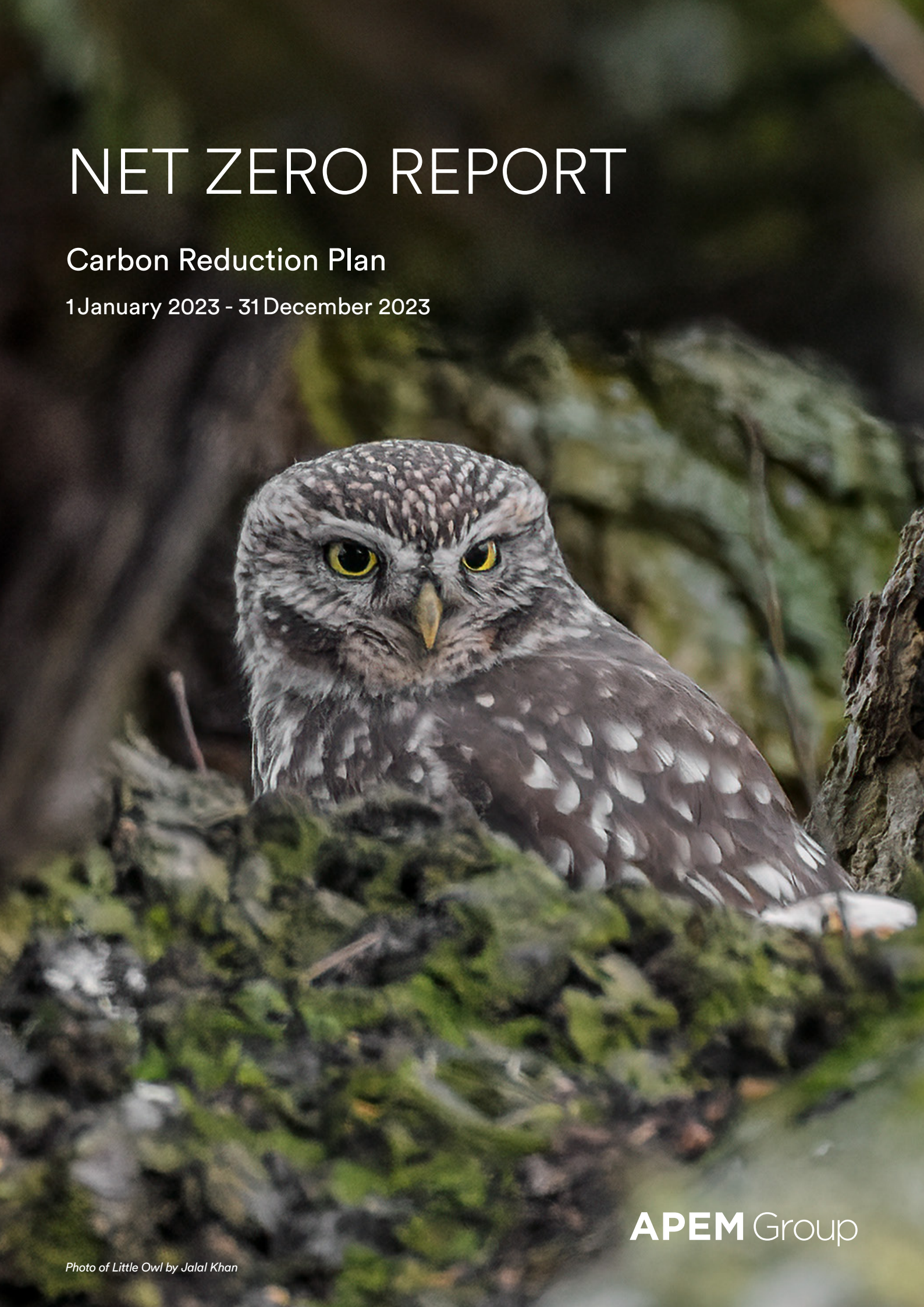
NET ZERO REPORT

Carbon Reduction Plan

1 January 2023 - 31 December 2023



APEM Group

Photo of Little Owl by Jalal Khan

Photo of Seals Sunbathing on Sand Bank, David Mullock

Introduction

We are excited about our journey towards Net Zero and see it as one of opportunity and collaboration.

APEM Group provide progressive ecological and technological solutions to decision makers around the globe, to achieve environmental and social outcomes that matter. It is our responsibility to undertake our activities sustainably. Through scientific integrity and technological innovation, we are leading the way to a thriving shared natural environment.

The leading cause of global climate change is the release of Global Warming Potential (GWP) greenhouse gases (GHGs), collectively known as carbon dioxide equivalent (CO_2e) emissions, arising from anthropogenic activities. We see the effects of climate change every day, as we identify ways to minimise the environmental impact of our activities with projects that deliver clean water, clean energy and clean infrastructure. At the forefront of the energy transition, our work in the renewables sector is facilitating the development of greener and more efficient energy sources and we are supporting clients as they set out and take on their own environmental, social and governance (ESG) targets.

APEM Group strive for improvement and accountability in everything we do. We are committed to managing our own activities to reduce our CO_2e emissions, to promote environmental sustainability and to conserve natural resources for future generations.

It is of utmost importance that we remain committed to our values, delivering environmental change not only through the projects we work on, but also through how we deliver our own activities. We have therefore committed to achieving Net Zero emissions by the end of 2045, five years earlier than current UK Government targets.

This is our second year of measuring our CO_2e emissions. This Net Zero Carbon reduction plan outlines our progress, our actions so far and our aspirations to achieve our ambitious goals as the Group continues to grow in strength and numbers.

We are excited about our journey towards Net Zero and see it as one of opportunity and collaboration. By working together and committing to change, we will find the best way to reach our objectives, for the good of the environment, future generations and the world.

Nicola Hunter, Group Finance Director, APEM Group

About us

With locations across the globe, APEM Group provide independent environmental consultancy and expert scientific advice to a wide range of industries including water, renewables, infrastructure, power and utilities, ports and harbours as well as to regulators and governments around the world. We provide a range of services to clients including our world leading digital aerial wildlife surveys, environmental impact assessments and approvals, marine, water & terrestrial ecology, geospatial insights, shipping and navigational risk assessments, heritage advice and landscape visualisation.

In July 2021, APEM Group acquired Sligo-based Woodrow, an environmental and sustainability consultancy, followed in February 2022 by the acquisition of AQUAFACT, a specialist in marine surveys, based in Galway, Ireland. In May 2022, APEM Group acquired GoBe Consultants, a planning and environmental services consultancy based in Devon and Glasgow, followed by the acquisition in June 2023 of Macro Works, a Dublin based provider of landscape and visual consultancy services, and NASH Maritime, a leading shipping, navigation and maritime risk consultancy based in Southampton, in July 2023. In October 2023, the acquisition of Aspect Ecology, based in Banbury, was completed. Biosis, one of Australia's leading ecology and heritage consultants, became the seventh acquisition in APEM Group in June 2024. Attexo, an Australian renewable energy-focused strategic advisory and environmental consultancy joined the Group in September 2024. The 2023 emissions of the newest five entities are not included in this report but will be integrated into future carbon reporting as our ways of working integrate.

APEM Group

APEM INC

APEM

APEM Group

AQUAFACT
APEM Group

aspect ecology
APEM Group

Attexo
APEM Group

biosis
APEM Group

GoBe
APEM Group

macroworks
APEM Group

NASH
MARITIME
APEM Group

woodrow
APEM Group

Photo of Floating pennywort by Lucinda Lintott

Commitment to Net Zero

APEM Group are committed to working alongside other organisations to achieve the UK and Ireland's government Net Zero targets of at least 100% reduction of net CO_2e emissions by 2050 (based on 1990 levels) for our operations.

APEM Group are taking action to reduce our annual CO_2e emissions and achieving Net Zero emissions by 31 December 2045: five years earlier than the UK Government's 2050 target. This will constitute predominantly absolute emission reduction through Scope 1, 2 and 3. However, as with all businesses, it is likely that there will be some small remaining residual emissions. These remaining residual emissions will be accounted for through investment in carbon removal programmes. We will aim to reduce our emissions year-on-year to achieve:

45% — **Reduction in our Scope 1 and 2 emissions by 2030.**

2022 — **Continue to offset our residual Scope 1 and 2 emissions (commenced in 2022) to maintain carbon neutral status via high quality verified offsets verified offsets.**

Offset — **Overall reduction in all intensity GHG emissions across Scopes 1, 2 and 3 by 2030, offsetting any residual emissions via high-quality nature based or direct air capture projects and becoming Net Zero.**

Photo: iStock

To achieve these goals, APEM Group has taken the following actions:

1 We have appointed an external specialist carbon consultancy to collate and verify data, calculate GHG emissions and help advise on carbon reduction options.

2 Set the base year (January 2022 – December 2022) and calculated our carbon footprint in line with the GHG protocol for that base year:

Scope 1

- Stationary Combustion
- Transport (Owned and Leased Vehicles)
- Refrigerant Gases

Scope 2

- Electricity

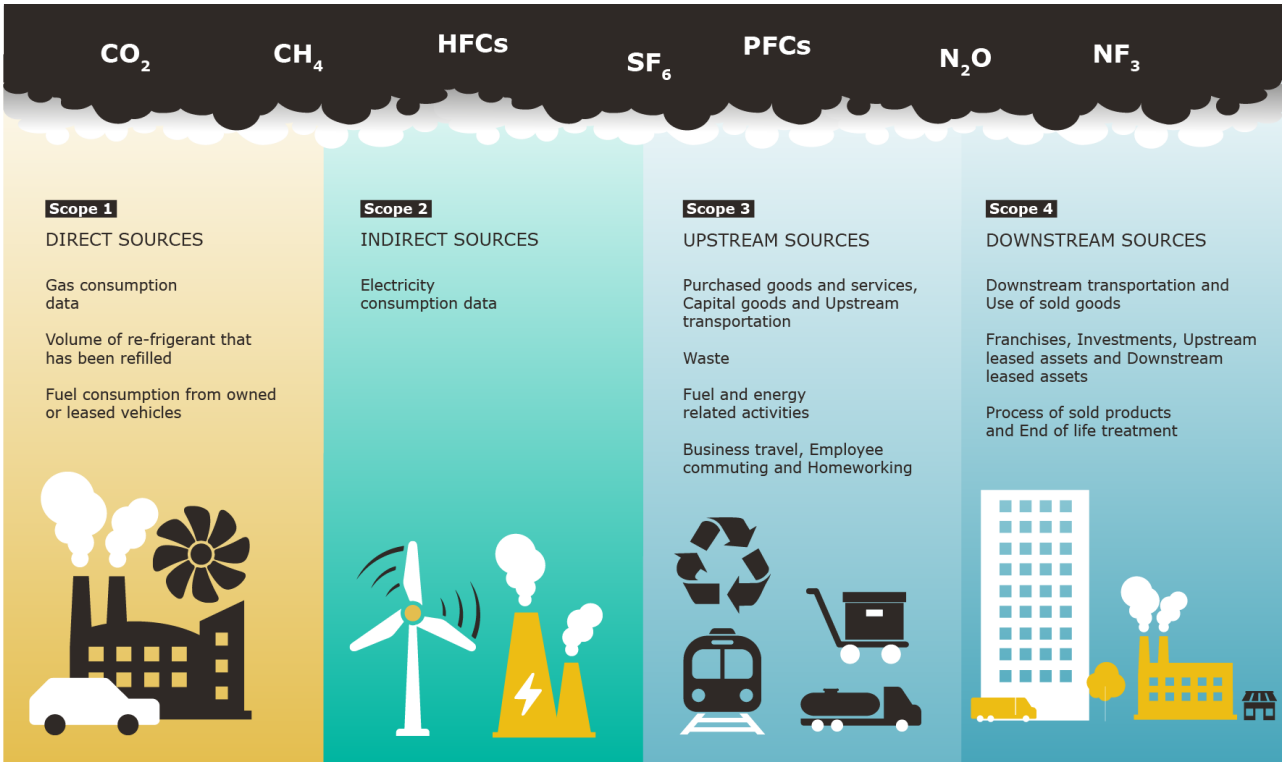
Scope 3

- Category 1 – Purchased Goods and Services
- Category 2 – Capital Goods
- Category 3 – Fuel and Energy
- Category 4 – Upstream Transport
- Category 5 – Waste
- Category 6 – Business Travel
- Category 7 – Employee Commuting (including Working from Home)

3 Created a CO_2e reduction plan for each scope and selected category.

4 Set the Net Zero date and committed to updating our CO_2e or carbon footprint annually with January 1st 2023 – 31st December 2023 being the first post-base year report.

Overview of GHG Protocol scopes and emissions across the value chain



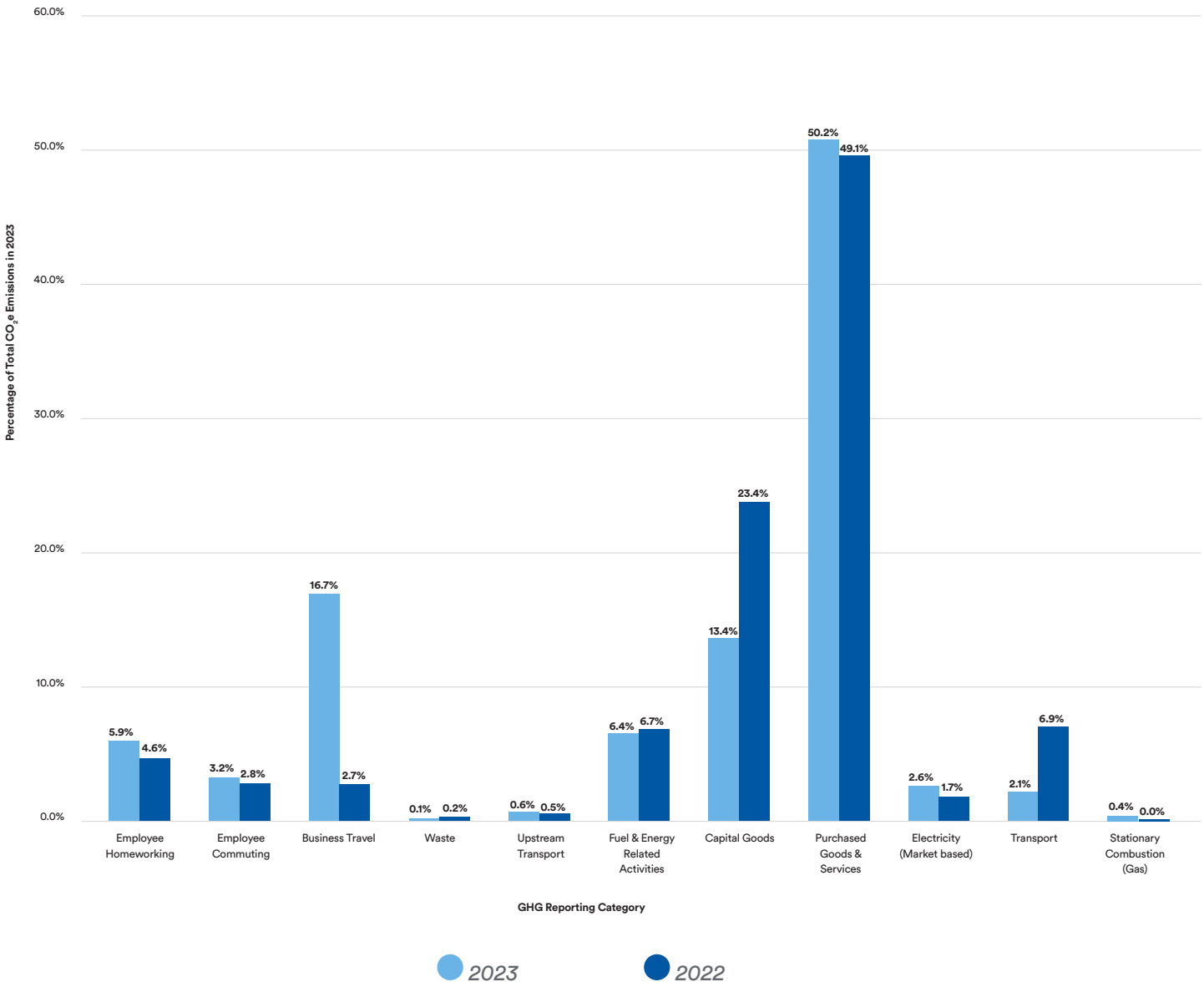
Baseline emissions footprint

Baseline emissions are a record of the GHGs that were produced in a previous financial year prior to the introduction of any strategies to reduce CO_2e emissions. Baseline emissions are the reference point against which emissions reduction can be measured. APEM Group selected January 2022 – December 2022 as our baseline year.

This is our second year calculating our GHG emissions. As such, this is the first time we can assess how we are progressing towards our reduction targets against our baseline year emissions.

By comparing our emissions each year to our baseline year, it will allow us to see how far we have come on our journey to Net Zero and allow us to identify which areas we are succeeding in, as well as which areas need more focus. Our financial year (FY) 2023 GHG CO_2e emissions footprint is shown in Figure 1.

Figure 1:
APEM Group 2023 GHG CO_2e emissions footprint by GHG reporting category



Below shows an itemised breakdown of the amount (tonnes) of carbon dioxide equivalent emissions (tCO_2e) produced by each Scope and Category, comparing emissions from 2023 baseline calculation (2022).

Scope / Category	Item	Total 2022 tCO_2e	Total 2023 tCO_2e	2023 GHG Footprint % make up	% Change 2022-2023
Scope 1					
Stationary Combustion (Gas)	Gas consumed	0.05	12.43	0.4	24760
Transportation	Owned and leased vehicles	221.9	62.95	2.1	-71.63
Refrigerants	HVACs	0	0	0	0
Scope 2					
Electricity (Location-based)[1]	Purchased electricity, for own use (grid average)	96.9	109.29	N/A	12.79
Electricity (Market-based)[2]	Purchased electricity, for own use (specific contract)	55.2	77.91	2.6	41.14
Scope 3					
Cat 1: Purchased Goods and Services	Goods and services	1,571.8	1,506.91	50.2	-4.13
Cat 2: Capital Goods	CapEx expenditure	750.5	402.69	13.4	-46.34
Cat 3: Fuel & Energy Related Activities	WTT[3] & T&D losses[4] from electricity, stationary combustion of fuels and transport	215.5	192.18	6.4	-10.82
Cat 4: Upstream Transportation	Transport between tier 1 suppliers or paid transport for goods (upstream & downstream) WTW	17.3	18.7	0.6	8.09
Cat 5: Waste Generated in Operations	Waste	7.1	1.74	0.1	-75.49
Cat 6: Business Travel	Land and air travel and hotel stays for business purposes	86.3	500.26	16.7	479.68
Cat 7: Employee Commuting	Employees commuting to and back from work	88.4	94.8	3.2	7.24
Cat 7: Employee Homeworking	Employees working from home	147.1	176.89	5.9	20.25
Total Gross Emissions (Location-based)		**3,202.8**	**3,078.83**	**100%**	**-3.87**
Less emissions avoided by procurement of renewable electricity		**(41.8)**	**(77.91)**	**-**	
Total Gross Emissions (Market-based)		**3,161.0**	**3,000.92**		**-5.06**
Less carbon offsets		**(280.00)**	**(107)**	**-**	
Total Net Emissions		**2,881.0**	**2,893.92**		**0.45**

[1]Location-based represents emissions from electricity consumption based on grid average emissions
[2]Market-based represents emissions from electricity consumption based on specific energy contracts
[3]WTT – Well-to-tank emissions. Emissions associated with the extraction refinement and transport of fuels before consumption
[4]T&D losses – Transmission and distribution losses. Emissions associated with the energy lost during the transmission of electricity through the network
*The WTT in these categories have been distributed in different categories to the baseline to reflect FY22/23 calculations so they can be compared
[5]WTW – Well-to-wheel emissions. Includes emissions associated with the extraction, refinement, transport and consumption of fuels

To further understand our emissions, we have also recorded them using intensity ratios, as shown in Table 2, as this will allow us to track our CO_2e emissions as our business grows and develops.

Intensity Ratios	Quantity		Gross Emissions (Location based)		Gross Emissions (Market based)		Net Emissions	
Scope 1 & 2	**2022**	**2023**	**2022**	**2023**	**2022**	**2023**	**2022**	**2023**
tCO_2e per employee	408 FTE	541 FTE	0.78	0.34	0.68	0.28	0.68	0.28
tCO_2e per square meter	2,614.76	3041.76	0.12	0.06	0.11	0.05	0.11	0.03
tCO_2e per million £ turnover	36.17	50.76	8.82	3.64	7.66	3.02	7.67	1.78
Scope 1,2 & 3	**FY22/23**	**FY23/24**	**FY22/23**	**FY23/24**	**FY22/23**	**FY23/24**	**FY22/23**	**FY23/24**
tCO_2e per employee	408 FTE	541 FTE	7.85	5.59	7.75	5.45	7.06	5.25
tCO_2e per square meter	2,614.76	3041.76	1.22	1.01	1.21	0.99	1.10	0.95
tCO_2e per million £ turnover	36.17	50.76	88.55	60.65	87.40	59.12	79.66	57.01

When calculating CO_2e emissions, the GHG Protocol Corporate Accounting and Reporting Standard states that a company must set its organisational boundaries. This can be done either by an "Equity Share" or "Control" approach. The Equity Share approach reflects a company's economic interests and percentage ownership of companies or subsidiaries to assign GHG emissions. The Control approach can follow two routes and defines the boundary by looking at either how much Financial or Operational Control a company has.

To fully cover all of its operations and subsidiaries, APEM Group has selected the Operational Control method when setting our organisational boundary which will cover 100 percent of the GHG emissions over which it has operational control. The Operational boundary will include all three Scopes as outlined by the GHG Protocol. AEPM's emissions are reported in tCO_2e and have been calculated utilising the following formula:

Source emissions data x conversion factor* = total source emissions

Source unit x (tCO_2e/unit) = tCO_2e

* Conversion factors are primarily derived from the latest:
- UK Government GHG conversion factors
- DEFRA (Department for Environmental, Food and Rural Affairs)
- Environmentally extended input-output (EEIO) tables
  – United States (US) Environmental Protection Agency (EPA)

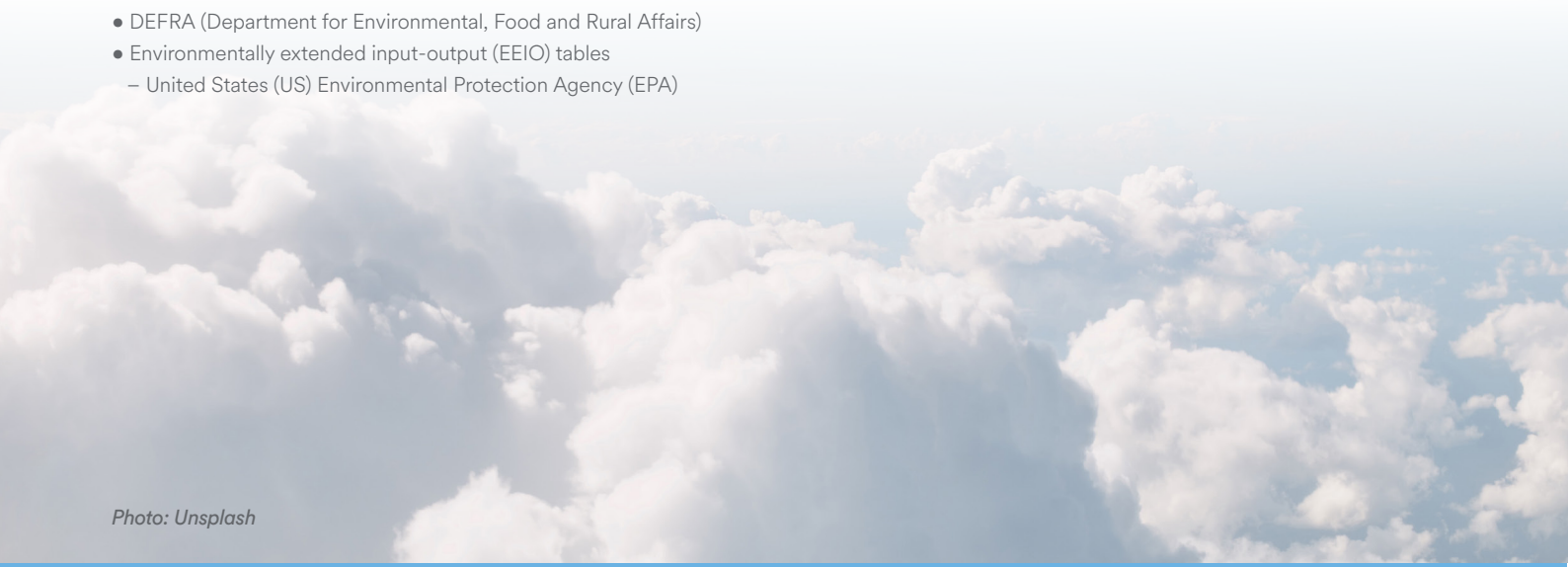


Photo: Unsplash

Emissions methodology: Inclusions within current numbers

Scope 1

Scope 1 sources included in the inventory are onsite (or "stationary") natural gas combustion and mobile fuel combustion from leased and owned vehicles. Excluded from the inventory are fugitive emissions of refrigerant gasses.

Scope 2

Purchased electricity was the only identified Scope 2 emissions source. However, per the GHG Protocol Scope 2 Guidance, Scope 2 emissions have been calculated and reported using two separate methodologies:

- A location-based method reflecting the average emissions intensity of grids on which energy consumption occurs.
- A market-based method reflecting emissions from the electricity that APEM Group has purposefully chosen via our energy procurement activities. This accounts for energy purchased from green energy suppliers.

Scope 3

Category 1: Purchased Goods and Services

Includes all upstream (i.e., cradle-to-gate) CO_2e emissions from the production of goods purchased or acquired by APEM Group in the reporting year.

Category 2: Capital Goods

This includes all upstream (cradle-to-gate) CO_2e emissions from the good that are not included as part of purchased goods and services – typically capital expenditure (CapEx) or plant and equipment purchases.

Category 3: Fuel and Energy Related Services

This relates to transportation and distribution (T&D) losses and the well-to-tank (WTT) emissions for all fuels consumed because of APEM Group's operations.

- WTT emissions account for all CO_2e emissions related to the extraction, production and shipping of fuels, excluding only the direct combustion of the fuel e.g., fuel consumed by APEM Group owned or leased vehicles.
- T&D losses account for CO_2e emissions associated with all the energy that is lost between the electricity production in the powerplant and when it is used (e.g., through resistance in in power lines and transformers).

Category 4: Upstream Transport

This includes any transportation paid for by the APEM Group such as deliveries couriers. This is transport between tier 1 and the APEM Group.

Category 5: Waste

Includes CO_2e emissions from third-party disposal and treatment of waste generated in APEM Group owned or controlled operations in the reporting year.

We have utilised the 'waste-type-specific' method, which involves using CO_2e emission factors for specific waste types and waste treatment methods.

Category 6: Business Travel

Includes CO_2e emissions from the transportation of employees for business-related activities in vehicles owned or operated by third parties, such as aircraft, trains, buses and passenger cars. This also includes CO_2e emissions resulting from hotel stays resulting from business-related trips.

- We have used the distance-based method, which involves determining the distance and mode of business trips and then applying the appropriate CO_2e emission factor for the mode used where possible.
- We have used the number of nights stayed in hotels and their geographical locations to calculate the associated CO_2e emissions.

Category 7: Employee Commuting

Includes CO_2e emissions from the transportation of employees between their homes and APEM Group offices. CO_2e emissions from employee commuting may arise from car, bus, train, or cab travel. We have also included energy consumption and waste production which occur from employees working from home in this category.

- We have extrapolated data from our FY 2022 employee travel survey on commuting patterns, based on increased head count and applied the appropriate CO_2e emission factors for the modes used, using the distance-based method.
- Where certain data is missing or incomplete we have used an average-data method, which involves estimating CO_2e emissions from employee commuting based on national average data on commuting patterns or vehicle types.

Emissions methodology: non-material exclusions for 2023 CO_2e emissions:

Scope 3

Category 8: Upstream Leased Assets

Is excluded from FY 2023 CO_2e emissions, as we do not lease any assets.

Category 9: Downstream Transportation and Distribution

Is excluded from 2023 CO_2e emissions as we do not transport or distribute specific products.

Category 10: Processing of Sold Products

Is excluded from 2023 CO_2e emissions as we do not manufacture products.

Category 11: Use of Sold Products

Is excluded from the 2023 CO_2e emissions as we do not sell physical products.

Category 12: End-of-life Treatment of Sold Products

Is excluded from 2023 CO_2e emissions as we do not sell physical products.

Category 13: Downstream Leased Assets

Is excluded from 2023 CO_2e emissions, as we do not own any leased assets that we lease to other businesses.

Category 14: Franchises

Is excluded from 2022 CO_2e emissions, as we do not operate franchises.

Category 15: Investments

Is excluded from 2023 CO_2e emissions, as we do not have any investments whereby we provide capital or offer financing as a service.

Photo of Dungloe, Co. Donegal, Ireland

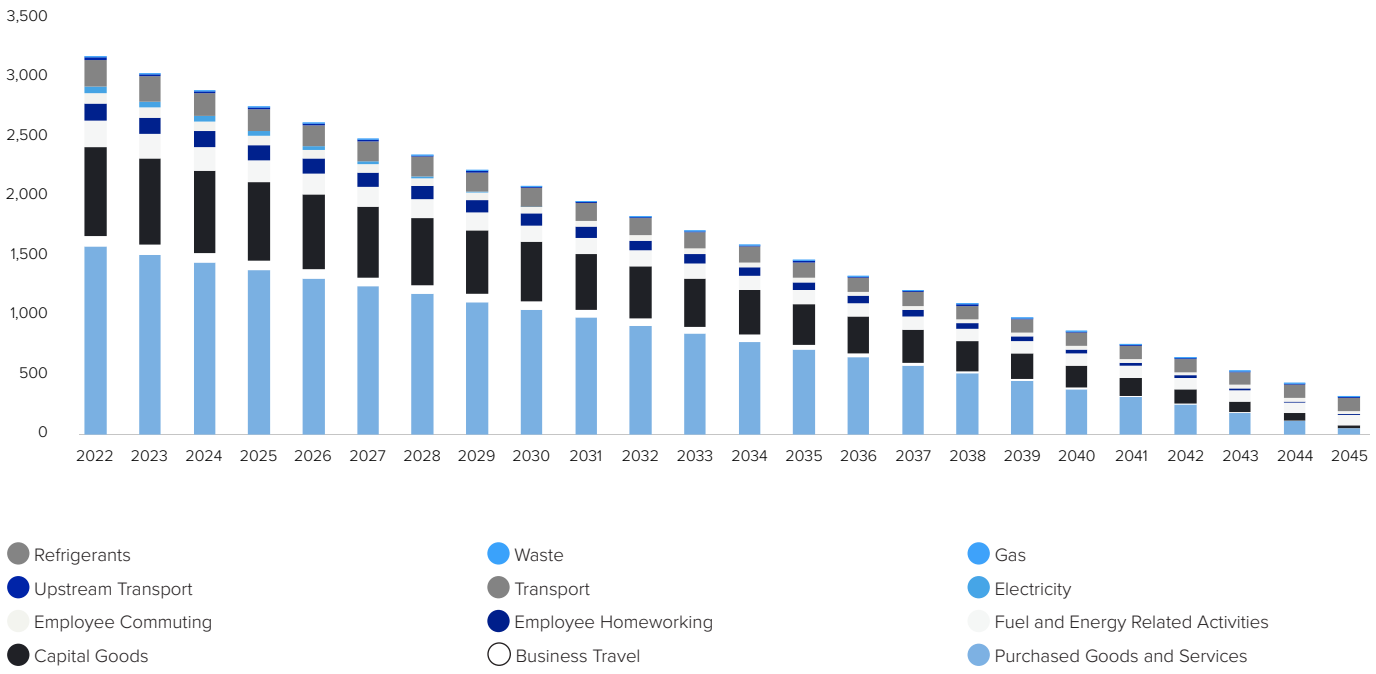
Emission reduction targets

To continue our progress to achieving Net Zero, we have mapped out and planned a number of positive actions to achieve the following CO_2e reduction targets:

- **13% absolute reduction in emissions by 2025 from 2022 baseline levels**
- **34% absolute reduction in emissions by 2030 from 2022 baseline levels**
- **57% absolute reduction in emissions by 2035 from 2022 baseline levels**
- **73% absolute reduction in emissions by 2040 from 2022 baseline levels**
- **90% absolute reduction in emissions by 2045 from 2022 baseline levels**

Our approach is to focus our efforts on reducing our own CO_2e emissions, with significant planning and finances set aside to do this. However, as a large proportion of our CO_2e emissions lie within Scope 3, it is difficult to reduce these CO_2e emissions within the short term as these are within our supply chain, where we have influence but not control. To try and reduce these CO_2e emissions, APEM Group will use our purchase power and choice of suppliers to encourage the correct CO_2e reducing behaviour within our supply chain.

Figure 2:
APEM Group Carbon Emission Glidepath tCO_2e

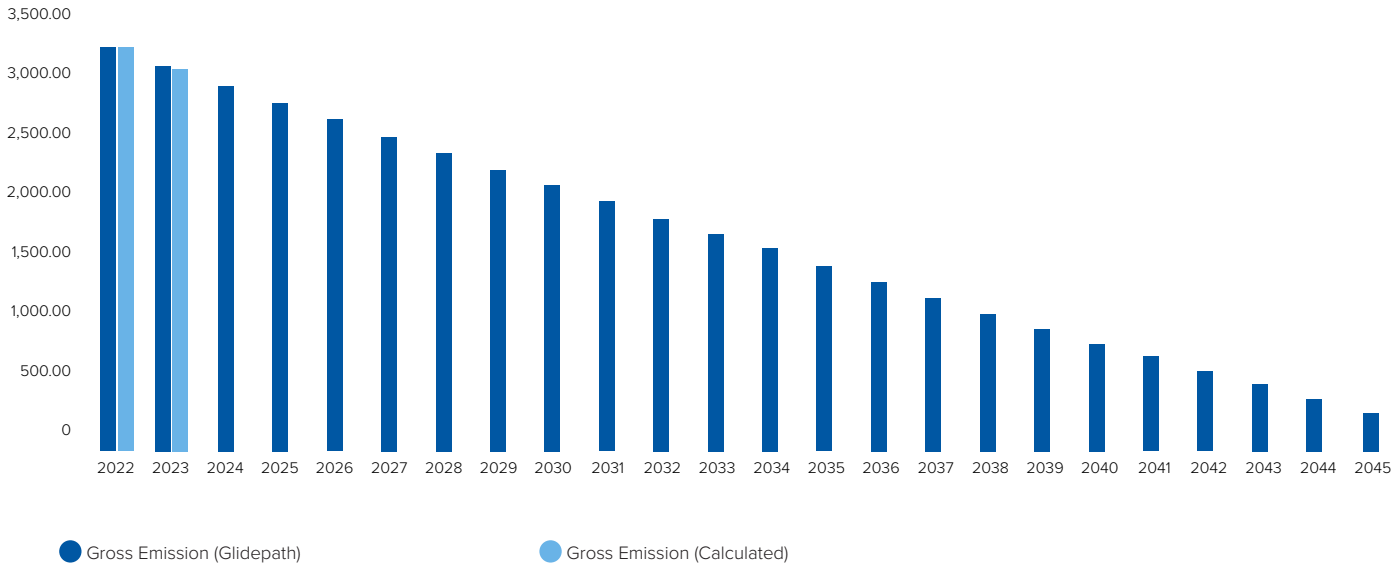


Current emissions vs target emission

Our total CO_2e emissions (location based) have decreased by 3.87% vs last year's emissions, mainly due to a reduction in our Scope 3 Category 3 Capital Goods, whilst our total CO_2e emissions (market based) have decreased by 5.06% due to more of our electricity being supplied from renewable energy tariffs. Additional categories where we achieved a reduction were waste and fuel and energy related CO_2e emissions.

In the Scope 1 stationary combustion we saw an increase in CO_2e emissions due to additional quality in our data and inclusion of the full year of data since GoBe Scotland joined APEM Group. We also saw a significant increase in our business travel due to an increase in data quality and data coverage for overnight business and field-work accommodation. The newly formed Sustainable Transport committee for APEM Group is forwarding actions to reduce our travel-related carbon emissions. Part of their work is analysing the distance of journeys and frequency of these from our 17 facilities across UK & Ireland to identify actions we can implement to best reduce emissions.

Figure 3:
APEM Group Carbon Emission Glidepath tCO_2e



During our Net Zero journey we are aware that in some years we will make more significant progress than others. We will continue to report our total CO_2e emissions against our target CO_2e emissions every year.

Photo of Robin, Stephanie Morrison

Environmental management measures / emission reduction plan

As a responsible business, APEM Group focusses on the environment and reducing our CO_2e emissions. To drive this to the next level, we engaged the services of Sustainable Advantage to advise on global best practices on CO_2e reduction. With a detailed CO_2e emissions reduction plan, our key actions are summarised below.

Scope 1: Stationary Combustion (Natural Gas)

What we are doing:

- Improving the quality of our data on natural gas consumption.
- Evaluating the energy performance of our estate and making this a decision factor when seeking new premises.
- Ensure that all of our facilities use minimal space and domestic hot water (DHW) heating by making sure temperature set points are appropriate and relevant pipework and building envelops are fully insulated.
- Where we have the option, we are progressively replacing brown gas consumption with renewable gas consumption. Where we do not have this option, we are working with our landlords to support their transition.

What we plan to do:

- Identify sites with high gas consumption and perform energy surveys to identify CapEx opportunities.
- Reduce reliance on gas use and replace gas boilers with electrical heating systems such as air source heat pumps (ASHPs), infra-red (IR) panels, electric space heaters etc. where practicable.
- Investigate new technologies (for example, hydrogen powered boilers) as they become available and install these where practical.

Scope 1: Transport (owned and leased vehicles)

What we are doing:

- Transitioning from diesel and petrol internal combustion engine (ICE) owned and leased vehicles to electric vehicles (EV) as soon as is practicable.
- Where moving to EVs is not practical, switch to plugin hybrid electric vehicles (PHEV).
- Providing driver training on how to drive more efficiently to reduce CO_2e emissions and enhance safety.

What we plan to do:

- Trial the installation of vehicle telematics where feasible to gather granular data on driver performance to issue further guidance, where required.
- Ensure any PHEVs or EVs are charged using clean, low CO_2e emission electricity sources where possible including installing charging points at our sites where feasible supplied via renewable electricity contracts.

Scope 1: Refrigerants

Although zero leaks were noted from air conditioning / refrigeration in 2023, we will continue to collect and maintain detailed data on refrigerants used across our sites and the repair and servicing of the relevant equipment. We will endeavour to reduce any potential impact where possible.

What we are doing:

- Limit use of refrigeration / air conditioning systems where practicable.
- Where refrigerants are used in our operations (e.g., air conditioning our offices or server rooms), ensure they are properly maintained and serviced.

What we plan to do:

- Ensure correct end-of-life treatment of refrigerant gases; recover and dispose of refrigerant gases correctly when maintaining, upgrading, or decommissioning a system.
- Substitute refrigerants with other less harmful substances e.g. refrigerant gas with zero ozone depletion potential (ODP) and low GWP, where possible.
- When we have no option but to renew heating, ventilation and cooling (HVAC) systems that use refrigerants, we will choose the most efficient systems:
  - Investigate systems using least damaging refrigerant gasses with low potential leakage.
  - Installing new systems may offer energy savings as well as next generation refrigerants (HFOs (hydrofluoroolefins) and natural refrigerants).

Scope 2: Electricity

63% of our electricity usage (compared to 19% in the previous year) is from low CO_2e and renewable energy sources. We endeavour to reduce our electricity consumption via the following activities:

What we are doing:

- Issuing energy efficiency guidance to all site staff to facilitate positive behavioural change.
- Appointing energy champions at each site who gather up-to-date monthly energy performance data and provide feedback.
- Appointing green champions who sit on our Environmental Committee and gather ideas from colleagues across our organisation. These ideas are collated and shared, supplemented by what we consider to be best practices.
- Ensuring we use energy efficient systems wherever possible e.g. replacing fluorescent, halogen and tungsten lighting with low energy light emitting diode (LED) fittings and using passive infra-red sensors (PIRs) where possible, to reduce electrical energy consumption.

What we plan to do:

- Work with our landlords and identify the potential and feasibility of installing low and zero carbon (LZC) energy production onsite where practicable (e.g., solar photovoltaic panels and wind turbines).
- Request energy surveys to be completed at sites consuming large amounts of electricity to identify CapEx opportunities.
- Upon site lease renewal we will ensure that energy consumption and energy efficiency are primary considerations, as well as public transport availability, when selecting new facilities, to ensure alignment and support our Net Zero targets.

Photo: iStock

Scope 3 Category 1: Purchased Goods and Services & Scope 3 Category 2: Capital Goods

APEM Group realises that much of the GHG reductions in this category will happen because of our suppliers reducing their CO_2e emissions and becoming more CO_2e aware as the UK progresses towards a Net Zero 2050. However, that does not mean that we will take a passive approach to the category, especially as it accounts for 96% of our total market based CO_2e emissions. We will continue to try and enact positive change on our suppliers:

What we are doing:

- Engaging with tier 1 suppliers to better understand their CO_2e (Scopes 1 and 2) emissions by sending out surveys.
- Being selective about working with sophisticated CO_2e aware suppliers (where possible) and additionally, support suppliers to reduce their CO_2e emissions.
- Reviewing the sustainability and environmental credentials of IT equipment prior to purchase and favouring products that lower carbon emissions, are repairable, are refurbished where suitable and have a longer life-use.
- Work with suppliers to collaboratively set CO_2e emissions reductions targets. For example, in 2023, 53% of the CO_2e emissions in Scope 3 Category 1 arose from environmental and technical consultancy services related to the environment. Therefore, by requesting CO_2e emission data and favouring those that are actively tracking and reducing their CO_2e emissions, we are ensuring alignment to APEM Group's Net Zero targets. In addition to this 42% of the total CO_2e emissions in Scope 3 Category 1 were associated with purchasing the services of subcontracted aircraft for surveys. We now always investigate the necessity of aerial surveys to completed for projects on a case-by-case basis and are working with our suppliers to support the adoption of more fuel-efficient aircraft and the adoption of lower CO_2e emission fuels such as waste derived Sustainable Aviation Fuel (SAF) or biofuels.

What we plan to do:

- Consider the feasibility of completing surveys with new and developing technologies, such as high-resolution satellite imagery or electric unmanned aerial vehicles (UAVs).
- Assure the sustainability of products becomes part of our procurement.

Scope 3 Category 4: Upstream Transportation

As in FY2023, this category has had a small CO_2e emissions impact. Emissions are present as part of upstream transport through purchased deliveries and couriers.

What we are doing:

- Where feasible, considering lower CO_2e emission suppliers as part of upstream transport, e.g. those suppliers that have EVs as part of their fleet.

Scope 3 Category 5: Waste

APEM Group aims to have zero waste to landfill by 2027 and continues to follow the waste hierarchy where a preference is given to:

- Reducing the waste generated through purchasing products that are more easily recycled.
- Repairing items where possible.
- Re-using / recycling as much as possible.
- Incinerating residual general waste (with energy recovery) to limit the volume of waste that goes to landfill.

What we are doing:

- APEM Group have collected detailed waste data from several sites, including volume of waste and end-of-life fate. This has allowed us to obtain a better understanding of our waste streams, waste intensity and a reduction in this category.
- Conducted waste awareness campaigns and staff training programmes to provide clear, consistent training and information to minimise waste and maximise recycling opportunities and for each office to learn from each other, share best practice and align our initiatives in this area.

What we are planning to do:

- Understand our business better to identify areas to improve, such as purchasing lab gloves made from 100% recycled plastics.
- Change waste contractors if needed where we have control of waste and where we do not, we will engage with our landlords to encourage them to use suppliers that do not send waste to landfill.
- Trial PPE recycling for equipment we can no longer repair and is not fit for purpose. This includes all equipment from hard hats to ripped waders.

Scope 3 Category 6: Business Travel

What we are doing:

- COVID-19 taught us that video conferencing tools such as Microsoft Teams and Zoom are platforms that can very successfully host meetings. We are encouraging our staff to continue to embrace this technology to minimise travel.
- Where travel is required, we will prioritise low CO_2e emission travel modes, encouraging active and mixed mode travel, choosing rail over air and / or cars etc.
- Improving our data collection with a new centralised accommodation and travel booking system that has improved our data quality and our understanding of our associated CO_2e emissions in real time.
- Collecting more granular data on hotel stays, which has led to an increase in CO_2e emissions within this category.

What we are planning to do:

- Encourage car sharing in business travel by paying more favourable mileage reclaim rates.

Scope 3 Category 7: Employee Commuting (including working from home)

Whilst we recognise that we cannot directly influence what modes of travel our employees use, we understand that we need to do all we can to encourage them to join us on our Net Zero journey.

What we are doing:

- Conducting travel surveys with our employees to understand how they currently get to and from work.
- Supporting active, low CO_2e emission travel by introducing a cycle-to-work scheme, ensuring there are safe and secure cycle storage facilities and appropriate shower and changing facilities at our offices.
- Actively encouraging carpool arrangements.
- Providing information on public transport alternatives.

What we are planning to do:

- Install EV charge points at our office locations where feasible.

Regarding working from home, we will:

- Collect granular data by sending a survey to all employees working from home to understand their energy, waste and water usage during working hours.
- Implement an awareness campaign for our staff to support them in reducing their working from home CO_2e emissions through:
  - Energy management best practice.
  - Switching to renewable energy tariffs where possible.
  - Install submetering in shared offices to accurately track energy usage, if not already installed.
  - Reducing the energy consumption through the selection of energy efficient appliances.
  - Limiting waste sent to landfill by following the waste hierarchy.

Photo: iStock

Conclusion

In 2023, we published the first APEM Group Net Zero report, which outlined our baseline and ambitions to lower our CO_2e emissions to Net Zero by 2045. Some targets were achieved quickly and simply: for example, renegotiating energy supply contracts so that by the end of 2023 most APEM Group offices and stores in Ireland and the UK are powered by renewable energy.

However, we understand that there is room for improvement. As an environmental consultancy, much of our work involves fieldwork in remote areas, with poor electric vehicle (EV) charging infrastructure and limited public transport service offerings in many areas, resulting in higher CO_2e emissions relating to accommodation and business travel to work in such areas.

In the late autumn of 2023, a new centralised travel portal was launched and an internal 'Sustainable Travel' committee was established, to review and improve our CO_2e reduction procedures. Better collection and collation of such data now allows us to regularly report on and review our Scope 3 emissions, arising from these areas.

In our pursuit of Net Zero CO_2e emissions within APEM Group, we have taken significant steps to further understand and reduce our CO_2e emissions and associated carbon footprint. Initiatives include but are not limited to optimising the supply chain to reduce CO_2e emissions from purchased goods and services, promoting low CO_2e emission active travel through cycle-to-work schemes and encouraging and supporting the adoption of EVs.

We have also prioritised waste reduction, emphasising re-use and recycling, while diligently considering energy efficient LZC systems in new and existing office locations.

Recognising the need for transparency, we have increased data levels for waste and business travel, using this information to increase our coverage of our emissions.

While we are proud of our achievements, we are always looking for ways to progress. Our commitment to transparency and continuous improvement reflects our dedication to a sustainable future, as we strive to be leaders in our field.

APEM Group will recalculate our carbon footprint annually for each year, with this report for FY 2023 being the first post-base year report. We will track how we are performing vs our targets and adjust our methods to ensure we stay on track to hit our Net Zero target.

APEM Group will continue to do all we can to minimise our CO_2e emissions and do our part to minimise the negative effects of climate change on the planet.

Photo of Bearded Tit, Jalal Khan

Photo of Bala Woodland, Chloe Winterbottom

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