CARBON REDUCTION POLICY

Company Name - Mercurius IT Ltd

Publication Date - 01 April 2023

Mercurius IT Ltd is committed to reaching and exceeding net zero by the end of March 2024.

This target applies to all the company's operations worldwide. Mercurius IT supports the UN Sustainable Development Goals and the Paris Agreement to reduce greenhouse gas (GHG) emissions and promote global security.

This commitment to reduce our Carbon Footprint will be driven by science-based targets initiatives in line with Paris Agreement 1.5-degree scenario.

Baseline Emissions for 2021

These are the emissions produced before any strategies for mitigation were implemented.

They serve a reference point to measure the future carbon reduction of the organisation.

There are 3 areas of carbon emissions in scope of this policy.

- Direct greenhouse emissions that we make including fuel combustion from owned or leased vehicles. We estimate our emissions to be 1.0 tCO2e.
- Indirect emissions in the form of our purchase of electricity and heating etc. in the operations areas. We estimate our emissions to be 28.5 tCO2e.
- Other indirect emissions including business travel, employee commuting and waste disposal etc. We estimate our emissions to be 70.0 tCO2e.

Overall, our estimation is that our baseline emissions in 2021 were around 100 tCO2e.

Current Emissions Reporting for 2022

- Direct greenhouse emissions that we make including fuel combustion from owned or leased vehicles. We estimate our emissions to be 1.1 tCO2e.

- Indirect emissions in the form of our purchase of electricity and heating etc. in the operations areas. We estimate our emissions to be 31.5 tCO2e.
- Other indirect emissions including business travel, employee commuting and waste disposal etc. We estimate our emissions to be 77.0 tCO2e.

Overall, our estimation is that our emissions in 2022 were around 110.0 tCO2e.

Since the end of the pandemic, our operations have expanded significantly resulting in an increased travel by our employees for business purposes. However, at Mercurius IT, corporate sustainability is focussed on reducing our carbon footprint and minimising our negative impact on the environment. Therefore,

- We encourage our employees to choose direct flights whenever possible, as take-offs and landings are the most fuel-intensive parts of the flight.
- We book economy-class ticket for our employees as it has lower carbon footprint per passenger.

Current Carbon Reduction Initiatives

We encourage our customers & suppliers to follow approved procedures for the recycling & disposal of out-of-date equipment and ensure that we comply with the government's WEEE Directive (The Waste Electrical and Electronic Equipment Directive).

The little things that make a difference: [Corporate Social Responsibility | Mercurius IT](#)

- We recycle printer and toner cartridges.
- We buy and use fair trade products – tea, coffee, etc.
- We buy materials from suppliers that use sustainable sources.
- We ensure lights, computers and other equipment are switched off when not in use.
- We turn the heating and air conditioning down by 2-degree C.
- We print and photocopy only when necessary and always do it double-sided.

Emission Reduction Targets

Mercurius IT plans to implement strategies for carbon reduction and to offset our emissions by 125% every year.

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Company Registration number: 05329986 (Registered in England & Wales)

- Since the pandemic, we have adopted a Hybrid model of working, thereby reducing the use of private and public transport for commuting, cutting down air pollution.
- We aim to source 100% renewable energy for our office space.
- We will modify our travel policy encouraging "air to rail", and "car to rail" travel wherever possible and accommodate consultants in greener hotels where we can.
- We have committed to the purchase of only PHEV or fully EV vehicles.
- For our residual carbon footprint, we aim to fully offset this by 2030.

We shall empower our employees to lead by example and encourage them to take more and more sustainable steps to minimize our collective carbon foot.

<u>Declaration and Sign Off</u>

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 uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1, Scope 2 and Scope 3 emissions have been reported in accordance with Department for Environment Food and Rural Affairs ([Department for Environment, Food & Rural Affairs - GOV.UK (www.gov.uk)](www.gov.uk)

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of the Mercurius IT Ltd

Lee Cridland

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