

Carbon Reduction Plan

August 2024



omni

talent is everything

Supplier name: Omni Resource Management Solutions Ltd

Publication date: 15th August 2024

Commitment to achieving Net Zero

Omni Resource Management Solutions Ltd is committed to achieving Net Zero emissions by 2040.

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: 1st March 2022 to 28th February 2023	
Additional Details relating to the Baseline Emissions calculations.	
Realigned baseline year emissions due to the following new information about the baseline year: <ul style="list-style-type: none">- Updated procurement measurement based on updated pension spend figures for the reporting period, as well as updating the capital goods measurement based on some purchased vehicles being used- Fixed an apportioning error in upstream leased assets, downstream leased assets, and water, where the common area usage was not apportioned by sqft, previously resulting in an inflated measurement- Fixed a commuting and homeworking error where days-per-month instead of days-per-week was used, previously resulting in an inflated measurement	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	2.7
Scope 2*	Market based: 0.6 Location based: 5.8
Scope 3 including:	Purchasing Goods & Services: 2,799.9 Capital Goods: 45.4 Fuel & Energy Related Services: 12.7

	Business Travel: 49.7 Upstream Transportation & Distribution: 5.6 Downstream Transportation & Distribution (none) ○ Due to no deliveries being arranged by customers Employee Commuting & Homeworking: 38.8 Operational Waste & Water: 0.2 Leased Assets (Upstream & Downstream): 18.6 Product (Processing, Use, End of Life Treatment) (none) ○ Due to all offerings being intangible services Franchises & Investments (none) ○ Our company does not have any franchising agreements or investments into other companies
Scope 3 Totals	Excluding procurement: 125.6 Including procurement: 2,970.9
Total Emissions	Market-based: 2,974.3 Location-based: 2,979.4

*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

Carbon Intensity Metrics

Baseline year: 2022-2023	Carbon intensity metric
Employees (tCO ₂ e per FTE)	29.6
Revenue (kgCO ₂ e per £)	0.09259

Based upon 100.43 FTEs (full-time employee equivalents), and a £32.1 million revenue during the measurement period. We are using market-based emissions to calculate our intensity metrics.

Current emissions report

Reporting Year: 1 st March 2023 to 29 th February 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	1.7
Scope 2	Market based: 1.8 Location based: 5.7
Scope 3	Purchased Goods & Services: 2506.3 Capital Goods: 42.4 Fuel & Energy Related Services: 9.8 Business Travel: 42.9 Upstream Transportation & Distribution: 0 Downstream Transportation & Distribution: (none) ○ Due to no deliveries being arranged by customers Employee Commuting & Homeworking: 34.2 Operational Waste & Water: 0.3 Leased Assets (Upstream & Downstream): 14.6 Product (Processing, Use, End of Life Treatment): (none) ○ Due to all offerings being intangible services Franchises & Investments: (none) ○ Our company does not have any franchising agreements or investments into other companies Excluding procurement: 101.7 Including procurement: 2,650.4
Scope 3 Totals	
Total Emissions	Market-based: 2,653.9 Location-based: 2,657.9

Carbon Intensity Metrics

Baseline year: 2022-2023	Carbon intensity metric
Employees (tCO ₂ e per FTE)	26.6
Revenue (kgCO ₂ e per £)	0.08374

Based upon 99.8 FTEs (full-time employee equivalents), and a £31.7 million revenue during the measurement period. We are using market-based emissions to calculate our intensity metrics.

Carbon Intensity Metrics

Baseline year: 2022-2023	Carbon intensity metric
Employees (tCO ₂ e per FTE)	26.6
Revenue (kgCO ₂ e per £)	0.08374

Based upon 99.8 FTEs (full-time employee equivalents), and a £31.7 million revenue during the measurement period. We are using market-based emissions to calculate our intensity metrics.

Emission reduction target

Omni is committed to achieving Net Zero by 2024.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as “science-based” when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures.

We are aiming to reduce our absolute carbon emissions by at least 90% from our baseline year, or achieve (and maintain) a carbon intensity metric of <1 tonne CO₂e per employee, whichever comes soonest. This is in line with science-based Net Zero targets.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets.

Our near-term targets:

- Reduce scope 1 and 2 emissions to zero by 2030.
- Reduce Scope 3 emissions by 30% by 2030.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2040.
- Neutralise any residual emissions using verified carbon offsets.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation’s value chain, including emissions from upstream and downstream activities.

Progress

Emissions	Total Carbon Footprint (tonnes CO ₂ e)		% Change
	Baseline year: 2022-23	Current year: 2023-24	
Scope 1	2.7	1.7	-37%
Scope 2	0.6	1.8	+200%
Scope 3 (excl. procurement)	125.6	101.7	-19%
Scope 3 (incl. procurement)	2,970.9	2,650.4	-11%
Total	2,974.3	2,653.9	-11%

Emissions	Carbon intensity metric		% Change
	Baseline year: 2022-23	Current year: 2023-24	
Employees (tCO ₂ e per FTE)	29.6	26.6	-10%
Revenue (kgCO ₂ e per £)	0.09259	0.08374	-10%

We are **on track** to achieve our near-term targets and will therefore continue to maintain our progress.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented:

- Committed to measuring carbon footprint of business activities year on year
- Created an ESG team to lead environmental initiatives across our business operations
- Operating an environmental management system certified to ISO 14001 since 2015 which is audited annually. It focuses its objectives and actions on areas that will have the most significant environmental impact both in the short and long term.
- Implemented a hybrid working model for all employees enabling them to work from home as needed and reduce transport to office locations and client site
- Replaced PCs throughout the office with energy efficient laptops and printers automatically switch to sleep mode after a period of inactivity.
- Printing is set to black and white and double sided as default with printing undertaken in batches where possible.
- Implemented document signing software to eliminate associated printing and postage.
- Lighting throughout the workplace has been replaced with LED lighting and motion sensors are in place in communal areas.
- Air conditioning units are set to automatically switch off in the evening, with pre set efficient temperatures
- Introduced electric and hybrid vehicles to the company fleet. We track CO2 emissions for all fleet vehicles, with targets in place for emission reduction.
- Implemented a recycling system for paper, card, and printer ink and toner cartridges, with all general waste being sorted by the landlord's waste management suppliers for recycling. We also donate or recycle the vast majority of our electrical equipment and unwanted office equipment at their end of use.
- Operate a Cycle2Work scheme and also offer a similar scheme for season ticket loans for trains, trams, and buses.
- Downsized our office space as a result of our successful hybrid working model and implemented new energy efficient appliances in the office refit.
- Use Royal Mail and Parcelforce for all postage and couriers, which are the among the lowest-emissions (if not the lowest) providers in the UK.
- Issued our first Supplier Sustainability Survey to our top 30 suppliers by spend. This data collection will support reduction journey by gathering important data for future measurement & encourage supply chain integration towards Net Zero.
- Introduced new company car policy whereby all replacement vehicles will be company owned electric vehicles, with a preference for used vehicles
- Introduced new travel policy promoting public transport, electric vehicles and car sharing where travel is necessary
- Reducing the number of printers in the office to the most energy efficient, with printing controls to minimise printing.

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

- Run switch-off campaigns - actively encourage our employees to save energy via switch-off stickers for lights, computers, printers and apply water-saving posters in kitchens and bathrooms
- Install timers on sockets equipment
- Replace end of life IT equipment and other appliances with energy efficient replacements
- Engage with the landlord to encourage the adoption of on-site renewable energy generation technologies, improved energy efficiency of the building, and the removal of on-site stationary combustion (gas) heating. Consider moving site if they are not progressing in line with expectations.
- Work with users of company cars who charge vehicles off-site, to switch to renewable electricity at home or utilize roadside charging networks that only use renewable electricity
- Deliver driver-efficiency training for company car users
- Training and engagement of internal employees via the ESG Team
- Implement a Sustainable Procurement Policy and conduct a Supplier Sustainability Survey. Encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms.
- Implement an EV Purchase Salary Sacrifice Scheme
- Implement waste reduction initiatives in the office and educate employees on the waste separation that is conducted by the landlord's waste management suppliers

Based upon the above completed and planned initiatives, it is projected that Scope 1 & 2 carbon emissions will decrease to **0 tCO₂e** by 2030 and (as a minimum) Scope 3 carbon emissions will further decrease over the next seven years from the current normalised measurement of 2,650.4 tCO₂e to 2,079.6 tCO₂e by 2030. This is a **reduction of 21.5%** and will keep us on track to Net Zero.

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.

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 Omni RMS Board.

Signed on behalf of Omni RMS:



Name: Louise Shaw

Position: Managing Director

Date: 15th August 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>