

Carbon Reduction Plan

Supplier Name: Baringa Partners LLP

Publication date: 29/11/2023

Commitment to achieving Net Zero

Baringa Partners LLP (“Baringa”) is committed to achieving Net Zero emissions by 2050.

We are committed to managing our energy consumption and carbon emissions responsibly. Our overarching emissions reduction target is to reduce our global Scope 1, 2 & 3 emissions (gross) in line with the Net-Zero Standard from the Science Based Targets Initiative (SBTi). This commitment is also an important part of being a certified B Corporation. We have submitted our near-term (2030) and long-term (2050) Net-Zero targets to the SBTi and are awaiting the formal validation process¹.

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. Our baseline emissions are the reference point against which emissions reduction can be measured.

| Baseline year: 01 April 2019 - 31 March 2020 (FY20) ² | | |
|--|--|----------------------|
| Emissions categories | Global TCO ₂ e ³ | UK segment of global |
| Scope 1⁴ | 18 | 18 |
| Fuel combustion | 18 | 18 |
| Scope 2 | 36 | 36 |
| Electricity (location-based) | 36 | 36 |
| Electricity (market-based) | 36 | 36 |
| Steam, heating and/or cooling | 0 | 0 |
| Scope 3⁵ | 3,903 | 3,368 |
| 1. Purchased goods and services | 1,845 | 1,558 |
| 3. Fuel and energy related services | 5 | 5 |
| 5. Waste generated in operations | 0.3 | 0.3 |
| 6. Business travel ⁶ | 1,994 | 1,754 |
| 7. Employee commuting and working from home | 59 | 52 |
| | 0 ⁷ | 0 ⁷ |
| Total emissions (location-based) | 3,957 | 3,422 |
| Total emissions (market-based) | 3,957 | 3,422 |

¹ If any updates materialise as a result of the SBTi target validation, we will reflect them in in the next iteration of our Carbon Reduction Plan.

² All figures have been rounded to the nearest decimal and may not sum exactly to the totals.

³ In FY20 the majority of Baringa's operations were in the UK, with a small presence in serviced offices overseas. As Baringa does not have operational control over serviced offices - the corresponding emissions have been captured in Scope 3.1 Purchased goods & services.

⁴ Baringa does not own or operate any vehicle fleet, fugitive emissions are deemed to be immaterial and Baringa is not involved in the chemical transformation of raw materials.

⁵ Baringa does not produce, sell, or transport any products, nor does it own franchises or have any qualifying investments. The small amount of capital goods purchased are reported in Scope 3.1 Purchased goods & services. Baringa's only leased assets are its serviced office facilities, the associated emissions are reported in Scope 3.1 Purchased goods & services.

⁶ Emissions from fuel in cars used for business purposes accounted for 10% of UK business travel emissions in FY20 and 11% in FY23.

⁷ Data is not available for this category for FY20. As per our current year emissions reporting below, we have developed our data sourcing and methodology to include data for FY23.

Current year emissions footprint

| Reporting year: 01 April 2022 - 31 March 2023 (FY23) ^{2,8} | | |
|---|--|----------------------|
| Emissions categories | Global TCO ₂ e ³ | UK segment of global |
| Scope 1⁴ | 67 | 67 |
| Fuel combustion | 67 | 67 |
| Scope 2 | 134 | 86 |
| Electricity (location-based) | 129 | 86 |
| Electricity (market-based) | 43 | 0 |
| Steam, heating and/or cooling | 5 | 0 |
| Scope 3⁵ | 8,294 | 5,825 |
| 1. Purchased goods and services | 5,684 | 3,856 |
| 3. Fuel and energy related services | 12 | 8 |
| 5. Waste generated in operations | 2 | 0.2 |
| 6. Business travel ⁶ | 1,690 | 1,240 |
| 7. Employee commuting and working from home | 260 | 207 |
| | 646 | 513 |
| Total emissions (location-based) | 8,494 | 5,977 |
| Total emissions (market-based) | 8,404 | 5,891 |

Emissions estimation improvements and reporting impact

We improved our methodology and data for estimating emissions during 2023, and used this to restate 2020 emissions. This resulted in differences between the 2020 emissions data reported in our previous Carbon Reduction Plan (dated 24/11/2022) and the 2020 data in this report. The net effect of the restatement is a doubling of our location-based total global emissions in 2020 from 1,973 TCO₂e to 3,957 TCO₂e. The improvements made include:

- Updating our operational control approach, following the GHG protocol. As a result we moved emissions from occupying shared serviced offices from Scope 1 and 2 (energy) and Scope 3.5 (waste) into Scope 3.1 (purchased goods and services).
- Sourcing new data that increases the volume of emissions from Scope 3.1 (purchased goods and services) and makes it the largest single category of our emissions profile.
- Implementing new methodologies for emissions from road-based business travel for estimating Scope 3.6 (business travel), and for Scope 3.7 (employee commuting) which both also increase the baseline figure.
- Segmenting the data to reflect UK-only emissions alongside our total global footprint.

These improvements were also used to estimate the 2023 emissions in this report.

⁸ Baringa have received limited assurance verification for our FY23 GHG emissions reporting as per the requirements of ISO 14064-3.

Emissions reduction targets

While we await the validation of our net zero baseline and targets with the SBTi, we continue to focus on meaningful climate action through the interim targets below. All reductions are over a 4-year period between our base year of 2020 and our target year 2024.

- We project that our overall carbon emissions per FTE will decrease by 15% from 2.84 TCO₂e/FTE to 2.41 TCO₂e/FTE.
- We project that our business travel footprint per FTE will decrease by 15% from 2.76 TCO₂e/FTE to 2.36 TCO₂e/FTE.
- We project that we will source 100% renewable electricity for our leased offices where we have operational control by the end of FY24, reducing the associated market-based emissions from 35.7 TCO₂e to 0 TCO₂e.
- We project that our total waste in offices where we have operational control will decrease by 20% from 0.4 TCO₂e to 0.32 TCO₂e.

Offsetting

We offset our operational carbon emissions each year, focusing on activities within our direct operational control – i.e. energy, waste and business travel. Our priority is to reduce our carbon emissions and only to invest in offsetting where we have not yet completed sufficient reduction activities to meet Net Zero. To ensure that we select high quality credits we seek projects which:

- have a high decarbonisation potential
- avoid unintended negative impacts on biodiversity and local communities
- meet globally-recognised standards

We currently purchase credits from both ‘avoidance’ and ‘removal’ projects, and aim to progressively shift towards more removal solutions over time.

Carbon reduction projects

Completed carbon reduction initiatives

Our business has grown significantly since our baseline year of 2020, with both revenue and headcount more than doubling, and we have opened multiple new offices around the world. Throughout this growth, we have implemented a number of measures to reduce the carbon intensity of our activities over this period.

Specifically in 2023 we:

- Prioritised energy efficiency and sustainability in the choice of new offices and in assessing our current workspaces, including:
 - Commencing our energy efficiency assessment of our London office which currently has a BREEAM ‘Excellent’ rating (in the top 10% of sustainable buildings). It also has an EPC B rating and our 100% of our energy is sourced under a renewable tariff.
 - Revising the energy tariffs in our Sydney office to a low-impact 100% renewable alternative. Our Sydney office has a 4.5 star NABERS Energy rating and a 3 NABERS Water efficiency rating whilst our Melbourne office has a 5.5 NABERS Energy rating and a 6 NABERS Water efficiency rating.
 - Opening a new office in Dusseldorf, which holds a DGNB Gold Certificate for sustainable buildings and is powered by 100% renewable electricity.

- Made energy management a central criterion for the assessment and selection of a new facilities provider in the UK.
- Migrated our on-site IT servers to virtual cloud infrastructure which saves energy consumption each year.
- Submitted our targets to the Science Based Targets initiative (SBTi) for formal validation.

Planned carbon reduction initiatives

We are continuing to identify and initiate projects to reduce our emissions and broader environmental impacts. Examples that are planned or under consideration include:

- Continuing to encourage lower emission travel options. In 2023 we approved an electric vehicle leasing scheme for implementation in 2024.
- Exploring ways to limit the impact of emissions from travelling to work with our clients, in the context of their expectations and requirements.
- Developing and delivering targeted sustainability training to our people.
- Working with existing landlords to secure commitment to further decarbonise the offices we lease, such as replacing gas-fired boilers with air source heat pumps.
- Embedding sustainability performance expectations into our relationships with material suppliers.

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 Plans⁹ and the GHG Reporting Protocol corporate standard¹⁰ following the operational control approach and uses the appropriate Government emission conversion factors¹¹ for greenhouse gas company reporting.

This Carbon Reduction Plan was signed on 29 November 2023 on behalf of the members of Baringa Partners LLP by:



Alison Gaskins

Chief Operating Officer

Designated Member

⁹assets.publishing.service.gov.uk/media/60ba4d208fa8f57ce980b5b7/PPN_0621_Technical_standard_for_the_Completion_of_Carbon_Reduction_Plans_2_.pdf

¹⁰ ghgprotocol.org/corporate-standard, <https://ghgprotocol.org/standards/scope-3-standard>

¹¹ UK emissions factors have been used to estimate UK emissions where available. Global emissions have been estimated using relevant local emissions factors from regional bodies and government organisations, www.gov.uk/government/collections/government-conversion-factors-for-company-reporting.