

# Carbon Reduction Plan

Supplier Name: Fibus  
Publication Date: 01/07/2024  
Revision 3: April 2025

## Commitment to Achieving Net Zero

Fibus and its group companies are committed to becoming a net zero carbon emissions business by 2040.

## General Information

Fibus organisational boundaries are set according to the control approach, under which Fibus accounts for GHG emissions from operations over which it has control. In this way, we have control over the reduction efforts we put in place. Our operational boundaries consist of the following:

- **Scope 1** emissions include the use of fuels for Fibus vehicle fleet and leakage of refrigerant gasses
- **Scope 2** emissions from the generation of purchased electricity by Fibus
- **Scope 3** emissions generated from activities associated with:
  - Waste generated in operations
  - Business travel
  - Employee commuting
  - Upstream transportation and distribution
  - Downstream transportation and distribution
  - Transmission and Distribution losses

Fibus Networks GB Ltd. is fully supported by Fibus Ltd. in adopting and implementing our Carbon Reduction Plan. The environmental measures set out in the Carbon Reduction Plan will be applied to Fibus Networks GB Ltd. Fibus Networks GB Ltd. will report against these measures as part of our reporting requirements under this plan.

## 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.

**Baseline Year: 2023****Additional Details relating to the Baseline Emissions calculations.**

Fibrus was founded and launched in 2018 and we started collecting and reporting carbon emissions from January 2021 and initially use 1<sup>st</sup> January 2021 to 31<sup>st</sup> December 2021 year as our baseline of reporting. Due to the company's rapid growth we have re-baselined to 1<sup>st</sup> January to 31<sup>st</sup> December 2023.

As Fibrus are rapidly growing we will adopt a carbon intensity score based on employee numbers and also per £M turnover.

- Number of employees
  - 01/01/23: 376
  - 31/12/2023: 495
  - Average: 453 - used for baseline reporting
- Turnover Figures
  - Financial year 2023 (01/04/2023 – 31/03/2024) £16.4m estimated figure - used for baseline reporting

**Baseline year emissions:**

<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>251.35 tCO<sub>2</sub>e</b> <ul style="list-style-type: none"><li>- Q1: 27.88 tCO<sub>2</sub>e</li><li>- Q2: 22.88 tCO<sub>2</sub>e</li><li>- Q3: 93.70 tCO<sub>2</sub>e</li><li>- Q4: 106.89 tCO<sub>2</sub>e</li></ul>
<b>Scope 2</b>	<b>0 tCO<sub>2</sub>e</b> <ul style="list-style-type: none"><li>- Q1: 0 tCO<sub>2</sub>e</li><li>- Q2: 0 tCO<sub>2</sub>e</li><li>- Q3: 0 tCO<sub>2</sub>e</li><li>- Q4: 0 tCO<sub>2</sub>e</li></ul>
<b>Scope 3</b>	<b>849.55 tCO<sub>2</sub>e</b> <u>Sources:</u> <ul style="list-style-type: none"><li>- <b>158.87 tCO<sub>2</sub>e</b> Business travel</li><li>- <b>0.09 tCO<sub>2</sub>e</b> waste</li><li>- <b>39.78 tCO<sub>2</sub>e</b> Employee commute</li><li>- <b>600 tCO<sub>2</sub>e</b> Upstream transportation and distribution</li><li>- <b>0 tCO<sub>2</sub>e</b> Downstream transportation and distribution</li><li>- <b>50.81 tCO<sub>2</sub>e</b> Transmission and Distribution losses</li></ul>

<b>Total Emissions</b>	<p>Total tonnes of CO2e: <b>1,100.90</b></p> <p>Total tonnes of CO2e in Scope 1 &amp; Scope 2: <b>251.35</b></p> <p>Total tonnes of CO2e per employee in Scope 1&amp;2: <b>0.55</b></p> <p>Total tonnes of CO2e £M turnover in Scope 1&amp;2: <b>15.33</b></p>
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## Current Emissions Reporting

<b>Reporting Year: 2023</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	251.35
<b>Scope 2</b>	0
<b>Scope 3</b>	<p><b>849.55 tCO<sub>2</sub>e</b></p> <p><u>Sources:</u></p> <ul style="list-style-type: none"> <li>- <b>158.87 tCO<sub>2</sub>e</b> Business travel</li> <li>- <b>0.09 tCO<sub>2</sub>e</b> waste</li> <li>- <b>39.78 tCO<sub>2</sub>e</b> Employee commute</li> <li>- <b>600 tCO<sub>2</sub>e</b> Upstream transportation and distribution</li> <li>- <b>0 tCO<sub>2</sub>e</b> Downstream transportation and distribution</li> <li>- <b>50.81 tCO<sub>2</sub>e</b> Transmission and Distribution losses</li> </ul>
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## Scope 1 Emissions

### **Fuel Consumption**

We used fuel receipts to report on the actual litres of fuel consumed by our vehicle fleet from to May 2023, after which we use Lightfoot in our fleet vehicles which generates a monthly emissions reports that captures petrol, diesel and EV vehicles.

### **Refrigerant Gasses**

Evidence of refrigerant gas top-ups is collated from the air conditioning specialist and our landlord.

## Scope 2 Emissions

### **Electricity use**

Fibrus gather information on the electricity used to power all the network elements:

- We use billed energy consumption for our cabinets from our electricity provider. The bills contain a mixture of estimates and actual readings.
- Energy usage for our Virtual Machines is provided from our digital service provider, who advised that Fibrus VM's use 13.68kWh a day.

We gather information on the electricity use in our leased office using billed energy consumption. Fibrus moved to a green tariff in 2022.

## Scope 3 Emissions

### **Business travel**

We review booking details of air, rail and taxi travels on journeys made. In 2022 we engaged a travel agency for any business travel bookings who provide quarterly carbon reporting. We also use mileage claim expense forms which contain information on miles driven by employees using own vehicles for business purposes. Up to and including 2023, we made an assumption that 50% of such vehicles are petrol and 50% are diesel. In 2023, through the use of a company-wide survey we now have more accurate data on the type of personal vehicles and will be using this in 2024 onwards.

### **Waste generated operation**

Fibrus collects waste types and volumes from our build partners on a regular basis. We currently do not gather data on the proportion of waste treated by various methods. For this reason, our current calculations include emissions associated with landfill waste only using the average emission factor of landfill. The calculation of this emission figure is an ongoing and evolving process and this figure will be refined and much more reflective of the waste generated as the process becomes more mature. We are hoping to improve this by asking our build partners to liaise with their waste management contractors and share with Fibrus not only the waste types and quantities but also the waste treatment methods. Emissions from transportation of waste are currently not included in the calculation but we hope to rectify this in the future as well. Emissions also include disposal of Fibrus office waste processed by a third party, which is broken down into the various waste streams.

### **Employee commute**

Employee commute includes transportation activities between employee homes and places of work. Current data is estimated - In 2023 an employee commute questionnaire was circulated, questions included mode & type of transport, approximate distance, frequency, with a total of 87 staff responding. We have used this data and the average number of staff, 453, to produce the commuting figure for 2023. We aim to refine and circulate this questionnaire again in 2024.

### **Upstream transportation and distribution**

We currently estimate our upstream transportation and distribution data based on transportation emissions associated with some of our cables and pole suppliers, which we estimate to account for approximately 60% of our supply chain. We have partnered with SustainIQ in 2023, and are in the process of onboarding, this platform will help us better capture and quantify our Scope 1, 2 & 3 emissions. This platform will improve our reporting in upstream transportation and distribution by enabling our suppliers to complete proformas that can be uploaded directly into SustainIQ. However, this might bring an increase to our scope 3 emissions. We see Scope 3 reporting as an evolving area over the next few years and predict fluctuations as we improve our capture of emissions related to this scope and we may re-baseline again in the next few years to reflect a more accurate account of our carbon impact.

### **Downstream transportation and distribution**

Fibris are building a new full fibre network across NI & GB. As we design and build our network, we are aware of the environmental impact associated with the end of life of our network elements. We do recognise that elements of our network such as poles and fibre cables have an estimated design life and we aim to include the carbon emissions associated with “end of life” activities when this becomes relevant to our operations. Our “product” is a broadband service and therefore the product itself does not generate emissions relevant for this category.

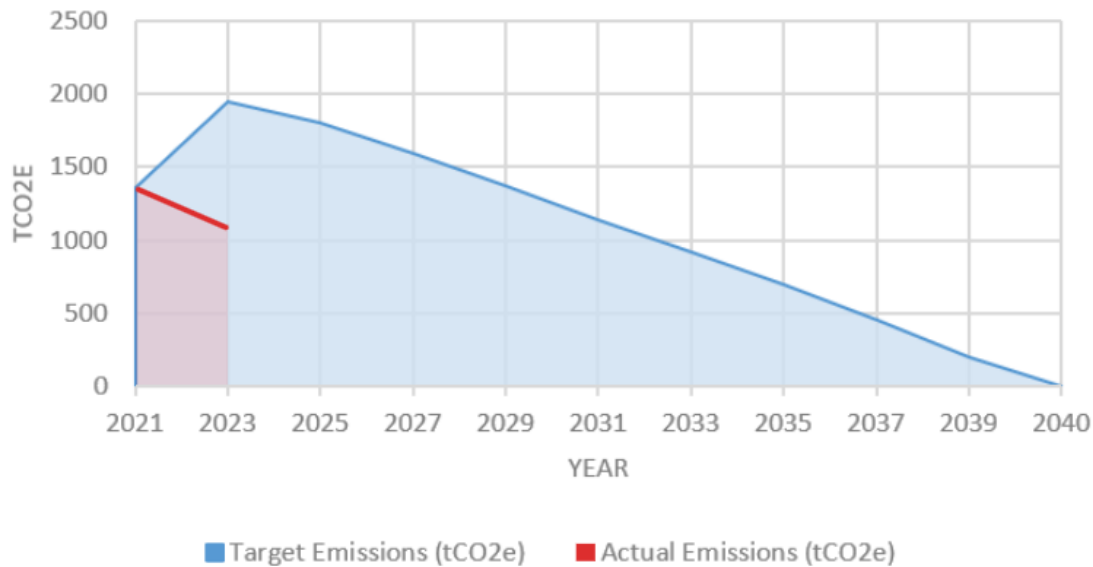
### **Transmission and Distribution Losses**

Transmission and distribution losses is the energy lost when the electricity purchased by Fibris is transported from the point of generation to our owned or leased buildings and facilities.

## **Emissions reduction targets**

Fibris is committed to become a net zero carbon emissions business by 2040. Progress against these targets can be seen in the graph below:

## Carbon Reduction: Projected vs. Actual



Interim targets will be established once planned carbon reduction initiatives are implemented. We aim to revisit the above graph on an annual basis as we continue our journey to become a net zero carbon emissions business by 2040.

## Carbon Reduction Projects and Environmental Management Measures

The following environmental management measures and projects have been completed or implemented since the start of 2021. The carbon emissions reduction achieved by these schemes equate to a **7%** reduction against the target and the measures will be in effect when performing the contract.

- Achieved ISO 14001:2015 accreditation
- Procured electric vehicles
- All offices & cabinets procure electricity generated by renewable resources
- Appointed an Environmental & Sustainability Specialist 2022
- Senior leadership team appointed ESG sponsor
- Entered into a partnership with SustainIQ to use their platform to improve our ESG & Sustainability recording and reporting, including our Scope 1, 2 & 3
- Improvement in data quality
- Flexible working policy fully implemented into the business
- Employee Carbon Literacy training launched
- Updated our Fleet policy
- Launched a new Fleet app, Lightfoot, which monitors driver behaviours and fuel consumption with live prompts
- Approval to proceed with solar panels install at our main offices
- Signed up to BITCNI Carbon Action Pledge
- WEEE recycling
- Recycling partnership with All Tex to recycle corporate clothing & PPE

## Planned Carbon Reduction Initiatives

- Fully electric fleet by 2025
- Energy efficiency of potential offices to be reviewed as part of selection criteria
- ESOS reporting in 2024
- Efficient driving training and driver standard policy to be developed
- Improve our Scope1, 2 & 3 reporting, including capturing our suppliers and contractors emissions through fully implementing the SustainIQ platform
- Continue to raise awareness among our employees and partners re sustainable waste management practises
- We are introducing sustainability questions on our supplier onboarding platform, and will require them to report on their GHG emissions
- Roll out of bespoke in-house carbon awareness training for all employees, 'Climate Change, Fibrus' Vision & Your Role'
- Introduction of an employee salary sacrifice scheme to purchase EV vehicles
- Establish ESG working group made up of the key stakeholders from our Business key to the delivery of our carbon reduction target

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

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) Standard.

Fibrus Networks GB Ltd. is fully supported by Fibrus Ltd. in adopting and implementing our Carbon Reduction Plan. The environmental measures set out in the Carbon Reduction Plan will be applied to Fibrus Networks GB Ltd. Fibrus Networks GB Ltd. will report against these measures as part of our reporting requirements under this plan.

This Carbon Reduction Plan has been reviewed and signed off by the Fibrus Chief Executive Officer.

Signature:



**Dominic Kearns**  
Chief Executive Officer