



Carbon Reduction Plan

Date: 31st December 2023

Reporting Year Emissions: 2022 - 1st January 2022 - 31st December 2022

EMISSIONS	TOTAL (tCO2e)
Scope 1	6.91
Scope 2	9.74
Scope 3 (Included Sources)	Business Travel: 8.15 Employee Commuting: 14.46 Products: 0.53 Servers: 9.22 Shipping: 374.08 Waste Generation: 44.44 Water: 0.01 Work From Home: 11.15
Total Emissions	1,569.384

Period - 2022-2022	Tonnes CO2e
Scopes	S1, S2, S3
Gross Emissions	479
Offsets	354
Woodland Carbon Units	0
Net Emissions	125

Baseline Year Emissions: 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 1,2 and 3 emissions for one reporting year and have used this as our baseline. Based on updated advice we have chosen to include the scope 2 emissions from our rented premises. Our Scope 3 emissions for shipping are based on our total spend on product for the period that the report runs. This is due to our distribution, manufacturing and courier partners being unable to provide weights and dimensions on products ordered. Over time this will be revised when other companies catch up.

Reporting Year Emissions: 2023 - 1st January 2023 - 31st December 2023

EMISSIONS	TOTAL (tCO2e)
Scope 1	8.36
Scope 2	10.99
Scope 3 (Included Sources)	Business Travel: 17.74 Employee Commuting: 13.95 Waste Generation: 44.44 Work From Home: 21.56 Products: 0.14 Water: 0.004 Shipping: 562.18 Servers: 9.22
Total Emissions	689

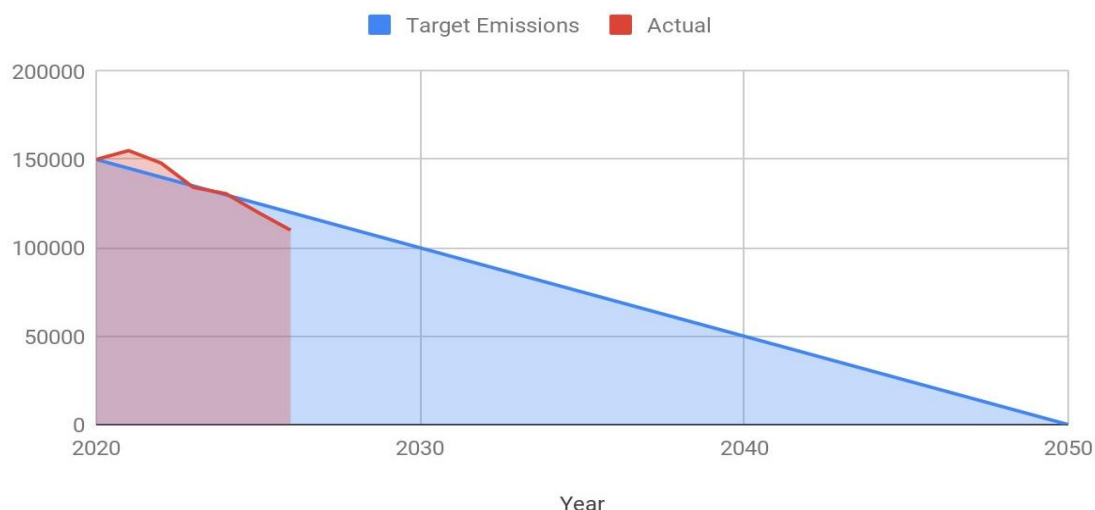
Period - 2023-2023	Tonnes CO2e
Scopes	S1, S2, S3
Gross Emissions	689
Offsets	1,241.9
Woodland Carbon Units	0
Net Emissions	-552.9

Emissions Reduction Targets

To continue our progress in achieving Net Zero, we have adopted the following carbon reduction targets:

- From 2022 we aim to reduce our carbon emissions over the following 5 years by 20%.
- We project Scope 1 and 2 to be Net zero by 2050.
- We continue our green initiative of planting trees over the next 5 years to offset our carbon emissions by 50% by collaborating with partners.

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



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 customer's requirement. 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.

In 2022, in partnership with KoCycle we have saved 489 IT assets from landfill and so offset 206,65.50 Kg CO2e. We have recycled 757 IT assets and so 600 trees were planted which offset 354,000 Kg CO2e. In 2023 In partnership with KoCycle we have saved 1314 IT assets from landfill and so offset 555,165 Kg CO2e. We have recycled 3580 IT assets and so 1600 trees were planted which offset 944,000 Kg CO2e.

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. 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.

Salary Sacrifice EV Scheme

We introduced a 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. In 2023 Our Salary Sacrifice EV Scheme has helped to save the equivalent of 100 KG CO₂e.

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 Data Centres.

- 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.

Recycled Packaging

We have replaced all our packaging tape to paper tape. Where possible our warehouse re-use cardboard boxes and wrapping on deliveries this minimises our waste.

Green Logistics

In 2022 using DPD green vehicles for our deliveries we shipped 866 parcels on all electric vehicles which was the equivalent saving of 239 kgCO₂e. In 2023 using DPD green vehicles for our deliveries we shipped 1037 parcels on all electric vehicles which was the equivalent saving of 572 kgCO₂e.

Future / In Progress Projects

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

Environmental Marketing Campaigns

Our environmental campaigns have included sending our customers postcards containing wildflower seeds. Therefore, having a dual use and less harmful to the environment. We regularly provide our staff and customers with reusable water bottles and metal straws to help avoid the use of single waste plastic.

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. For example, soaps, eco-friendly paper towels, recycled bin bags etc.

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.

Data Centre Housing

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

Green Logistics

For 2024, we've signed up to Go Green Plus with DHL on our international shipments. This will help us to reduce our carbon emissions as they use Sustainable Aviation Fuel (SAF). SAF is a biofuel that is produced from renewable sources such as vegetable oils, animal fats, waste products, and agricultural crops. SAF is specifically designed to be used as a substitute for traditional jet fuel and can reduce lifecycle greenhouse gas emissions by up to 80% compared to fossil fuels.

Barclays Green Initiative

This year, we've started a Barclays Green initiative which is being spread over the next 3 years. This includes green projects that help the environment and promote sustainability. Each year these projects offset 242,158.40 Kg CO2e.

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) Standard³.

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: 31st December 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>