

Carbon Reduction Plan

KOSI Corporation Ltd

Publication date: 01/12/2024

Commitment to achieving Net Zero

KOSI Corporation Limited is committed to achieving Net Zero emissions by 2050.

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: KOSI completed a first carbon emissions assessment for the year to 30 June 2024. Baseline data is reported in the Current Emissions Reporting section below.	
Additional Details relating to the Baseline Emissions calculations.	
KOSI maintains a responsible and sustainable approach to all operations; our approach to ESG has evolved over time in recognition of the critical role that all businesses, regardless of their size, play in addressing climate change. While KOSI remains outside of the scope of legislative requirements, the organisation's first carbon footprint assessment was undertaken covering the period 1 July 2023 to 30 June 2024. Through recruitment and investment, KOSI has enhanced the capability and capacity of the KOSI ESG Team to better understand and positively influence carbon emissions and environmental impacts. KOSI's first carbon footprint assessment for the 12-month period to 30 June 2024 was a significant step in measuring and understanding our environmental baseline, enabling us to take meaningful actions to reduce our carbon impact going forward.	
Baseline year emissions:	
EMISSIONS	Baseline data included within Current Emissions Reporting below.
Scope 1	Baseline data included within Current Emissions Reporting below.
Scope 2	Baseline data included within Current Emissions Reporting below.

Scope 3 (Included Sources)	Baseline data included within Current Emissions Reporting below.
Total Emissions	Baseline data included within Current Emissions Reporting below.

Current Emissions Reporting

In respect of the year to 30 June 2024, KOSI's carbon emissions assessment (in accordance with Greenhouse Gas Protocol), calculates our direct emissions (Scope 1 and 2) and some wider emissions (partial Scope 3) to identify baselines.

Our carbon reporting includes:

Scope 1 – Emissions from office heating (heating oil & natural gas)

Scope 2 – Emissions from electricity usage

Scope 3 – Includes emissions from upstream transportation & distribution associated with purchased goods, waste associated with confidential shredding, business travel, employee commuting and the purchase of goods to include IT equipment, paper and other office consumables.

In 2025 KOSI will continue to expand our carbon assessment to ensure the completeness of Scope 3 emissions.

Reporting Year: 2024	
EMISSIONS	TOTAL 100.64 tCO₂e
Scope 1	7.81 tCO ₂ e
Scope 2	7.93 tCO ₂ e
Scope 3 (Included Sources)	84.9 tCO ₂ e <i>(Details of all 5 of the required Scope 3 emissions as defined by the GHG Protocol outlined below)</i>
Total Emissions	100.64 tCO₂e

Details of all 5 of the required Scope 3 emissions as defined by the GHG Protocol

Scope 3 Emission Category	Current Reporting Year Emissions (tonnes Co2e)	Key Methodology / Notes	
		Definition	Data Sources
Upstream Transportation & Distribution	1.45 tCO ₂ e	Emissions from the transportation of purchased goods/materials from suppliers	Data from supplier invoices. Calculation: Distance based method.
Waste Generated in Operations	0.004 tCO ₂ e	Emissions related to the treatment and disposal of waste produced by KOSI	Current records limited to confidential waste data. Waste is recovered for recycling. Calculation: Waste-type-specific method.
Business Travel	17.8 tCO ₂ e	Emissions from travel undertaken for business purposes	Travel expense records & booking data across Air, Rail, Road. Excludes emissions associated with hotels. Calculation: Distance based method.
Employee Commuting	58.6 tCO ₂ e	Emissions from the daily commuting of KOSI employees	Employee survey capturing employee commuting distances, mode of transport, remote working. Calculation: Distance based method.
Downstream Transportation & Distribution	N/A	Emissions from the distribution of products to customers	N/A

Emissions reduction targets

To progress KOSI's commitment to achieving Net Zero, we have adopted a number of carbon reduction strategies, outlined below, which we project will support the reduction in carbon emissions over the next five years by c.21% to 79.8 tCO₂e by 2030.

Carbon Reduction Projects

Recognising the pivotal role businesses have in tackling urgent global challenges, including climate change, KOSI prioritised upskilling our team to drive our sustainability journey. Several team members earned ESG credentials from prestigious institutions such as Cambridge University, Oxford University, and Chartered Accountants Ireland.

A Green Team was established to lead and co-ordinate environmental stewardship across the organisation. Led by senior management members, this team actively involves colleagues, suppliers, and clients in environmental management initiatives. The team's primary goal is to reduce the organisation's emissions from the baseline emissions calculated; several carbon reduction projects are currently in progress and a number of additional initiatives are under consideration.

Live Projects:

Resource Efficiency – The Green Team collaborated with confidential waste management suppliers to better understand our waste data. Internal awareness campaigns were launched to encourage a paperless office and reduce the need for shredding. KOSI also donate IT equipment and office furniture to local charities.

Motion sensors – Motion sensors were installed in office washrooms to ensure efficient electricity use in regard to lighting.

Instant Hot Water Taps: Installation of Hot water taps to reduce water consumption and improve energy efficiency.

Sustainable Travel Policies: Reduced the need for business travel by promoting virtual meetings and online conferences.

Remote Work & Flexible Office Locations: Support a hybrid / fully remote work model to minimise office energy consumption and reduce commuting-related emissions. A car share initiative was also implemented, encouraging shared commuting to reduce vehicle emissions.

Initiatives under consideration:

Onshoring of suppliers: As an international provider of services, actively looking for cost effective alternative suppliers to reduce air mileage.

Reduce Carbon Footprint of Office Building: Installation of improved energy efficient windows & explore cost-benefit of solar panels and potential to move remaining need to renewable source of electricity.

Accreditations: Achievement of ISO14001.

Sustainable Investment Practices: Review of existing pension's providers commitment to sustainability and monitor ESG performance of pensions investments making adjustments as needed.

Transport: We acknowledge the necessity of certain travel for client meetings and employee commutes, however commuting practices comprise a significant portion of our overall carbon emissions. To promote more sustainable commuting, we are considering the introduction of a salary sacrifice scheme for electric vehicle purchases and increase the value of the Cycle to work scheme to include e-bikes.

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 KOSI:



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Name: Cahal Crilly

Position in Company: Finance Director

Date: 01/12/2024

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>