

A close-up photograph of a hand wearing a light-colored, textured glove holding a clear plastic bottle. The background is blurred, showing what appears to be a field or garden.

Carbon Reduction Plan

Sparta Global

2024

Commitment to achieving Net Zero.

From intensifying droughts and wildfires to devastating hurricanes and floods, extreme weather events underline the urgency of the climate crisis. Yet, amidst these challenges, human ingenuity has blossomed. Organisations, fuelled by purpose, are taking concrete steps towards climate action, defying economic and energy hurdles.

At Sparta Global, we are committed to addressing the urgent climate crisis by taking bold action to reduce our carbon footprint. We recognise the importance of achieving net-zero emissions as a critical milestone in combatting climate change and improving our business function. To achieve Net Zero, we have set carbon reduction targets and started a multitude of carbon reduction projects. We have partnered with organisations across the ESG sector to not only better understand our environmental impact but also take the pivotal step to offset our emissions. We have set a clear and ambitious target to reach carbon neutrality in 2030. By 2030, we aim to achieve a significant 25% reduction in our overall environmental footprint (Scopes 1-3) compared to our 2023 baseline. Furthermore, we invest in carbon offsets for the remainder of our emissions, making us a carbon-neutral business. This commitment encompasses all aspects of our operations, from energy consumption and transportation to waste management and

employee practices. We aim to reach net zero by 2050 with a 90% absolute reduction from baseline levels across all scopes.

As a certified B-Corp company we understand the value of people and the planet. Sparta Global believes that sustainable growth is the only way to build a successful business and have a lasting positive impact on our environment and society. This is why we have developed a strong mission statement around our commitment to sustainability and pushed for higher standards across the organisation in 2024. At Sparta Global, we recognise the importance of safeguarding the environment and reducing our business' environmental impact. We are dedicated to implementing sustainable initiatives, adopting renewable energy sources, optimising energy efficiency, promoting sustainable transportation, motivating our employees to drive positive change, and engaging with our suppliers to follow best practices. By prioritising innovation, collaboration, and continuous improvement, we are confident that we can meet this milestone and contribute to building a greener, more sustainable future for all.

Baseline emissions footprint.

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced before the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured. Our Baseline is 2023.

Emissions: 2023	
Emissions	Total (tCO ₂ e)
Scope 1: Emissions Emissions from direct (owned, controlled) sources accounted for using GHG Protocol as of the reporting period.	23
Scope 2: Emissions (Locations-based), including purchased electricity. Emissions from indirect sources. This method quantifies scope 2 emissions based on average energy generation emission factors for defined geographic locations for the reporting period.	37.9
Scope 3: Emissions All other indirect emissions accounted for using GHG Protocol as of the reporting period. Business Travel, Employee Commute, T&D, Water Waste.	57.1

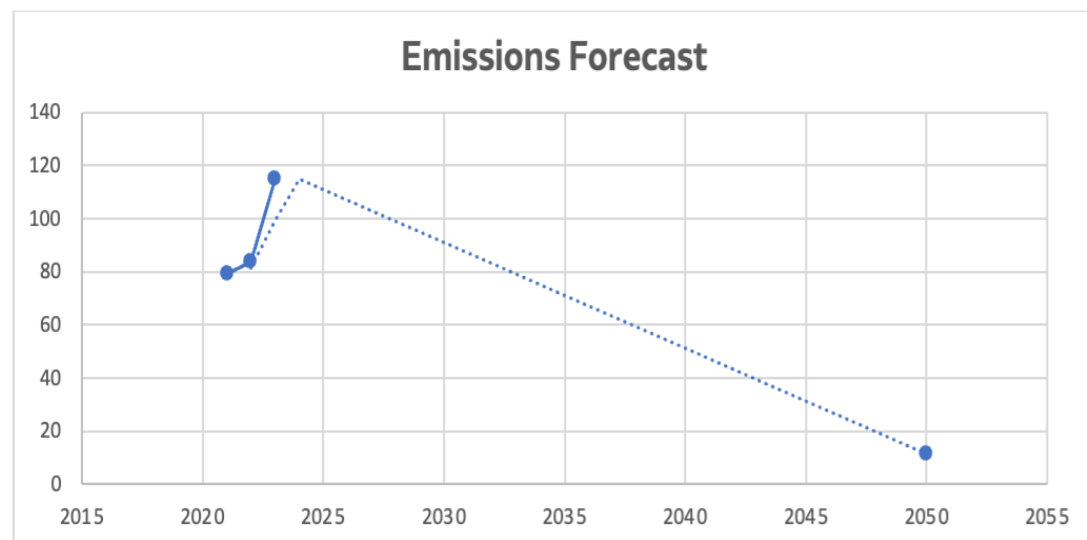
Emissions: 2022	
Emissions	Total (tCO₂e)
Scope 1: Emissions Emissions from direct (owned, controlled) sources accounted for using GHG Protocol as of the reporting period.	22.8
Scope 2: Emissions (Locations-based), including purchased electricity. Emissions from indirect sources. This method quantifies scope 2 emissions based on average energy generation emission factors for defined geographic locations for the reporting period.	35.71
Scope 3: Emissions All other indirect emissions accounted for using the GHG Protocol as of the reporting period Business Travel, Employee Commute, T&D, Water Waste.	25.45

Baseline Year Emissions: 2021	
Emissions	Total (tCO₂e)
Scope 1: Emissions Emissions from direct (owned, controlled) sources accounted for using GHG Protocol as of the reporting period.	24.93
Scope 2: Emissions (Locations-based), including purchased electricity. Emissions from indirect sources, e.g., purchase of electricity, steam, heat, cooling, etc., accounted for using GHG protocol as of the reporting period.	35.72
Scope 3: Emissions All other indirect emissions accounted for using GHG Protocol as of the reporting period. Business Travel, Employee Commute, T&D, Water Waste.	19.7

Emissions reductions targets.

Analysing our carbon emissions has revealed opportunities to make a real difference. We are committed to using renewable energy sources to reduce Scope 2 emissions. Our Birmingham office exemplifies this commitment, with 41% of its energy coming from renewable sources. By 2030, we're aiming to shrink our environmental impact by a substantial 25%. This reduction applies to scopes 1,2 &3 compared to where we were in 2023. By 2050, we have even bigger goals: achieving net-zero emissions, which means cutting our emissions by 90% across the board and offsetting the remainder. Sparta Global acknowledges the importance of offsetting the remainder of our emissions through reforestation, renewable energy development, and other carbon reduction projects. Our partnership with Carbon Neutral Britain and Travel Perk has enabled us to offset more than 135t CO2 accounting for most of our emissions in 2024.

Sparta Global is committed to reducing its carbon footprint and achieving net-zero emissions. We are working to decarbonise our operations and supply chain as well as adapt our business to the risks and opportunities presented by a net zero future. Taking responsibility for our environmental impact is a priority. This commitment is evidenced by completed initiatives like ISO 14001 certification, UN Global Compact signatory status, and emission offsets. Looking ahead, the company plans to reduce emissions through increased energy efficiency further, promoting sustainable commuting, comprehensive recycling programs, and prioritising eco-conscious suppliers. Additionally, employee engagement will be key through training, green initiatives, and a dedicated sustainability task force.



Sparta Global has completed the following carbon reduction accreditation and projects:

- ISO 14001
- Eco Vadis (Silver Medal)
- Signatory to UN Global Compact.
- B-Corp
- Green Perk to offset 100% of carbon emissions from business travel.
- Cycle to work scheme.
- Partnership with Octopus Energy to finance EVs for employees
- Carbon sequestration project
- Partnership with Carbon Neutral Britain offsetting 100% of our calculated emission in 2024

Energy Efficiency:

- Increase the usage of energy-efficient products across the business.
- Implement a robust Energy Management System to monitor our performance.
- Conduct regular energy audits to identify areas for improvement and track progress.
- Optimise our asset usage to lower lifecycle emissions.
- Increase the usage of renewable energy for our electricity and gas needs.
- Sparta Global's new sustainable printers in London use less energy, create less waste, and are expected to reduce CO2 emissions by 72% compared to our previous printer.



Sustainable Transportation:

- Promote sustainable commuting options for employees, such as cycling, walking, carpooling, or the use of public transportation.
- Incentivise employees to choose low-carbon transportation options.

Waste Management:

- Establish a comprehensive recycling program within the organisation, ensuring proper sorting and disposal of recyclable materials.
- Minimise paper usage by encouraging digital documentation and implementing paperless processes.
- Explore opportunities to compost organic waste in the office and employee cafeterias.

Green Procurement:

- Set a goal to have 100% of suppliers committed to sustainability and provide evidence of their net zero plans.
- Prioritise sourcing products and services from suppliers who adhere to sustainable practices and have a low carbon footprint.

Employee Engagement:

- Raise awareness and educate employees about the importance of carbon reduction and achieving net zero.
- Organise training programs or workshops to empower employees to take individual actions to reduce their carbon footprint.
- Establish a sustainability task force to drive initiatives, gather employee suggestions, and track progress.
- Organise volunteering programs committed to sustainability initiatives.

Offsetting Carbon Emissions:

Support initiatives on reforestation, renewable energy development, or other projects with proven carbon reduction benefits.

Invest in carbon offsets, supporting carbon sequestration projects.

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 standard and use the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported per SECR requirements, and the required subset of Scope 3 emissions have been reported per the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).



