Carbon Reduction Plan

2022-2023

PREPARED BY:

net zero.
international

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Net Zero Commitment

Be-IT Resourcing Ltd have committed to a 12-month Net Zero business transformation program, delivered by social enterprise, Net Zero Nation, supported by East Ayrshire Council and Scottish Enterprise. Halo Urban Regeneration Company provide the collaboration workspace to host the cohorts of SMEs working on the Accelerators.

One of the key outcomes of this program is being an advocate for Net Zero to inspire the wider business community to embrace it as a gateway to business growth to make their business stronger, be more competitive within the supply chains they serve and attract the future workforce to join them.

Working within a community of companies taking part in Net Zero Accelerators nationwide, they collaborate and support each other on their journey, providing peer review, creating circular and sustainable approaches to make their business more planet positive and work towards their Net Zero ambitions.

Net Zero Nation is a Scottish based social enterprise with a partner network across the United Kingdom. The mission of Net Zero Nation is to help SMEs go further and faster towards their Net Zero goals, tackling climate change. Achieved by mass mobilising SMEs on the Net Zero journey to ensure none are left behind and they fully gain the economic advantages in embracing it as a business imperative. The organisation aims to help regions and communities across the UK become fully capable in delivering the Net Zero Transition by involving all stakeholders across the public, private and academic sectors to drive decarbonisation efforts.

Net Zero Nation helps companies who need carbon certification to bid on contracts, supply chain owners and public sector bodies looking to rapidly gain carbon transparency to meet their own carbon reduction targets in procurement and investment.

Be-It Resourcing Ltd recognises the importance of making a full and lasting commitment to reducing the greenhouse gas emissions from our activities, in support of the wider commitment of the world to limit global temperature increases and the impact on the planet.

We commit to the following:

1. For our company to achieve Net Zero in line with the Science Based targets set out by the UNFCCC i.e. to achieve Net Zero no later than 2050 and target a 50% reduction in emissions by 2030.
2. To set realistic short- and long-term targets that are designed to achieve our Net Zero commitments.
3. To report the total Greenhouse Gas emissions of our business, at a minimum, on an annual basis.

	Year	Earlier Year if Possible
Commitment to be Net Zero	2050	2045*
50% Emissions Reduction	2030	2030

**in line with Scottish Government legislation*

Company Overview

Be-It Resourcing Ltd is a Limited Company registered in Scotland, company number SC444477, with a head office address of 7th Floor 78 St Vincent Street, Glasgow, United Kingdom, G2 5UB, UK.

Year	April 2022 – March 2023
Industry	Recruitment
No. of Staff	25
No. of Offices – Owned	0
No. of Offices – Leased	2
No. of Company Vehicles - Owned	0
No. of Company Vehicles - Leased	0

Be-It Resourcing Ltd is an IT recruitment agency specialising in technology, digital, change management and executive tech leadership. We are the go-to name in Scotland for tech recruitment. Over the last decade, we have made an indelible impression on our tech communities: shaping countless careers and playing our part in the success of a broad range of employers.

In March 2023, the management team of Be-IT completed a multi-million-pound management buy-out (MBO). The eight-strong MBO team are prominent figures in the tech community within Scotland.

Reporting Period

April 2022 – March 2023

Organisational Boundary

This report has been constructed using the

- Operational Control Approach

Operational Scopes

Emissions from Scope 1 & 2 have been measured along with certain Scope 3 emissions. The Scope 3 emissions that have been included are those that have been practical to measure with available data, which are as follows:

- Business travel
- Employee Commuting
- Working from home electricity
- Office energy
- Transmission and Distribution

Benchmark Year

This is the first time the company has done a detailed measurement and reported on its carbon emissions; therefore, this is the benchmark year, from April 2022 – March 2023.

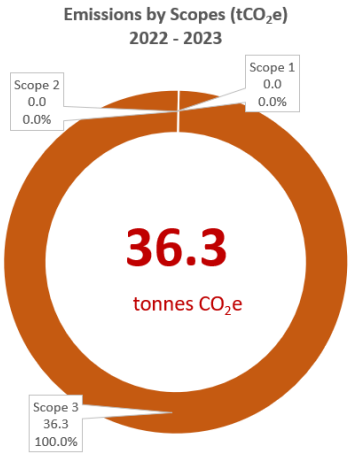
Carbon Emissions Overview – 12 months to April 2023

Total Carbon Emissions
36.3
tonnes CO_2e

The total calculated emissions for the business for the period 2022 - 2023 are 36.3 tCO_2e. This is the first year the company has measured its carbon emissions. As such this is the benchmark year of the company with the breakdown of emissions analysed throughout this report.

The Company will aim to measure an increasing amount of Scope 3 emissions and is committed to reducing its emissions across all scopes.

Analysis by Scope

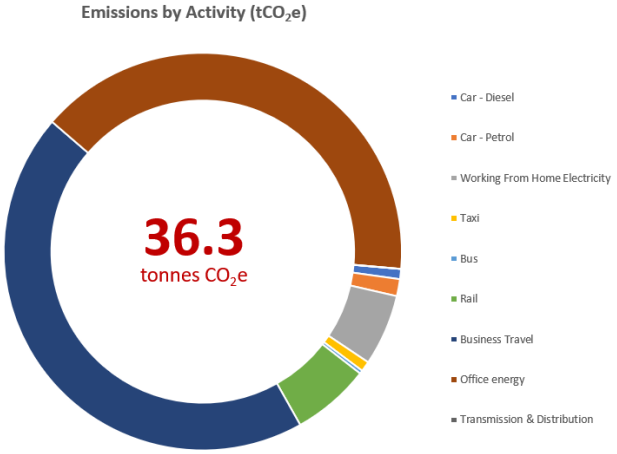


There are no Scope 1 and Scope 2 emissions. The offices are leased, and the company pays for energy within the overall lease charges. The company owns no vehicles.

Scope 3 emissions accounts for 100% of calculated emissions and includes:

- Business travel
- Employee Commuting
- Working from home electricity
- Office energy

Emissions by activity



Data Analysis Table, including source of data and confidence level based on the accuracy and method of calculation:

Data Details		2022 - 2023		
Emission Type	**Scope**	**tCO2e**	**Data Source**	**Data Confidence**
Energy				
Gas	**1**	0	Inlcuded in lease	High
Electricity	**2**	0	Inlcuded in lease	High
Scope 3 Emissions				
Business Travel	**3**	16.1	EEIO Analysis	Medium
Employee Commuting - Petrol Car	**3**	0.5	Employee Survey	Medium
Employee Commuting - Diesel Car	**3**	0.3	Employee Survey	Medium
Employee Commuting - Taxi	**3**	0.3	Employee Survey	Medium
Employee Commuting - Bus	**3**	0.1	Employee Survey	Medium
Employee Commuting - Rail	**3**	2.3	Employee Survey	Medium
Working From Home electricity	**3**	2.2	Employee Survey	Medium
Office Energy	**3**	14.5	EEIO Analysis	Medium
TOTAL		**36.3**		

Intensity Metric Analysis

Intensity Metrics (tCO2e)

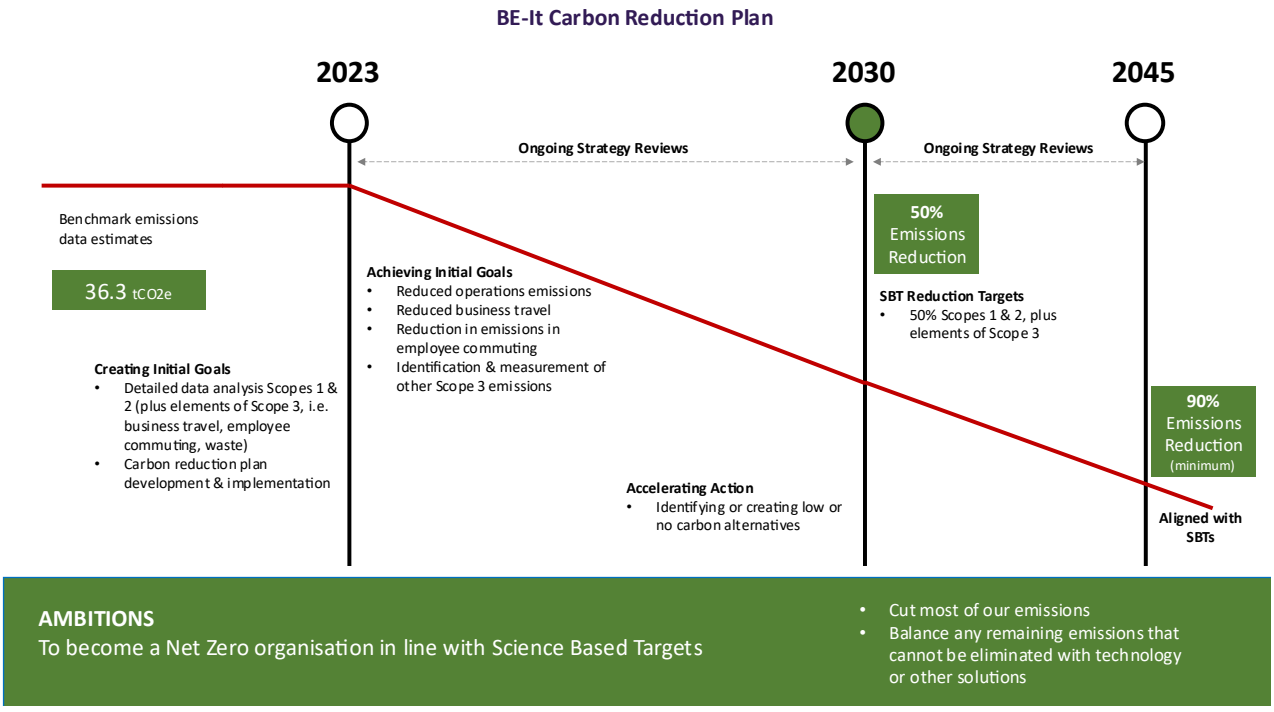
Per Employee

	2022/23
Scopes 1, 2 & 3	1.45

The chosen intensity metrics show a carbon emissions value of 1.45 tCO_2e per employee. The business had 25 employees across this period.

Emissions Reductions Targets

The following graph summarises the carbon emissions reduction targets.



AMBITIONS

To become a Net Zero organisation in line with Science Based Targets

- Cut most of our emissions
- Balance any remaining emissions that cannot be eliminated with technology or other solutions

Carbon Reduction Projects

Be-It Resourcing Ltd will develop the following initiatives that will support the company's strategies to meet Science Based Targets:

Strategy	Initiative
Net Zero Nation Accelerator	• Be-IT have joined the Net Zero Nation Accelerator on a 12-month program to measure, manage and reduce business emissions in collaboration with other organisations and as part of a wider business initiative.
Employee engagement	• We will ensure all the team are aware of this report and their impact on the emissions of the business. • We will create opportunities for all the team to contribute to ideas and to reduce emissions.
Renewable Energy Transition	• Begin a transition towards renewable energy for our offices and look at incentives for our employees to transition their houses to renewable energy.
Energy Efficiency Upgrades	• Improve the energy efficiency of our offices and look at supplier datacentres in regards to using energy-efficient hardware, cloud-based software, optimising data storage and promoting responsible e-waste disposal.
Employee Engagement Programs	• Encouage employees to reduce their carbon footprints through initiatives such as cycle-to-work schemes, company-wide sustainability challenges, and carbon footprint tracking.
Sustainable Business Travel Policies	• Reduce emissions from business travel by promoting virtual meetings, supporting public transport and implementing a travel offset program.
Supply Chain Decarbonisation	• Work with our suppliers to reduce their carbon emissions, giving incentives on payment terms for them to do so.

Emissions Data

The data contained in the table below represents total emissions calculated and is consistent with SECR requirements. All sources of emissions that have been measured are included in the totals below. Emissions from key activities are summarised in the previous sections.

	SECR Status	Current Reporting Year
Energy consumption used to calculate emissions Electricity Scope 2 - UK & Offshore (kWh)	Mandatory	0
Energy consumption used to calculate emissions – Global, excluding UK & Offshore (kWh)	Mandatory	N/A
Basis of Energy reporting (Location or Market)		Location
% of total energy sourced from certified renewable sources		0
Emissions associated with energy consumption - UK, Offshore & Global (tCO_2e)		0.0
Emissions from activities for which the company is responsible including combustion of fuel & operation of facilities **- Scope 1** (tCO_2e)	Mandatory	0.0
Emissions from purchase of electricity, heat, steam and cooling purchased for own use **- Scope 2** (tCO_2e)	Mandatory	0.0
Total Scope 1 & 2 Emissions (tCO_2e)	**Mandatory**	**0.0**
Emissions from upstream activities out of operational control **- Scope 3** (tCO_2e)	Optional	**36.3**
Emissions from use of sold products and services out of operational control **- Scope 3** (tCO_2e)	Optional	None included
Total Gross Scope 3 Emissions (tCO_2e)	**Optional**	**36.3**
Total Scope 1, 2 & 3 Emissions (tCO_2e)	**Optional**	**36.3**
Intensity ratio tCO_2e (gross Scope 1, 2 & 3) per employee	Optional	1.45
Carbon offsets (tCO_2e)	Optional	**0.0**
Total Annual Net Emissions (tCO_2e)	**Optional**	**36.3**

Standard and Methodology Used

BE-IT categorises its Greenhouse Gas (GHG) Emissions as Scope 1, 2 or 3 as referred to in the WBCSD – WRI Greenhouse Gas Protocol (revised edition, dated March 2014). Emissions in Carbon Dioxide equivalent (CO_2e) for all scopes are calculated using the conversion factors listed in DESNZ Greenhouse Gas Conversion Factors for the relevant 12-month period over which the Carbon Footprint is calculated. Procured renewable electricity and gas is calculated in accordance with the WBCSD – WSI Scope 2 Guidance on procured renewable energy (2015).

Data Quality / Confidence

The data used to generate this report has been collected from various sources from both within the company and using assumptions gathered by Net Zero International. These emissions have been converted to CO_2e using GHG Protocol and BEIS frameworks and conversion factors for the relevant period.

Offsets

As part of the commitment of Be-It Resourcing Ltd to target reductions in its GHG emissions and, ultimately, attain Net Zero the company will review and report all offsetting that it enters. All offsetting options will be considered and reported included, formally certificated schemes (e.g., Gold Standard) as well as more informal schemes. Where offsetting is done against informal schemes, details of the calculation logic will be reported. Net Zero International have verified the certification of offsets included in this report.

Offset schemes (if appropriate)

Scheme Name	Details (including weblinks)
None	

Declaration & 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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Be-It Resourcing Ltd

Name: **Michael Phair**

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Michael Phair
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Position: **Group Operations Director**

Signed on behalf of Net Zero International

Name: **David Hawes**

DocuSigned by:
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Position: **Co-Founder**

Glossary

Benchmark Data	The chosen 12-month period that sets the calculated emissions that need to be mitigated and/or offset.
Carbon Reduction	Reduction in measured CO_2e emissions
Carbon Reduction Plan	Plan to reduce CO_2e emissions over a period of time, updated annually
Carbon Emissions (Gross)	CO_2e emissions from Company activities
Carbon Emissions (Net)	CO_2e emissions from Company activities minus verified carbon offsets the Company purchases
Carbon Neutral	When emissions are fully offset including those emissions that could be mitigated.
Carbon Offsets	A removal or reduction of carbon emissions through a verified scheme.
CO_2e	All greenhouse gases expressed in terms of Carbon Dioxide equivalent (CO_2e) for consistency of reporting.
DESNZ	Department of Energy Security and Net Zero (https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting)
EEIO	Environmentally Extended Input Output – Emissions estimated on spend: https://ghgprotocol.org/
GHG Protocol	Greenhouse Gas Protocol: https://ghgprotocol.org/
Greenhouse Gases	Carbon Dioxide (CO_2), Methane (CH_4), Nitrous Oxide (N_2O), Chlorofluorocarbons (CFCs and HCFCs), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulphur Hexafluoride (SF_6)
Greenhouse Gas Conversion Factors	Annually published conversion factors normally published by relevant government departments. Converts activity into CO_2e emissions.
Greenhouse Gas Emissions (GHG)	Gases in the atmosphere that absorb and radiate heat
Intensity Metric/Ratio	A metric that measures carbon emissions per relevant unit of activity in a business.
Market Reporting v Location Reporting	Market is based on specific tariffs. Location is based on the emissions factor published for the country from which you are reporting.
Net Zero	GHG emissions are mitigated and those that cannot are offset
Renewable Tariff	An energy tariff that is 100% powered by renewable energy and is certified.

SBT	Science Based Targets – reducing emissions by 50% by 2030 and by 90% by 2050 and offsetting the remaining amount.
Scope 1	The fuels that are burnt (gas, transport the company owns, refrigerant gases)
Scope 2	The energy that is bought (electricity from the grid, purchased heat)
Scope 3	Emissions embedded in everything a company buys and emitted as a consequence of everything a company sells.
SECR	Streamlined Energy & Carbon Reporting
tCO_2e	Metric tonnes of CO_2 equivalent emitted.
WBCSD	World Business Council for Sustainable Development: https://www.wbcsd.org/
WRI	World Resource Institute: https://www.wri.org/