

For 30 years now Workhouse has always looked to make positive connections and impact on our customers, suppliers, employees, clients, and communities. We are excited to publish our first Impact Assessment Report.

By being intentional, transparent, and accountable we are committed to making lasting progress in being a planet, people, and profit positive company. Making a significant and lasting impact on environmental sustainability is difficult to achieve without securing financial sustainability for the long term.





This much faster warming corresponds with levels of carbon dioxide in the atmosphere, which have been increasing since the industrial revolution.

So, when people talk about climate change today, they mean man-made climate change. This is the warming of the Earth's average temperature as a result of human activity, such as burning coal, oil and gas to produce energy to fuel our homes/offices/transport and cutting down trees to produce the food we eat.

According to the IPCC (Intergovernmental Panel on Climate Change) without immediate and deep emissions reductions across all sectors, limiting global warming to 1.5% is beyond reach.

What would happen if the global temperature reached 2°?

37% of the world's population could be exposed to severe heat waves at least once every 5 years. Heat waves will intensify affecting staple crops eg wheat and corn and **40%** of the global human community resulting in famine and fresh water shortages across the equatorial regions of Africa and some of southern Europe.

The worst affects will be felt in the oceans where fresh water from the melting ice caps will lessen the density of the saline sea water, killing **99%** of coral reefs which has repercussions of 9 million different species.

The Arctic region will have ice free days in the height of summer.

50cm minimum rise is sea levels resulting in flooding in many areas.

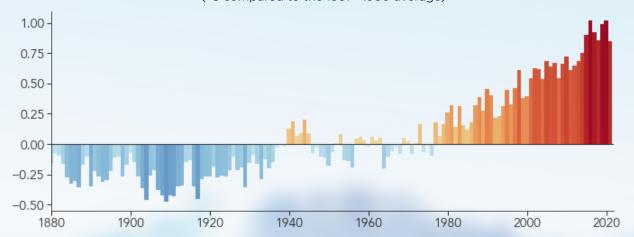


Fewer than half of that number would be affected in a

1.5° scenario

2021 ties 2018 for 6th warmest year on record

Global Temperature Anomaly (°C compared to the 1951 - 1980 average)



What is our plan? IMPROVING OUR FOOTPRINT

In this section of the Impact Report, we will go through the details and calculations of the environmental impact due to our activities.

To improve how we operate sustainably we need to calculate our carbon footprint and for that we need a starting/measuring point. Normally we would use the most recently completed calendar year. However, COVID-19 had a significant impact on the carbon footprint of our business; offices closed, remote working and downturn in work.

On that basis our chosen base year is 2019



We will be using a carbon footprint modelling tool which enables gathering of and holds all relevant information in one place.

This tool filters the data across different areas of Scope 1, 2 and 3 emissions. Analysing this data will help gain a deeper understanding of our emission production and consequently implement changes to reduce our impact. We can then start to set targets and climate change reduction strategies against a post-Covid world, determine quick wins and put in place longer-term initiatives.

Scopes of Impact



Emissions that occur from sources that are controlled or owned by our organisation



Scope 1 Reduction Targets

TARGET

 $\begin{array}{c} \text{Company van usage} \\ \text{reduction by} \\ \hline 10\% \\ \end{array}$

TARGET

Kerosene purchase reduction by $10^{\circ}/_{0}$

Quick Wins

Bleed Radiators once a quarter
Reduce draughts
Insulate pipes & ensure cylinders have jackets on
Close windows & internal doors if heating is on
Leave the thermostat alone
Shut doors to keep the heat in
Purchase oil from a local supplier

Purchase logs for wood burner from a local supplier

Long term initiatives

Look into costs/suitability for biomass boiler - subject to landlord approval

Quick Wins

Transport is the biggest contributor to the UK's emissions

Use SATNAV to plan quickest and safest route Arrange for multiple collections/deliveries rather than just one

Question the need to travel, is there an alternative Service the vehicle regularly

Collect accurate data via Synergist

Collect accurate business mileage data via Synergist

Long term initiatives

Purchase a hybrid vehicle





Scope 2 Reduction Targets

TARGET

General waste produced reduction by

35%

TARGET

Recycling activity increase by

50%

TARGET

Electricity produced reduction by

5%

TARGET

Water usage reduction by

25%

Quick Wins

Segregate internal waste - purchase more bins and label:

- Landfill
- Food waste
- Recycling (Providing information, instruction, and training to all staff)

Order a new recycling waste bin from Suez, fortnightly collection

Eliminate single plastic use where possible

Carry out waste walks

Build a compost bin for food waste

Curb use of paper, email usage - print only if necessary

Reuse packaging/boxes to reship or storage purposes

Reuse envelopes where possible

Dispose of toner cartridges & batteries correctly

Purchase consumables wisely

Buy in bulk where necessary

Donate unwanted items

Recycle all old technology/computers when possible

Quick Wins

Replace with PIR lighting & Low energy bulbs

Decrease the brightness on all computers

Maintain a renewable energy supplier

Switch off if not in use

Desk lamps to be provided for one person occupancy

Use the dishwasher when full

Buy energy rated appliances

Submit accurate meter readings monthly

Long term initiatives

Budget for Solar panels on both building, subject to landlord approval

Install electric charging point - subject to landlord approval

Quick Wins

Harvest rainwater in water butts for watering indoor and outdoor plants, cleaning windows, door frames

Erect signage around sink areas to be mindful of using only what is necessary

Purchase washing up bowls to prevent water running

Long term initiatives

Purchase energy efficient taps

Install water saving toilet flush system

Water filtration system instead of the septic tank - subject to landlord approval

Long term initiatives

Look at ways we can eliminate waste and increase how we reuse.



Emissions in basically everything else we do that has an impact on the environment (that is not covered in Scope 1 & 2)



Scope 3 Reduction Targets

TARGET

Purchase of goods and services – Spend Approach maintain as 2021 data

Quick Wins

Use local suppliers wherever possible

Purchase eco-friendly products; fair trade teabags, responsibly sourced coffee, milk locally (in glass) and all other consumables

Long term initiatives

Support smaller suppliers to improve their own environmental impact by 2025 and track their sustainability activity.

TARGET

Hazardous Waste Disposal – no data

Continue to use recommended waste toner disposal company

Any batteries to be disposed of via the correct channels

TARGET

Home workers gas & electricity emissions

We have no data for 2019, obtain data for 2022 and record findings

TARGET

Delivery

We have no data for 2019, obtain data for 2022 and record findings
Service the van regularly
Check the tyres every journey

TARGET

Employee Commuting reduction by

20%

Quick Wins

Encourage car sharing

Educate employee's drive efficiently & check their tyres regularly

Use cruise control on long commutes

Continue with our remote and hybrid working pattern

Use of public transport is not recommended for our location

Encourage cycling to work initiatives

Identify fuel type employees have and track - diesel/petrol

TARGET

Business Travel reduction by

20%

Encourage car sharing to and from client meetings Switch to virtual meetings where possible Staff in environmentally friendly hotels Pack their own reusable items Support local people and businesses where possible

Agreed Reduction Targets 2022

	2019 KG/LITRES/MILES	2022 Reductions		
Oil usage	2.232 tonnes	Reduce to 2.01 tonnes		
Company Van Usage	2.48 tonnes	Reduce to 2.24 tonnes		
General Waste	2.17 tonnes	Reduce to 1.41 tonnes		
Recycling		Increase how we reduce, reuse, and recycle throughout the business		
Water	.46 tonnes	Reduce to .35 tonnes		
Electricity	4.27 tonnes	Reduce to 4.06 tonnes		
Commuting	52.56 tonnes	Reduce to 42.05 tonnes		
Business Travel	3.12 tonnes	Reduce to 2.5 tonnes		
Spend Approach	123.76 tonnes	Maintain 2021 data (144.68)		

Install Electric Charging point	1 x point to be installed by 2023
Culture/People	 B Corp Accreditation pending status by end of 2022 100% environmentally trained certified by 2023 Climate crisis training for all staff by the end of 2023
Support smaller suppliers to improve environmental impact where possible	
Client hosting	All client hosting to be on green servers by 2022

What damage are we causing?

We will analyse and access the environmental impacts of our operations, by doing so will establish what our carbon footprint looks like.

Using our carbon footprint calculator we can clearly see a summary of our carbon footprint Bear in mind the data for 2020/2021 was affected by a pandemic. Results for 2019,2020 & 2021 are self-explanatory. Figures entered for 2022 are predicted numbers against our set reduction strategy. For us to be successful with our reduction strategy we must promote good governance at the same time as prioritising the needs of sustainability over our own needs. It is also vital we communicate and encourage responsibility for the environment within the organisation. This is not a one man race it needs to be a team effort.

Our Carbon Footprint

2019 - 2021

		2019	2020	2021	2022 (predicted)	
Scope 1	Oil	2.23 tonnes	1.66 tonnes	1.35 tonnes	Reduce to 2.01 tonnes	
	Van	2.69 tonnes	1.76 tonnes	2.4 tonnes	Reduce to 2.24 tonnes	
Scope2	General Waste	2.17 tonnes	1.51 tonnes	1.96 tonnes	Reduce to 1.41 tonnes	
	Water	0.46 tonnes	0.84 tonnes	0.22 tonnes	Reduce to 0.35 tonnes	
	Electricity	4.27 tonnes	3.65 tonnes	4.28 tonnes	Reduce to 4.06 tonnes	
Scope 3	Diesel Commute	25.83 tonnes	8.35 tonnes	31.76 tonnes	Reduce to 21.03 tonnes	
	Petrol Commute	26.73 tonnes	8.64 tonnes	38.53 tonnes	Reduce to 21.03 tonnes	
	Diesel Business	26.73 tonnes	0.0843 tonnes	0.57 tonnes	Reduce to 1.25 tonnes	
	Petrol Business	3.12 tonnes	0.872 tonnes	0.59 tonnes	Reduce to 1.25 tonnes	
	Spend Approach	123.76 tonnes	91.82 tonnes	144.68 tonnes	Maintain 144.68 tonnes	

Total emissions	Company CO2 Emissions	191.26 tonnes	119.95 tonnes	226.34 tonnes	200.07 tonnes	
	Average CO2 Emissions per person	4.78 tonnes	3.43 tonnes	6.29 tonnes	5 tonnes	
	Average CO2 Emissions per person per day (kgs)	20.79 kgs	15.23 kgs	28.07 kgs	22.53 kgs	

What are we going to do about the damage we have caused?

Our impact is damaging the world we live in and that's not good.

Measures are in place to reduce our impact, but it is inevitable we will always cause some damage. So we will offset the bad with good.

Offsetting provides a mechanism to reduce greenhouse gas (GHG) emissions in the most cost-effective and economically efficient manner.

Offsetting plays a vital role in combating climate change, but if done in isolation it is not the solution.

After careful consideration (and recommendations) we decided to go with Gold Standard as our offsetting partner.

Gold Standard

Why them?

The Gold Standard is one of the most widely respected carbon standards available on the market.

It was established in 2003 by WWF and other international NGOs to ensure that projects that reduce carbon emissions meet the highest levels of environmental integrity and contribute to sustainable development.26 Apr 2020 Say no more! With those credentials and it being auditable we would be silly not to. Let me refer you back to the carbon footprint calculator – in 2021 we produced 226.34 metric tonnes of Co2e.

We feel very proud to say in using The Gold Standard platform we have completely offset the damage we caused. We choose to invest in a 100.5 MW wind power project located in the central Indian state of Madhya Pradesh.

Gold Standard



That means that for 2021 we are

Carbon Neutral

We've already started to offset against some of our activities during 2022.

Dedicated Team

It's OK having all these targets in place but if we don't communicate, educate, or measure what's the point?

- Communicate we need to be transparent publicly and internally about our climate change strategy and results
 - Annually publicly
 - Internally quarterly
- Educate part of our L&D program is to make sure Workhouse have 100% Environmentally & Climate Crisis trained staff by 2023
- Measure continually measure and review monthly



JULIE MORRIS STEPHEN FISH



Biodiversity & Environmental

RIANNA RUMBALL KIM COOPER STEPHEN FISH HEATHER FOWLER



Heat, Water & Electricity

CHRIS PRESTON CHRIS HORROCKS



Reduce, Reuse & Recycle

JULIE MORRIS STEPHEN FISH



Carbon Footprint

CHERYL MACKAY
JULIE MORRIS
CHRIS HORROCKS

Did we mention Sustainable Development Goals?

These are the blueprint to achieving a better and more sustainable future for all. They address global challenges we face, including poverty, equality, climate change, environmental degradation, peace and justify to name but a few.





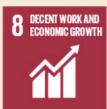
































SDG's are simply ways to think about how we can create a more inclusive, equitable, prosperous and sustainable future. Here at Workhouse, we are passionate about our Corporate Social Responsibility.

Here are some of the projects we have on the go so far:







Our dedicated team identified that Blackburn with Darwen, Burnley, Preston and Pendle are in the most deprived 20% in England (Burnley in the most deprived 10%) as reported in 2019. This is on our doorstep.

Without a second thought a member of our team contacted our local food bank, ascertained their needs and started an internal food collection. We excelled ourselves. First delivery was Monday 18th July – just in time for the start of the school holidays, this is an ongoing initiative here at Workhouse. Ribble Valley Foodbank is part of The Trussell Trust so any excess donations get shared around local communities.

15 LIFE ON LAND



World Honey Bee Day on 25th August

Our objective here is to create awareness - small changes can have a profound impact.

All employees will be going home for work on that day with a box of Butterfly and Bee seeds as well as some delicious handmade fudge made from honey purchased from a local supplier. Ssshhh employees don't know this yet so can we keep that bit a secret.

Biodiversity is essential for the processes that support all life on earth, including humans. Without a wide range of animals, plants, and micro-organisms we cannot have the healthy ecosystems that we rely on to provide us with the air we breathe and the food we eat.

National Wildlife Day is 5th September

Our objective here is to provide a setting where the younger children can engage in the world of biodiversity. We've partnered with a local primary school.

Workhouse are supplying and erecting a bug hotel, various bird boxes, 5 arm bird feeder (with 3 months' supply of bird feed), 2 waterproof cameras to sit on the feeder and inside one of the bird boxes. Imagine their little faces when they see the birds eating away and hopefully little chicks born – priceless! Gloves and spades at the ready as we have also promised to plant out their tired looking planters with a variety of plants; ones that will attract butterflies, bees, and other insects. They have a small patch of waste land that will look amazing once our wildflower seeds have flourished. Our plan is to have everything in place before school reopens in September.

We've only just got started here but excited to see what we can do as an organisation to make a difference to people's lives. We have a SDG Social Calendar in place so we can plan out all our events for the next 12months... Watch this space!

