces and the electricity is covered within the rental by the landlord. These two companies will be reporting their own emissions and therefore we do not want to double count. This is something we are looking into, and this may change our baseline based on advice.

Full Scope 3 data has not been collected or reported for our year 2022 as this was not required but as per reporting guidance, vehicle emissions have been included in Scope 3 emissions. The data has been gathered from personal car usage for business purposes from our expenses claim system and from employee commute for all 3 offices. This represents a partial report against Scope 3, category 6 - business travel and Scope 3, category 7 - employee commute. We have also included in Scope 3 our train, taxi, and air travel for this period. We are in the process of gathering scope 3 emissions data for our freight however this is not yet available but will be included in our 2023 reporting if available. We have also included category 5 - waste generation, in operations for year 2022 across all locations.

Waste generation

Business travel

Employee commuting

*Categories 5 (waste generated in operations), 6 (business travel), 7 (employee commuting) have been included in our scope 3 calculations. Category 4 (upstream transportation and distribution) and 9 (downstream transportation and distribution) have been excluded as the data is not available. We will work with procurement to consider whether category 4 and 9 emissions can be captured through changes in process and cost allocation software.

Based on our reporting for 2022 and the availability of data we will be working to ensure all data is available within the next 6 months, this may change our baseline number.

Baseline year emissions: 2022 - 1st January 2022 - 31st December 2022.

EMISSIONS	TOTAL (tCO _{2e})
Scope 1	803
Scope 2	1198 (Partially reported: Emission calculated above is based on one office. The two other sites pay for electricity within the rental contract and therefore do not have a separate KW usage record).
Scope 3 (Included Sources)	Waste generation: 645 Business travel: 1.952 Employee commuting: 11.367 Partial reporting on Scope 3 as per documented above.

Total Emissions	15,965
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Current Emissions Reporting

Reporting Year: 2023 - 1 st January 2023 - 30 th March 2023.	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0
Scope 2	147
Scope 3 (Included Sources)	Waste generation: 161.25 Business travel: 432 Employee commuting: 7932
Total Emissions	8672.25

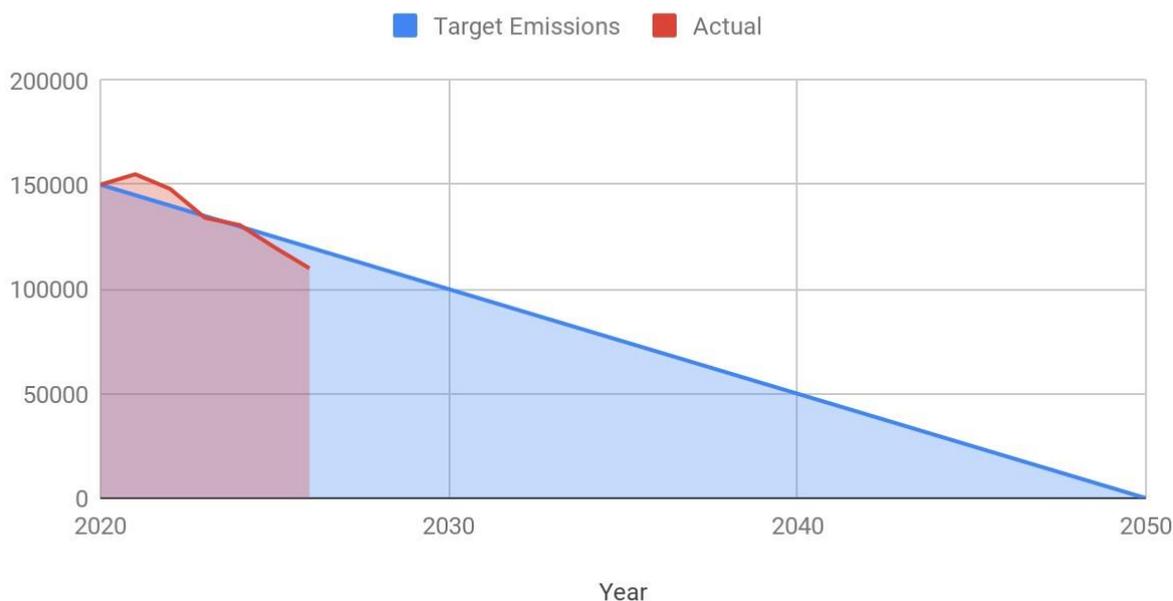
Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

- From 2022 we aspire to reduce our carbon emissions over the next 5 years by 20%.
- We project Scope 1 and 2 to be Net Zero by 2050. Servium LTD are aware that there are some gaps in all scopes and will be actively working to fill these gaps over the next six months.
- Servium LTD have a green initiative running where we will be planting trees over the next five years with the International Tree Foundation to offset carbon emissions by 50%.

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

Carbon Reduction: Projected vs. Actual



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Servium LTD are committed to reducing our Carbon Footprint and environment impact and as such in 2021 have achieved our ISO14001 certification.

Carbon reducing measures form an integral part of Servium's overall environmental management policy, helping to improve both operational performance and a reduction in potentially harmful emissions to land, water, and air.

Within the policy, Servium have clear, realistic and yet challenging targets to reduce its carbon footprint in line with the government's 2050 target. Servium comply with all current energy legislation, and we meet or better legislative targets to minimise waste, promote recycling and the use of recycled products to help reduce the burden of landfill and therefore methane generation.

Core to Servium's policy is promoting environmental awareness and responsibility amongst employees, partners, contractors, service users and customers. We achieve this through close management of projects, review of partner and distributor policies and promotion of key internal initiatives.

The following environmental management measures and projects have been completed or implemented since the 2022 baseline. The carbon emission reduction achieved by Scope 1,2 and 3 from 2022 to 2023 is yet to be defined and will be once all 2023 data has been collected and reported.

Completed Carbon Reduction Projects:

ITAD/Recycling of Devices and Hardware offered to Customers.

Servium work with partners to recycle IT equipment where possible for our customers, with a 0% landfill policy. This equipment is refurbished and put to remarket or recycled depending on the customers requirement. In 2022, Servium LTD recycled/reused 1563 items of old/EOL hardware.

Cycle to Work Scheme

On-going Cycle to Work schemes are available to all our employees where they can benefit from saving 26-40% on a bike and accessories. Servium LTD have bicycle parks for employees to store their bikes in a secure place at our offices.

Recycling

Recycling bins are provided in the offices for cardboard, glass, food waste and general waste.

LED Lighting

All the lighting within the offices is LED - Low Emitting Diode. By replacing our fluorescent light bulbs with energy-efficient LEDs, we reduced the amount of electricity our offices consumed, and all our staff enjoy healthier, more productive light. In the first 12 months of adoption to energy efficient lighting saw a 70% decrease in electricity consumption across the business.

Gender Equality

We have a near 50/50 split between male and female employees at Servium LTD. The split in management including line managers and senior managers is 75% male and 25% female.

Hybrid Working Model

Servium LTD introduced a hybrid working model where employees can work from home two days per week which has reduced commuting, and where possible all employees are encouraged to carry out meetings from home. By adopting a hybrid working model - this has reduced travel to work by over 30%. In addition, we encourage car sharing where possible and the use of public transport.

EV Fleet

Servium's company car scheme only allows for fully electric vehicles within a certain band, as part of the government carbon initiative scheme for business. Servium LTD choose a low or zero-emission plug-in vehicle over an equivalent petrol or diesel vehicle. Car sharing/public transport use is encouraged throughout the business for events where more than one member of staff is to attend.

KOcycle Partner of the QTR

In 2022 Servium won KOcycle's partner of the quarter awards for sustainability. Servium were awarded 500 trees which were planted in our name in recognition of the award.

Data Centre Warehousing

Servium house all their Data Centre hardware/software appliances within 4DDC's award-winning DC facility. A key element of the contract award was 4DDC's environmental impact policies. 4DDC are early adopters of adiabatic cooling towers, which significantly reduces the energy use of the Data Centre. 4DDC constantly push the technological boundaries of the core network and are always on the lookout for new technologies which improve the efficiency of both their Gatwick & Surrey Datacentres.

- Increased Cooling efficiency through cold aisle containment
- State of the art UPS with line-interactive/smart-interactive efficiency of up to 98.5%
- Low energy LED lighting using auto-shutoff motion sensors
- Electricity is backed by renewable energy guarantees origin certificates
- 4DDC provide Carbon-Neutral cloud services through carbon offsetting

Servium LTD & 4DDC work in partnership allowing us to offer Data Centre services as part of our ever-evolving services portfolio. Servium LTD can offer these services to Institutions / contracting authorities as an extra value-added service.

As an innovative VAR Servium adopt its own connected workforce solutions through enabling flexible working for all staff. This allows staff to have fully supported work from home environments which has reduced travel to work by over 30%. In addition, we encourage car share where staff need to come to the office, in addition, we offer cycle to work vouchers and offer tax advice for those using bikes to make their commute.

	Recycle it	Technimove	Kocycle
Switches/firewalls	13	0	0
Desktop	42	0	0
Hard Drives	0	252	0
AIO	0	0	0
Laptops	92	0	0
Monitors	0	0	0
Phones	0	0	0
Printers	8	0	0
Projectors	0	0	0
Networking kit	322	0	0
Servers	189	0	0
Tables	0	0	0
CD/DVDs	0	51	0
LTO Tapes	0	594	0
Total Recyled per Partner	666	897	0
Total			

Future / In Progress Projects

In the future we hope to implement further measures such as:

Tree Planting

In order to reduce our carbon footprint, we have a project for tree planting with the international tree foundation to plant 5,000 trees in total over the next five years. In 2021 We planted 309 trees offsetting our Co2 emissions by 6737.5.

Salary Sacrifice EV Scheme

Our scheme in partnership with green energy supplier Octopus, allows all employees to pay for an electric car each month using their gross salary before deductions are made for tax and other contributions.

Environmental Marketing Campaigns

We are sending our customers postcards containing wildflower seeds, so that customers can either plant at their offices or home addresses. We also provide our customers with bags for life, reusable water bottles and metal straws.

Code of Conduct

Formal code of conduct towards society and the environment is translated to all employees to show wherever we operate we are committed to sustainable operations and thus minimise the negative impact on the climate and the environment.

Eco Friendly Cleaning Products

Plans are going to be in place within the next 6-9 months to switch all the cleaning products and toiletries within Servium's offices to an eco-friendlier alternative of the business. For example, soaps, eco-friendly paper towels, recycled bin bags etc.

Data Centre Housing

Servium are actively looking at a project for reducing our on-premises server presence and move to a cloud-based model, reducing our carbon emissions further.

Recycled Packaging

We have a project that has replaced all our packaging tape to paper tape and will be looking to use recycled cardboard boxes.

Green Logistics

Reduce Co2 emissions by using alternative logistic methods, as well as consolidation of shipments.

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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:

DocuSigned by:
Sharon charman
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Sharon Harris, Commercial Director

Date: 30th March 2023

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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