

An aerial view of a large solar farm with rows of solar panels stretching towards the horizon. The sky is a mix of blue, green, and orange, suggesting a sunset or sunrise. A teal horizontal bar is at the top, and a teal border frames the page.

APEM GROUP

NET ZERO SUMMARY REPORT

1 January 2024 – 31 December 2024

Third Year

Reporting Period:	01/02/2024 and 31/12/24
Prepared for:	Prepared by:
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Commitment to Net Zero

APEM Group are committed to working alongside other organisations to achieve the UK and Ireland’s government Net Zero targets for their operations and are taking action to reduce their annual carbon dioxide equivalent (CO_{2e}) greenhouse gas (GHG) emissions and achieving Net Zero emissions by 31 December 2045, five years earlier than the UK Government’s 2050 target. This will constitute predominantly absolute emission reduction through Scope 1, 2 and 3. However, as with all businesses, it is likely that there will be some small remaining residual emissions. These remaining residual emissions will be accounted for through investment in carbon removal programmes.

We will aim to reduce our emissions year-on-year to achieve:

- 45% reduction in our Scope 1 and 2 emissions by 2030.
- Continue to offset our residual Scope 1 and 2 emissions (commenced in 2022) to maintain carbon neutral status via high quality verified offsets verified offsets.
- Overall reduction in all intensity GHG emissions across Scopes 1, 2 and 3 by 2030, offsetting any residual emissions via high-quality nature based or direct air capture projects and becoming Net Zero.

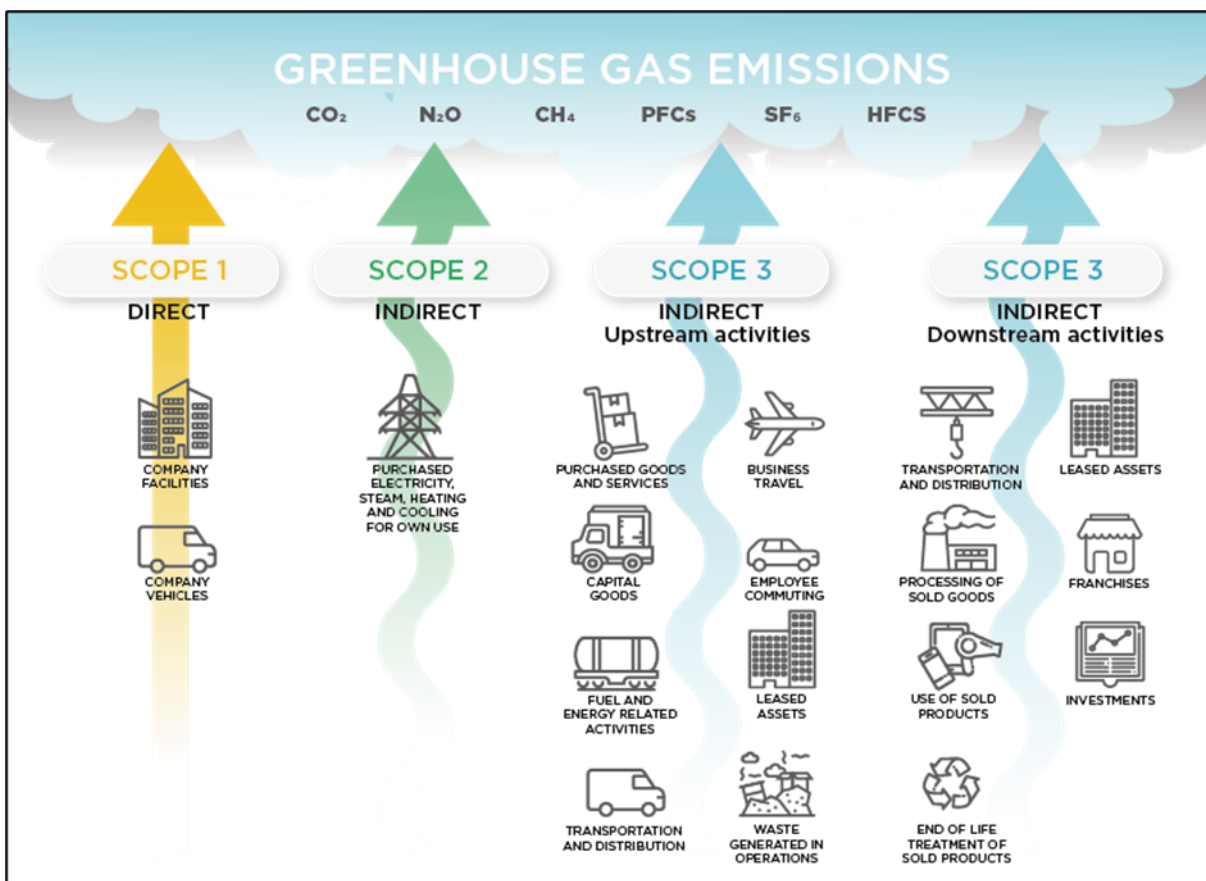


Figure 1: Graphical representation of the GHG emissions arising from an organisation

To achieve these goals, APEM Group has taken the following actions:

1. We have worked with an external specialist carbon consultancy to collate and verify data, calculate GHG emissions and help advise on carbon reduction options.
2. Set the base year (January 2022– December 2022) and calculated our carbon footprint in line with the GHG protocol for that base year:

Scope 1

- i. Stationary combustion
- ii. Transport (owned and leased vehicles)
- iii. Refrigerant gases

Scope 2

- i. Electricity

Scope 3

- i. Category 1 - Purchased Goods and Services
 - ii. Category 2 - Capital Goods
 - iii. Category 3 - Fuel and Energy
 - iv. Category 4 - Upstream Transport
 - v. Category 5 - Waste
 - vi. Category 6 - Business Travel
 - vii. Category 7 - Employee Commuting (including Working from Home)
3. Created a CO₂e reduction plan for each Scope and Category
 4. Set the Net Zero date and committed to updating our CO₂e or carbon footprint annually with January 1st 2024 – 31st December 2024 being the second post-base year report.

Baseline emissions footprint

Baseline emissions are a record of the GHGs that were produced in a previous financial year prior to the introduction of any strategies to reduce CO₂e emissions. Baseline emissions are the reference point against which emissions reduction can be measured. APEM Group chose January 2022 – December 2022 as our baseline year.

This is our third year calculating our GHG emissions. By comparing our emissions each year to our baseline year, it will allow us to see how far we have come on our journey to Net Zero and allow us to identify which areas we are succeeding in, as well as which areas need more focus. Our financial year (FY) 2024 GHG CO₂e emissions footprint is shown in Figure 2.

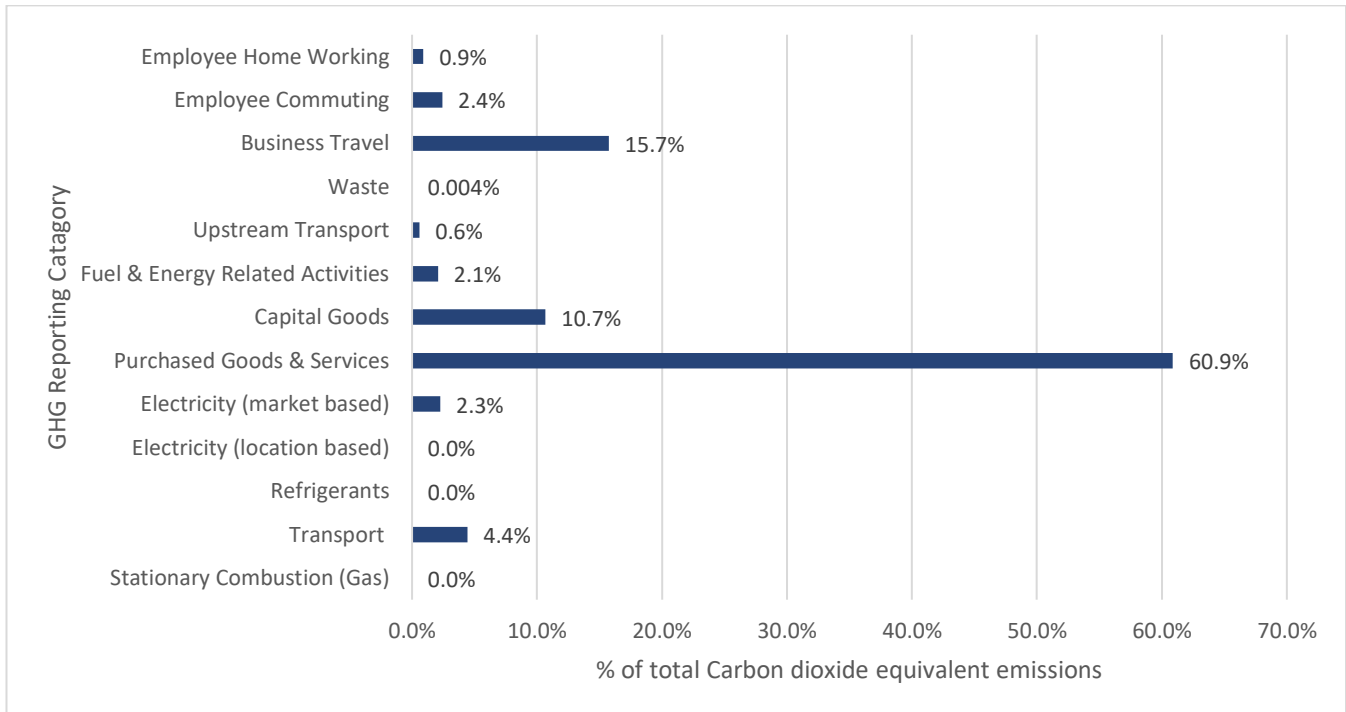


Figure 2: APEM Group 2024 GHG CO₂e emissions footprint by GHG reporting category

Figure 2 shows an itemised breakdown of the amount (tonnes) of carbon dioxide equivalent emissions (tCO₂e) produced by each Scope and Category for 2024, whilst Table 1 compares emissions against the 2022 baseline calculation for 2023 and 2024.

Table 1: APEM Group 2023 and 2022 GHG CO₂e emissions by Scope and Category

Scope / Category	Description	Total 2022 tCO ₂ e	Total 2023 tCO ₂ e	Total 2024 tCO ₂ e	2024 GHG %	% Change 2023-2024
Scope 1						
Stationary combustion (Gas)	Gas consumed	0.05	12.43	0.07	0	-99.46
Transportation	Owned and leased vehicles	221.9	62.95	107.65	4.4	71.03
Refrigerants	HVAC's	0	0	0	0	-
Scope 2						
Electricity (location based)¹	Electricity, for own use (grid average)	96.9	109.29	74.71	N/A	-31.64
Electricity (market based)²	Electricity, for own use (specific contract)	55.2	77.91	54.91	2.3	-29.52
Scope 3						
Category 1: Purchased goods and services	Goods and services	1,571.8	1,506.91	1,474.23	60.9	-2.17
Category 2: Capital goods	CapEx expenditure	750.5	402.69	258.38	10.7	-35.84
Category 3: Fuel and energy related activities	WTT3 & T&D losses ⁴	215.5	192.18	50.36	2.1	-73.79
Category 4: Upstream transportation	Transport between tier 1 suppliers or paid transport for goods, WTW ⁵	17.3	18.7	14.49	0.6	-22.56
Category 5: Waste generated in operations	Waste	7.1	1.74	0.09	0.004	-94.64
Category 6: Business travel	Travel and hotel stays for business	86.3	500.26	381.19	15.7	-23.80
Category 7: Employee commuting	Employees commuting	88.4	94.8	58.45	2.4	-38.34
Category 7: Employee homeworking	Employees working from home	147.1	176.89	22.06	0.9	-87.53
Total Gross Emissions (Location based)		3,202.8	3,078.83	2,441.69	100%	-20.69
Less emissions avoided by procurement of renewable electricity		(41.8)	(77.91)	(47.42)	-	39.13
Total Gross Emissions (Market based)		3,161.0	3,000.92	2,421.88	-	-19.3
Less carbon offsets		(280.00)	(107)	-	-	-
Total Net Emissions		2,881.0	2,893.92	2,421.88	-	-16.31

¹ Location based represents emissions from electricity consumption based on grid average emissions

² Market based represents emissions from electricity consumption based on specific energy contracts

³ WTT - Well-to-tank emissions. Emissions associated with the extraction refinement and transport of fuels before consumption

⁴ T&D losses – Transmission and distribution losses. Emissions associated with the energy lost during the transmission of electricity through the network

*The WTT in these categories have been distributed in different categories to the baseline to reflect FY22/23 calculations so they can be compared

⁵ WTW – Well-to-wheel emissions. Includes emissions associated with the extraction, refinement, transport, and consumption of fuels

To further understand our emissions, we have also recorded them using intensity ratios, as shown in Table 2, as this will allow us to track our CO₂e emissions as our business grows and develops.

Table 2: APEM Group CO₂e emissions intensity ratios

Intensity ratios	Quantity		Gross Emissions (Location based)		Gross Emissions (Market based)		Net Emissions	
	2023	2024	2023	2024	2023	2024	2023	2024
Scope 1 & 2								
tCO ₂ e per employee	541 FTE	647	0.34	0.28	0.28	0.25	0.28	0.25
tCO ₂ e per m ²	3041.76m ²	3840.00	0.06	0.05	0.05	0.04	0.03	0.04
tCO ₂ e per £M turnover	50.76	59.67	3.64	3.06	3.02	2.73	1.78	2.73
Scope 1, 2 and 3								
tCO ₂ e per employee	541 FTE	647	5.59	3.77	5.45	3.74	5.25	5.25
tCO ₂ e per m ²	3041.76m ²	3840.00	1.01	0.64	0.99	0.63	0.95	0.95
tCO ₂ e per £M turnover	£50.76M	£59.67M	60.65	40.92	59.12	40.59	57.01	57.01

When calculating CO₂e emissions, the GHG Protocol Corporate Accounting and Reporting Standard states that a company must set its organisational boundaries.⁶ This can be done either by an “Equity Share” or “Control” approach. The Equity Share approach reflects a company’s economic interests and percentage ownership of companies or subsidiaries to assign GHG emissions. The Control approach can follow two routes and defines the boundary by looking at either how much Financial or Operational Control a company has.

To fully cover all of its operations and subsidiaries, APEM Group has selected the Operational Control method when setting our organisational boundary which will cover 100 percent of the GHG emissions over which it has operational control. The Operational boundary will include all three Scopes as outlined by the GHG Protocol. APEM’s emissions are reported in tCO₂e and have been calculated utilising the following formula:

$$\text{Source emissions data} \times \text{conversion factor}^* = \text{total source emissions}$$

$$\text{Source unit} \times (\text{tCO}_2\text{e/unit}) = \text{tCO}_2\text{e}$$

*Conversion factors are primarily derived from the latest:

- UK Government GHG conversion factors for Company Reporting
- DEFRA (Department for Environmental, Food and Rural Affairs)
- Environmentally extended input-output (EEIO) tables
 - United States (US) Environmental Protection Agency (EPA)

⁶ <https://ghgprotocol.org/corporate-standard>

Emissions methodology – Inclusions within current numbers:

Scope 1

Scope 1 sources included in the inventory are onsite (or “stationary”) natural gas combustion and mobile fuel combustion from leased and owned vehicles. Excluded from the inventory are fugitive emissions of refrigerant gasses.

Scope 2

Purchased electricity was the only identified Scope 2 emissions source. However, per the GHG Protocol Scope 2 Guidance, Scope 2 emissions have been calculated and reported using two separate methodologies:

- A location-based method reflecting the average emissions intensity of grids on which energy consumption occurs.
- A market-based method reflecting emissions from the electricity that APEM Group has purposefully chosen via our energy procurement activities. This accounts for energy purchased from green energy suppliers.

Scope 3:

Category 1: Purchased goods and services

Includes all upstream (i.e., cradle-to-gate) CO_{2e} emissions from the production of goods purchased or acquired by APEM Group in the reporting year.

Category 2: Capital Goods

This includes all upstream (cradle-to-gate) CO_{2e} emissions from the good that are not included as part of purchased goods and services – typically capital expenditure (CapEx) or plant and equipment purchases.

Category 3: Fuel and energy-related services

This relates to transportation and distribution (T&D) losses, and the well-to-tank (WTT) emissions for all fuels consumed because of APEM Group’s operations.

WTT emissions account for all CO_{2e} emissions related to the extraction, production, and shipping of fuels, excluding only the direct combustion of the fuel e.g., fuel consumed by APEM Group owned or leased vehicles.

T&D losses account for CO_{2e} emissions associated with all the energy that is lost between the electricity production in the powerplant and when it is used (e.g., through resistance in in power lines and transformers).

Category 4: Upstream Transport

Includes any CO_{2e} emissions arising from transportation paid for by APEM Group such as delivery couriers. This is transport between tier 1 suppliers and APEM Group.

Category 5: Waste

Includes CO_{2e} emissions from third-party disposal and treatment of waste generated in APEM Group owned or controlled operations in the reporting year.

We have utilised the ‘waste-type-specific’ method, which involves using CO_{2e} emission factors for specific waste types and waste treatment methods.

Category 6: Business travel

Includes CO_{2e} emissions from the transportation of employees for business-related activities in vehicles owned or operated by third parties, such as aircraft, trains, buses, and passenger cars. This also includes CO_{2e} emissions resulting from hotel stays resulting from business-related trips.

We have used the distance-based method, which involves determining the distance and mode of business trips, and then applying the appropriate CO_{2e} emission factor for the mode used where possible.

We have used the number of nights stayed in hotels and their geographical locations to calculate the associated CO_{2e} emissions.

Category 7: Employee commuting

Includes CO_{2e} emissions from the transportation of employees between their homes and APEM Group offices. CO_{2e} emissions from employee commuting may arise from car, bus, train, or cab travel. We have also included energy consumption and waste production which occur from employees working from home in this category.

We have improved data for FY2024 by conducting an employee travel survey on commuting patterns and home working and applied the appropriate CO_{2e} emission factors for the modes used, using the distance-based method.

Emissions methodology – non-material exclusions for 2023 CO_{2e} emissions:

Scope 3 Category 8: Upstream Leased Assets is excluded from FY 2024 CO_{2e} emissions, as we do not lease any assets.

Scope 3 Category 9: Downstream Transportation and Distribution is excluded from FY 2024 CO_{2e} emissions as we do not transport or distribute specific products.

Scope 3 Category 10: Processing of sold products is excluded from FY 2024 CO_{2e} emissions as we do not manufacture products.

Scope 3 Category 11: Use of sold products is excluded from the FY 2024 CO_{2e} emissions as we do not sell physical products.

Scope 3 Category 12: End-of-life treatment of sold products is excluded from FY 2024 CO_{2e} emissions as we do not sell physical products.

Scope 3 Category 13: Downstream Leased Assets is excluded from FY 2024 CO_{2e} emissions, as we do not own any leased assets that we lease to other businesses.

Scope 3 Category 14: Franchises is excluded from FY2 2024 CO_{2e} emissions, as we do not operate franchises.

Scope 3 Category 15: Investments is excluded from FY 2024 CO_{2e} emissions, as we do not have any investments whereby, we provide capital or offer financing as a service.

Emission reduction targets

To continue our progress to achieving Net Zero, we have mapped out and planned a number of positive actions to achieve the following CO₂e reduction targets:

- 13% absolute reduction in CO₂e emissions by 2025 from 2022 baseline levels.
- 34% absolute reduction in CO₂e emissions by 2030 from 2022 baseline levels.
- 54% absolute reduction in CO₂e emissions by 2035 from 2022 baseline levels.
- 73% absolute reduction in CO₂e emissions by 2040 from 2022 baseline levels.
- 90% absolute reduction in CO₂e emissions by 2045 from 2022 baseline levels.

Our approach is to focus our efforts on reducing our own CO₂e emissions, with significant planning and finances set aside to do this. However, as a large proportion of our CO₂e emissions lie within Scope 3, it is difficult to reduce these CO₂e emissions within the short term as these are within our supply chain, where we have influence but not control. To try and reduce these CO₂e emissions, we will use our purchase power and choice of suppliers to encourage the correct CO₂e reducing behaviour within our supply chain.

APEM Group Carbon Emission Glidepath tCO₂e

Our carbon emission glidepath is shown in Figure 4

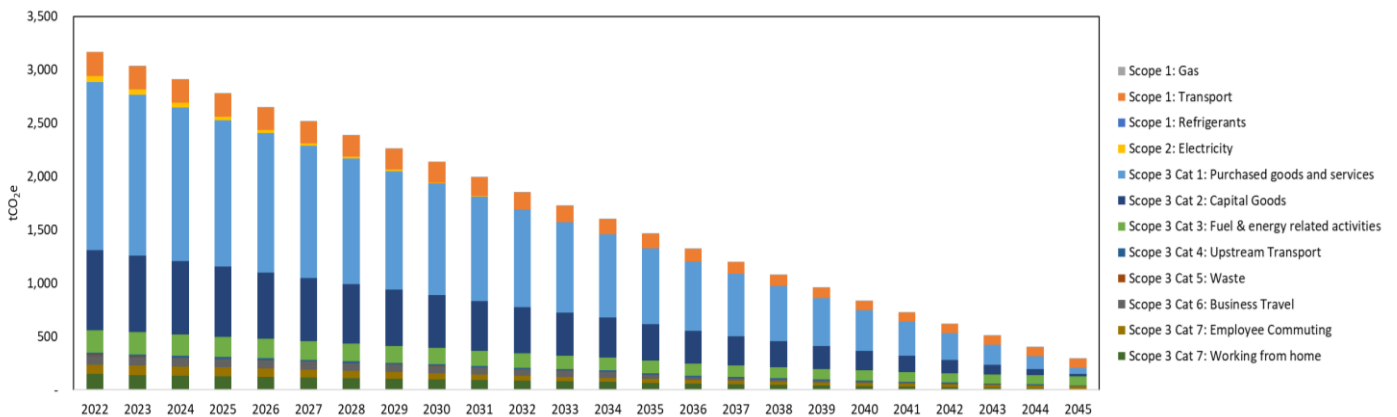


Figure 3: APEM Group Net Zero Carbon Glidepath

Current Emissions vs Target Emission

Our total CO₂e emissions (location based) have decreased by 20.7% vs last year's emissions, mainly due to a reduction in Scope 1 natural gas consumption, Scope 3 Category 5 Waste, Scope 3 Category 7 Commuting and Home Working and Scope 3 Category 3 Capital Goods, whilst our total CO₂e emissions (market based) have decreased by 19.3% due to more of our electricity being supplied from renewable energy tariffs. Additional categories where we achieved a reduction were waste and fuel, and energy related CO₂e emissions.

In the Scope 1 Business travel we saw an increase in CO₂e emissions due to additional quality in our data and inclusion of the full year of data since Macro Works, NASH Maritime and Aspect Ecology joined APEM Group.

Our year-on-year progress is shown in Figure 4.

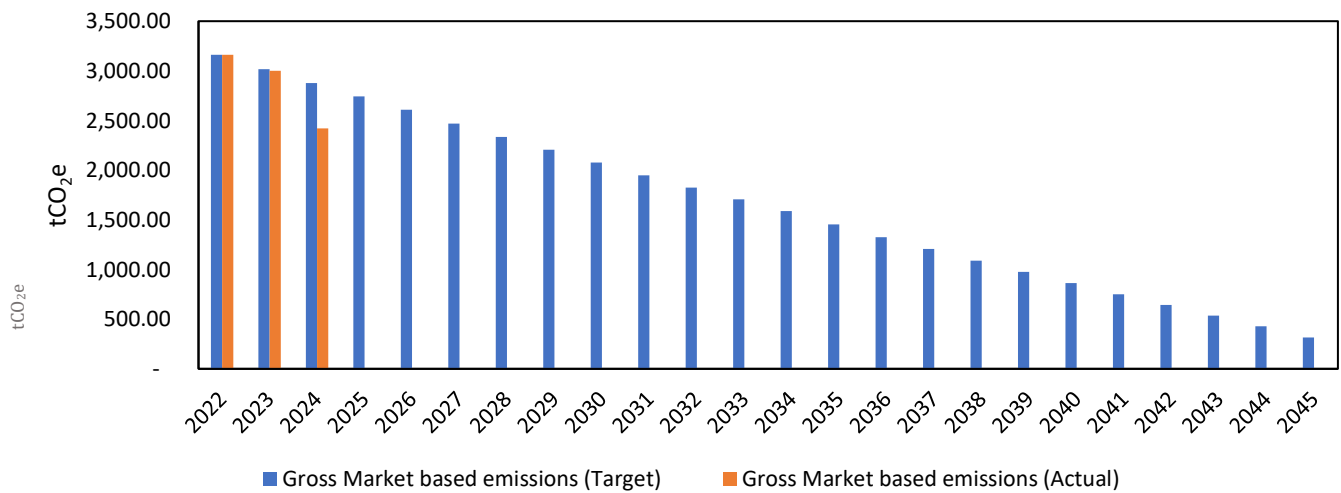


Figure 4: GHG emissions Glidepath Actual vs Target (Market Based)

During our Net Zero journey we are aware that in some years we will make more significant progress than others. We will continue to report our total CO₂e emissions against our target CO₂e emissions every year.

Environmental management measures / emission reduction plan

As a responsible business, APEM Group has had a focus on the environment and reducing our CO₂e emissions. To drive this to the next level, we engaged the services of Sustainable Advantage to advise on global best practices on CO₂e reduction. With a detailed CO₂e emissions reduction plan, our key actions are summarised below.

SCOPE 1: Stationary Combustion (Natural gas)

What we are doing:

- Ensuring biomethane is procured and consumed on sites
- Improving the quality of our data
- Evaluating the energy performance of our estate and making this a decision factor when seeking new premises
- Ensure that all of our facilities use minimal space and domestic hot water (DHW) heating by making sure temperature set points are appropriate and relevant pipework and building envelopes are fully insulated

What we plan to do:

- Initiate opportunities identified in our Energy Saving Opportunity Scheme (ESOS) site surveys
- Reduce reliance on gas use and replace gas boilers with electrical heating systems such as air source heat pumps (ASHPs), infra-red (IR) panels, electric space heaters etc. where practicable
- Investigate new technologies (for example, hydrogen powered boilers) as they become available and install these where practical

SCOPE 1: Transport (owned and leased vehicles)

What we are doing:

- Transitioning from diesel and petrol internal combustion engine (ICE) owned and leased vehicles to electric vehicles (EV) as soon as is practicable
- Where moving to EVs is not practical, switch to plugin hybrid electric vehicles (PHEV)
- Providing driver training on how to drive more efficiently to reduce CO₂e emissions and enhance safety

What we plan to do:

- Initiate opportunities identified in our ESOS survey
- Ensure any PHEVs or EVs are charged using clean, low CO₂e emission electricity sources where possible including installing charging points at our sites where feasible supplied via renewable electricity contracts

SCOPE 1: Refrigerants

Although zero leaks were noted from air conditioning / refrigeration in 2024, we will continue to collect and maintain detailed data on refrigerants used across our sites and the repair and servicing of the relevant equipment. We will endeavour to reduce any potential impact where possible.

What we are doing:

- Limit use of refrigeration / air conditioning systems where practicable
- Where refrigerants are used in our operations (e.g., air conditioning our offices or server rooms), ensure they are properly maintained and serviced

What we are planning to do:

- Ensure correct end-of-life treatment of refrigerant gases; recover and dispose of refrigerant gases correctly when maintaining, upgrading, or decommissioning a system

- When we have no option but to renewing heating, ventilation and cooling (HVAC) systems that use refrigerants, we will choose the most efficient systems:
 - Investigate systems using least damaging refrigerant gasses with low potential leakage
 - Installing new systems may offer energy savings as well as next generation refrigerants (HFOs (hydrofluoroolefins) and natural refrigerants)

SCOPE 2: Electricity

What we are doing:

- Issuing energy efficiency guidance to all site staff to facilitate positive behavioural change
- Appointing energy champions at each site who gather up-to-date monthly energy performance data and provide feedback
- Appointing green champions who sit on our Environmental Committee and gather ideas from colleagues across our organisation. These ideas are collated and shared, supplemented by what we consider to be best practices
- Ensuring we use energy efficient systems wherever possible e.g. replacing fluorescent, halogen and tungsten lighting with low energy light emitting diode (LED) fittings and using passive infra-red sensors (PIRS) where possible, to reduce electrical energy consumption

What we plan to do:

- Work with our landlords and identify the potential and feasibility of installing low and zero carbon (LZC) energy production onsite where practicable (e.g., solar photovoltaic panels and wind turbines), as identified during our ESOS site surveys
- Upon site lease renewal we will ensure that energy consumption and energy efficiency are primary considerations, as well as public transport availability, when selecting new facilities, to ensure alignment and support our Net Zero targets

SCOPE 3 Category 1: Purchased goods and services and Category 2: Capital Goods

APEM Group realises that much of the GHG reductions in this category will happen because of our suppliers reducing their CO_{2e} emissions and becoming more CO_{2e} aware as the UK progresses towards a Net Zero 2050. However, that does not mean that we will take a passive approach to the category, especially as it accounts for 96% of our total market based CO_{2e} emissions. We will continue to try and enact positive change on our suppliers.

What we are doing:

- Engaging with tier 1 suppliers to better understand their CO_{2e} (scopes 1 and 2) emissions by sending out surveys
- Being selective about working with sophisticated CO_{2e} aware suppliers (where possible), and additionally, support suppliers to reduce their CO_{2e} emissions
- Reviewing the sustainability and environmental credentials of IT equipment prior to purchase to choose products that lower carbon emissions, are repairable, are refurbished where suitable, and have a longer life-use

Work with suppliers to collaboratively set CO_{2e} emissions reductions targets

What we are planning to do:

- Considering the feasibility of completing surveys with new and developing technologies, such as high-resolution satellite imagery or electric unmanned aerial vehicles (UAVs)
- Assure the sustainability of products becomes part of our procurement

SCOPE 3 Category 4: Upstream Transportation and Distribution

What we are doing:

- Where feasible, considering lower CO₂e emission suppliers as part of upstream transport, e.g. those suppliers that have EVs as part of their fleet

SCOPE 3 Category 5: Waste

APEM Group continues to follow the waste hierarchy where a preference is given to:

- Reducing the waste generated through purchasing products that are more easily recycled.
- Repairing items where possible.
- Re-using / recycling as much as possible.
- Incinerating residual general waste (with energy recovery) to limit the volume of waste that goes to landfill.

What we are doing:

- APEM Group have collected detailed waste data from several sites, including volume of waste and end-of-life fate. This has allowed us to obtain a better understanding of our waste streams, waste intensity and a reduction in this category
- Conducted waste awareness campaigns and staff training programmes to provide clear, consistent training and information to minimise waste and maximise recycling opportunities and for each office to learn from each other, share best practice and align our initiatives in this area

SCOPE 3 Category 6: Business Travel

What we are doing:

- Continued use of online meetings
- Where travel is required, we prioritise low CO₂e emission travel modes, encouraging active and mixed mode travel, choosing rail over air and / or cars etc.
- Improving our data collection

What we are planning to do:

- Encourage the uptake of EV vehicles by paying favourable mileage reclaim rates and considering the installation of EV charging points at our sites, where practicable
- Encourage car sharing in business travel by paying favourable mileage reclaim rates, as allowed by HMRC

SCOPE 3 Category 7: Employee Commuting and Working from Home

What we are doing:

- Conducting travel surveys with our employees to understand how they currently get to and from work
- Supporting active, low CO₂e emission travel by introducing a cycle-to-work scheme, ensuring there are safe and secure cycle storage facilities and appropriate shower and changing facilities at our offices
- Actively encouraging carpool arrangements
- Providing information on public transport alternatives

What we are planning to do:

- Installing EV charge points at our office locations where we have the ability and working with our landlords to expediate their installation at sites where we cannot directly have them installed
- Repeat our commuting and working from home staff survey

- Implement an awareness campaign for our staff to support them in reducing their working from home CO₂e emissions through:
 - Energy management best practice
 - Switching to renewable energy tariffs where possible
 - Install submetering, if not already installed
 - Reducing the energy consumption through the selection of energy efficient appliances
 - Limiting waste sent to landfill by following the waste hierarchy

Conclusion

In 2023, we published the first APEM Group Net Zero report, which outlined our baseline and ambitions to lower our CO₂e emissions to net zero by 2045. Some targets were achieved quickly and simply: for example, renegotiating energy supply contracts so that by the end of 2023 most APEM Group offices and stores in Ireland and the UK are powered by renewable energy.

However, we understand that there is room for improvement. As an environmental consultancy, much of our work involves fieldwork in remote areas, with poor electric vehicle (EV) charging infrastructure and limited public transport service offerings in many areas, resulting in higher CO₂e emissions relating to accommodation and business travel to work in such areas.

In our pursuit of Net Zero CO₂e emissions within APEM Group, we have taken significant steps to further understand and reduce our CO₂e emissions and associated carbon footprint. Recognising the need for transparency, we have increased data levels for waste and business travel, using this information to increase our coverage of our emissions.

While proud of our achievements, we are always looking for ways to progress. Our commitment to transparency and continuous improvement reflects our dedication to a sustainable future, as we strive to be leaders in our field.

APEM Group will recalculate our carbon footprint annually for each year. We will track how we are performing vs our targets and adjust our methods to ensure we stay on track to hit our Net Zero target. APEM Group will continue to do all we can to minimise our CO₂e emissions and do our part to minimise the negative effects of climate change on the planet.



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