



## Carbon Reduction Plan

**Supplier name:** Zicam Systems Group Ltd

**Publication date:** 19/12/2021

### Commitment to achieving Net Zero

Zicam Systems Group Ltd 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: 2020        |                                |
|----------------------------|--------------------------------|
| Baseline year emissions:   |                                |
| EMISSIONS TOTAL            | (tCO <sub>2</sub> e)           |
| Scope 1                    | 3,401 kgCO <sub>2</sub> e      |
| Scope 2                    | 2,779 kgCO <sub>2</sub> e      |
| Scope 3 (Included Sources) |                                |
| <b>Total Emissions</b>     | <b>6,181 kgCO<sub>2</sub>e</b> |



## Current Emissions Reporting

| Reporting year: 2020       |                                |
|----------------------------|--------------------------------|
| Baseline year emissions:   |                                |
| EMISSIONS TOTAL            | (tCO <sub>2</sub> e)           |
| Scope 1                    | 3,401 kgCO <sub>2</sub> e      |
| Scope 2                    | 2,779 kgCO <sub>2</sub> e      |
| Scope 3 (Included Sources) |                                |
| <b>Total Emissions</b>     | <b>6,181 kgCO<sub>2</sub>e</b> |

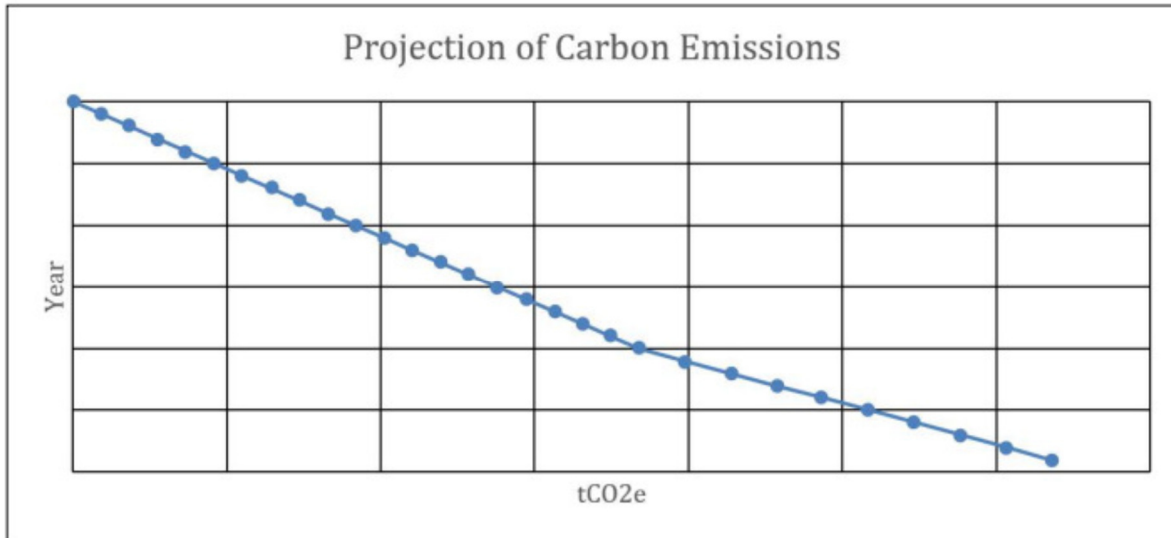
## Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

- Switch our vehicles from diesel engine vehicles in an attempt to significantly reduce our carbon reduction emissions from our company vehicles
- Identifying high mileage employees and arranging defensive driving training to increase awareness.
- Arranging alternative methods of control operationally, such as engineers working from home closer to their jobs.
- Offsetting our carbon emissions by capturing our fleet vehicle's carbon emissions and planting of new woodland in the UK and offset by forests around the world.
- Adopt a hybrid working scheme, of two days working from home, with a view to reducing our carbon emissions from employee commuting.

We project that carbon emissions will decrease over the next five years to 00 tCO<sub>2</sub>e by 2050. *This is a reduction of 100%*

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



### Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2020 baseline. The carbon emission reduction achieved by these schemes equate to XX tCO2e, a XX%ge reduction against the 2020 baseline and the measures will be in effect when performing the contract

### Covid 19 Recovery:

Zicam Systems Group Ltd are creating employment, via direct opportunities and Apprenticeship Schemes for unemployment.

We have implemented an improved workplace conditions that support the COVID-19 recovery effort including effective social distancing, remote working, and sustainable travel solutions.

Supporting the physical and mental health of people affected by COVID-19, including implementation of the following:

*Mental Health St Johns First Aid Training*

*Implementation of an Employee Assistance Programme*

*Mental Heath Policy created and shared with employees*



## **Tackling economic inequality**

Zicam Systems Group Ltd are currently dedicated to the below:

- Creating employment opportunities locally to support a deprived area.
- Creating employment, skills and training opportunities for existing and new employees in order to upskill and promote existing employees. Within the CCTV security sector there is a skills and knowledge gap.
- Through PDR and mentoring processes we support educational attainment relevant to the contract, including training schemes that address skills gaps and result in industry recognised qualifications.
- Via our suppliers we support innovation and disruptive technologies throughout the supply chain to deliver lower cost and/or higher quality goods and services.
- We actively encourage frequent collaboration throughout our supply chain, creating a fair and responsible approach to working with supply chain partners in delivery of the contract including use of supply chain delivery services.

## **Fighting climate change**

- Alternative methods of control, like techs work from home closer to their jobs, (off setting you carbon footprint to others)
- Equipment is sent directly to site reducing transit time.
- Gained our Certificate in Cyber Security Essentials which complies with the requirements of the Cyber Essentials Scheme
- Ad blu added to reduce carbon emissions
- Some hybrid vehicles in fleet
- Electrical vehicle charging points installed on site.
- Identifying high mileage employees and arranging defensive driving training to increase awareness.
- Arranging alternative methods of control operationally, such as engineers working from home closer to their jobs – ongoing.
- Offsetting our carbon emissions by capturing our fleet vehicle's carbon emissions and planting of new woodland in the UK and offset by forests around the world.
- Adopt a hybrid working scheme, of two days working from home, with a view to reducing our carbon emissions from employee commuting.
- Paperless office.



## **Equal opportunity**

Demonstrate action to increase the representation of disabled people in the contract workforce.

- Creating employment opportunities open to all as an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, colour, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status, age or any other federally protected class.

## **Tackle workforce inequality**

- Zicam undertakes salary evaluations to ensure employees are paid based on skills and role not gender, colour, religion, sex, sexual orientation, to ensure equality in employment, skills and pay in the contract workforce.
- Zicam strongly support in-work progression equal to all employees, including those from disadvantaged or minority groups, to move into higher paid work by developing new skills relevant to the contract.
- We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. Our policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chains

## **Wellbeing - Improve health and wellbeing**

Zicam is committed to supporting the health and wellbeing of our contract workforce by implementation of the below criteria:

- A company employee fully trained and certified in the St Johns First Aid Mental Health Training to encourage employees to come forward and support them.
- Implementation of an Employee Assistance Programme, via Health Shield with a mental health support service and counselling service readily available.
- Mental Health Policy created and shared with employees

## **Improve community integration**

- Supporting local businesses including, suppliers and customers through contract delivery to support strong, integrated communities, suppliers and companies supported include: IT, Vehicle delivery and service, local caterers, electrical suppliers, tradesmen including electricians.
- Supporting local and national charities including fundraising events, donations and raising awareness.



### **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 <https://ghgprotocol.org/corporate-standard> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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) Standard 3.

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: *Donna Doughty.*

Date: ...25/11/2021