



Carbon Reduction Plan: Working towards Net Zero



Executive Summary

AirisQ Limited are committed to achieving Net Zero emissions at the latest by 2050. Reducing our greenhouse gas emissions not only benefits us but also our customers, suppliers, and the wider community.

This Carbon Reduction Plan will cover AirisQ's baseline year information, set clear targets for reducing our greenhouse gas emissions over clear timeframes and planned actions to achieve Net Zero by 2050. Some of these targets will be achieved through behavioural change, others will require funding in some cases, such as building and office improvements.

As a small SME, with a predominantly electric/hybrid vehicle fleet, and shared office space. AirisQ already has a relatively small carbon footprint. These planned actions will reduce our levels of carbon production to Net Zero by 2050 at the latest, but an earlier date of Net Zero by 2040 is achievable as a stretch target.

Operations

Energy Management

With only one office our energy management programme is limited by the size of our company, however we are focused on consolidating and refreshing office space, operating more efficiently, and investing in new technology. Since 2019 our office has been powered by renewable electricity, meaning our market-based scope 2 emissions have remained at zero. This has allowed us to achieve our first step in our journey to net zero, supporting our ambition to achieve Net Zero by 2050.

Although we faced an overall increase in gas usage because of an extended cold spell in early 2023 this had a negligible effect on our emissions thanks to our renewable sourcing strategy.

We are currently aiming to refurbish an existing building to create a central office that will be powered by solar panels. This will not only provide the power to the main office itself but the capacity for staff to charge their electric vehicles. We also now close off our office during Christmas for a week reducing our energy consumption over the festive period. Further projects have involved switching to LED lighting where possible (limitations currently apply, due to our shared space in a leased property) and working with other tenants, compressing our cleaning services so the lights are switched off earlier in the evenings.



Technology

We have carried out a companywide IT equipment review and upgrade. This involved ensuring all new monitors have smart switching technology and replacing meeting room audio visual tech with more efficient and user-friendly options. Additionally, these upgrades support an enhanced hybrid meeting experience, reducing the need for travel.

We have also engaged the use of SharePoint and One Drive to allow for the company to function daily as completely paperless, unless clients require printed documentation. We have also reduced our printers across the company to just two and plan to reduce this further in our new offices.

Employee Engagement

Every role in AirisQ has an impact on our carbon emissions, and informed and motivated employees are key to making reductions. Every worker can reduce their energy footprint simply by switching off equipment at night, separating and sorting waste and travelling as sustainably as possible.

Actions taken to reduce the impact of employee behaviours and actions will have impact primarily on Scope 2 Electricity and some parts of Scope 3 Travel.

We have built awareness within our workforce of the impact their decisions have on the journey to Net Zero by holding a companywide engagement session on energy saving and management. This awareness training now forms part of our 6 monthly company meetings. We plan to include future education sessions on carbon literacy and how they can live more sustainably, reducing their carbon impact both at work and at home.

Further to this general awareness training as our own knowledge grows a role-by-role analysis could be undertaken and then each person given actions and areas which they should ensure they act on. This could also be an essential part of the Annual Review process.

Plans for the new office could have a budget to introduce measures and actions to reduce environmental impact, or positively contribute to the environment through schemes such as tree-planting, bee hives or other Biodiversity Net-Gain actions.

Business Travel

Reduce business travel by air, rail and road through a sustainable travel policy and continuing to encourage car sharing and the use of public transport wherever possible.

Environmental criteria to be prioritised in booking accommodation or suppliers for corporate events. Education and information should be provided to staff to understand how to reduce the impact of a hotel stay.



AirisQ continues to support and encourage hybrid working, in the context of continuing development of the Mental health & wellbeing policy for staff and we encourage the continued use of virtual meeting platforms.

AirisQ could encourage more people to Cycle to Work using schemes and information. Investigate any opportunity to offer a salary sacrifice, or discounted schemes offering employees access to sustainable travel options like e-bikes rather than using a car.

investigate the feasibility of offering staff who cover high mileage on AirisQ business an Eco-Driving course to ensure that they are driving efficiently.

Leadership

The Directors of AirisQ have given, and will continue to give, its full support to this Carbon Reduction programme and the team required to achieve AirisQ's Net Zero ambitions. The Directors will lead by example, by including regular updates regarding AirisQ's carbon neutral status in annual meetings. The Net Zero reduction plan will continue to have their support, helping to push for and then implementing changes, along with arranging for specific funding if and when needed.

Acknowledged by:



Gareth Twynam
Managing Director

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