

CARBON REDUCTION PLAN

Supplier name: Sodexo Motivation Solutions UK Ltd

Publication date: 31st January 2023

Commitment to achieving Net Zero

Sodexo Motivation Solutions UK Ltd (Sodexo BRS UK) is committed to achieving Net Zero emissions by 2035. Our parent company, Sodexo Pass International SA, is intending to develop targets for the holding company and its subsidiaries and submit them to the Science Based Target Initiative (SBTi) for validation so we can transition our business to reduce carbon emissions from a 2017 baseline by 90% no later than 2035.

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.

Since our 2022 Carbon Reduction plan where the baseline reporting was for FY2021, we have now set our baseline reporting from FY2017.

Baseline Year: 2017	
Additional Details relating to the Baseline Emissions calculations.	
<p><i>Through the support of Sodexo Benefits and Reward Services Global we now have base line reporting for the period from 1st June 2016 through to 31st May 2017.</i></p> <p><i>The primary operations and activities that account for scope 1 and 2 emissions include the use of natural gas for heating and electricity consumption. All required scope 3 category emissions have been calculated, including: upstream and downstream transportation and distribution, waste generated in operations, business travel and commuting.</i></p> <p><i>The standard used to collect activity data and calculate emissions was the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.</i></p>	
Reporting Year: 2017	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	328.44
Scope 2	191.52
Scope 3 (included Sources)	649.10
Total Emissions	1,169.06

Current Emissions Reporting

Reporting Year: 2022	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	8.90
Scope 2	13.70
Scope 3 (included Sources)	219.35
Total Emissions	241.95

Emissions reduction targets

In order to continue our progress to achieving Net Zero, Sodexo BRS Group are in the process of validating the following carbon reduction targets against our 2017 base year with SBTi:

- Reduce absolute Scope 1, 2 and 3 GHG emissions by **65% by 2030***
- Reduce absolute Scope 1, 2 and 3 GHG emissions by **90% by 2035***

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2017 baseline.

- In March 2021, [Sodexo Group joined the Climate Group's RE100 initiative](#) and committed to switching to 100% renewable electricity globally by 2025 at its directly controlled sites. In FY21, 20.5% of electricity was procured from renewable sources.
- Sodexo BRS UK switched to renewable energy in April 2022 and implemented measures within our estate to reduce our energy consumption, including replacing defective lighting with energy saving LED lighting and adding energy saving timer on heating.
- Rationalised office space and closed sites based in Warwick in August 2017 and Camberley in December 2020.
- The Cycle to Work scheme, a product in Sodexo BRS UK's portfolio, continued to see strong engagement, both internally and for our clients. 34% of all cycles under the scheme are electric bikes and 76% would not have purchased a cycle without the Cycle to Work scheme.
- A few years ago, we moved away from company cars to a car allowance for those who are eligible. All our staff can use their car allowance or personal funds for our green salary sacrifice car scheme.

The scheme operated by Tusker, promotes electric and ULEV vehicles to our staff and clients. Average CO₂ emissions decreased from 107g/km in FY20 to 21.7g/km in December 2022. Tusker offset all CO₂ tailpipe emissions and for electric vehicles, they have offset the CO₂ charging emissions since 2022 and are a net carbon positive business.

- Conducted a travel commuting survey to better understand employee commuting patterns and associated GHG emissions.
- Improved internal recycling signage and containers to increase the percentage of recycling within the office.
- Switched to more sustainable paper products in all areas of the business.
- Introduced an eco-version of our prepaid cashback card, made of recycled plastic (RPVC).
- Introduced a new programme to redistribute old company laptops and desktops to our colleagues.

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

- Converting all Prepaid card stock, to recycled plastic (RPVC) in a conscious effort to significantly reduce the impact on the environment. All new cards issued from 1st March 2023 by Sodexo will be made from recycled plastic.
- Introducing a virtual card for our prepaid cashback offering, which will be a greener alternative to the recycled plastic version.
- Introducing a Carbon Trajectory Tool, Traace, to identify measurable steps to achieving our climate goals and reach net zero. The tool is designed to support the analysis of our GHG emissions, identification of key actions and reduction levers and to support the development of a Transition Plan
- With a new office premises, planned for summer 2023, it gives us a great opportunity to have a more environmentally sound office space. Our continued hybrid working commitment will allow us to decrease our square footage considerably. The premises has an EPC rating of 'A' and has four Electric Vehicle charging points for sole use of Sodexo BRS UK, plus additional charging points on site for general use. It's out of town location has excellent public transport links. Facilities on the park include cycle storage, café, main lawn and event area, woodland walk and zen zone. It's dedicated park community team facilitate engagement with other tenants and with the local community and charities.
- Moving our IT infrastructure to the Microsoft Azure cloud, which is 79% to 93%* more energy efficient than a traditional on-premises datacentre.
** From a study by Microsoft in partnership with WSP entitled 'The carbon benefits of cloud computing'.*
- Reviewing our business travel policy to promote the use of the Eurostar over air travel for northern European travel.
- Raising awareness across the organisation through a newly created in-house CSR Academy with a specific module on Net Zero that is mandatory for all employees.

- We aim to improve the selection and assessment of our suppliers based on environmental criteria and are looking at how we could add a contractual clause to our most critical suppliers so they would provide accurate carbon data and commit to reducing their carbon emissions.

Declaration and Sign Off

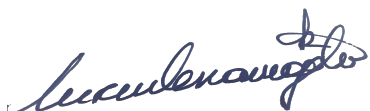
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

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 the Supplier:



Burcin Ressamoglu
CEO

Feb 28, 2023

Date:



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>







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Final Audit Report

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