



# Carbon Reduction Plan

**Supplier name:** 8x8 UK Limited

**Publication date:** 23/01/2023

## Commitment to achieving Net Zero

8x8 UK Limited is committed to achieving Net Zero greenhouse gas (GHG) emissions by or before the 2050 target set out in the standard Carbon Reduction Plan requirements.

8x8 contracted Tunley Engineering as a third party to calculate our baseline carbon footprint in fiscal 2020 (ended March 31, 2020) and most recent period emissions for fiscal 2022 (ended March 31, 2022). The emissions have been calculated based on data collected by 8x8. Where necessary, estimates are based on UK Governmental data. For example, emissions related to employee commuting and remote working have been calculated using data from the National Transport Survey.

We include all seven Kyoto Protocol Greenhouse Gas groups in our emissions calculations.

## Baseline Emissions Footprint

<b>Baseline Year:</b> Fiscal 2020 - 01/04/19 - 31/03/20	
<b>Baseline year emissions:</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2e</sub>)</b>
<b>Scope 1</b>	<b>6.92</b>
<b>Scope 2</b>	<b>71.16</b>
<b>Scope 3</b> (Including Waste Disposal, Water, Business Travel, Freightng Goods, Remote Working, and Purchased Products and Services)	<b>4102.27</b> <b>Breakdown:</b> <b>Waste Disposal = 31.80</b> <b>Water = 4.20</b> <b>Business Travel = 1,829.12</b> <b>Upstream Transport and Distribution = 25.04</b> <b>Remote Working = 5.40</b> <b>Purchased Products and Services = 2,125.48</b>

	<b>Downstream Transport and Distribution = 5.61</b> <b>Employee Commuting = 75.62</b>
<b>Total Emissions</b>	<b>4,180.35</b>

## Current Emissions Reporting

<b>Reporting Year:</b> Fiscal Year 2022 - 01/04/21 - 31/03/22	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>1.44</b>
<b>Scope 2</b>	<b>37.08</b>
<b>Scope 3</b> (Including Waste Disposal, Water, Business Travel, Freightage Goods, Remote Working, and Purchased Products and Services)	<b>2,792.57</b> <b>Breakdown:</b> <b>Waste Disposal = 23.62</b> <b>Water = 1.07</b> <b>Business Travel = 71.89</b> <b>Upstream Transport and Distribution = 11.38</b> <b>Remote Working = 29.16</b> <b>Purchased Products and Services = 2,644.32</b> <b>Downstream Transport and Distribution = 6.62</b> <b>Employee Commuting = 4.51</b>
<b>Total Emissions</b>	<b>2831.09</b>

## Emissions reduction targets

To continue our progress and achieve Net Zero by 2050, we have adopted the following interim carbon reduction targets.

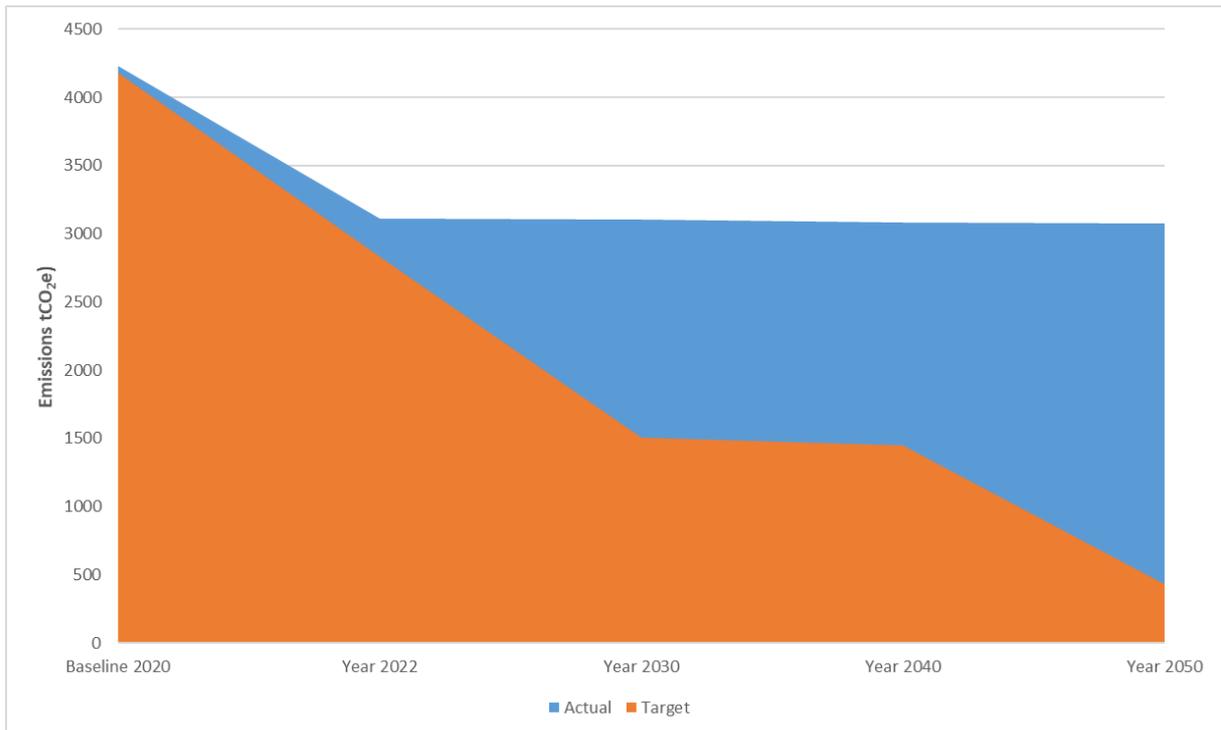
We project that carbon emissions will decrease by 2025 to 1,509 tCO<sub>2</sub>e. This is a reduction of more than 60% since the 2020 baseline.

The plan to achieve Net Zero is:

- 1) To reach the target by 2050 or earlier.

- 2) To reduce emissions via:
- a. **Scope 1 emissions (direct)**
    - i. Disposal of company van.  
We disposed of the company vehicle in July 2022, bringing Scope 1 emissions to zero.
  - b. **Scope 2 emissions** – To achieve a reduction in electricity usage in our UK facilities, the company will:
    - i. Educate employees on carbon reduction initiatives that encourage behavioural changes to reduce electricity usage, such as turning off screen monitors when away from the desk, careful consideration before printing, opting paper-free whenever possible, using fewer office consumables such as staples and unplugging chargers. Using fewer materials leads to less waste disposal, thus leading to a further reduction in GHG emissions. These are all simple behavioural changes and so a 10% reduction based on behavioural changes is a realistic goal to begin the road to net zero.
    - ii. As we continue to assess employee work schedules and requirements, we will seek opportunities to reduce our corporate facilities' footprint and therefore facilities-related energy usage, emissions and waste.
    - iii. Progressively move to 100% of electricity purchased for our facilities from renewable sources, including Ofgem certified green energy tariffs. More detail is provided under Carbon Reduction Projects.
    - iv. Create a cross-functional employee advocacy group to further identify ways to reduce emissions.
  - c. **Scope 3 emissions**
    - i. Continue to reduce emissions, related to business travel, by encouraging and allowing virtual meetings.
    - ii. Continue to reduce emissions related to employee commuting by allowing remote and hybrid work schedules for all employees and encouraging use of public transportation, carpooling and other alternative transportation methods when commuting is required.
    - iii. Continuous monitoring of water usage and waste, including electronic waste, for reduction and recycling opportunities.
    - iv. Additionally, we will actively seek to purchase sustainable and carbon neutral products and services through our procurement processes.
- 3) Offsetting:
- a. The remaining carbon emissions after implementing the reduction initiatives will be offset using accredited carbon offset providers who invest in projects that do not rely solely on tree-planting initiatives, such as reforestation. This is because these projects can be vulnerable to the consequences of climate changes such as wildfires.

Progress against these targets can be seen in the graph below:



The actual emissions are a true reflection from the GHG emissions calculated in 2020 and 2022. From 2022, the actual emissions only reduce slightly from the decarbonisation of the national grid. Whereas, the target reduces below the actual, due to the carbon reduction projects described below.

## Carbon Reduction Projects

### Completed Carbon Reduction Initiatives

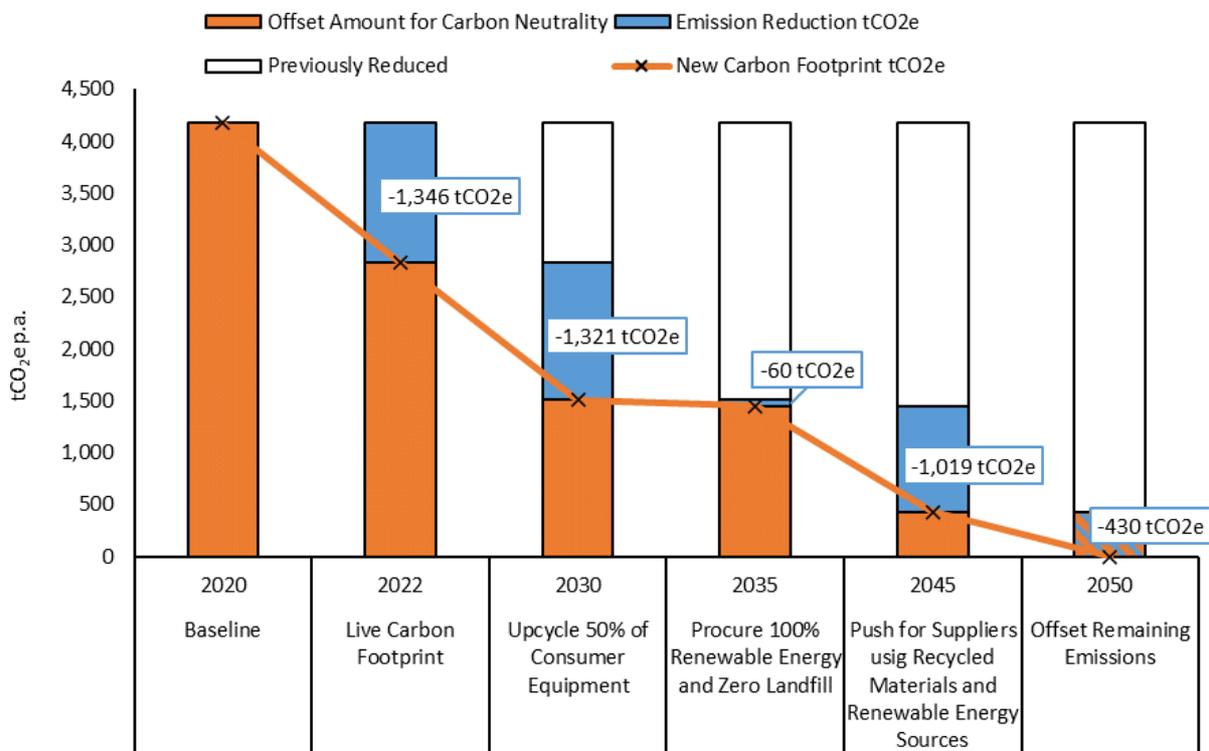
The following environmental management measures and projects have been completed or implemented since the 2020 baseline. The carbon emission reduction achieved by these schemes equate to 1,349 tCO<sub>2</sub>e, a 32% reduction against the 2020 baseline and the measures will be in effect when performing the contract:

- Continue to monitor business travel on a per employee basis. Emissions from business travel have been reduced from 1,829 tCO<sub>2</sub>e in the baseline period to 72 tCO<sub>2</sub>e in fiscal 2022. While we anticipate business travel (and therefore GHG emissions) to increase from lows achieved during the global pandemic, we expect business travel to remain below pre-pandemic levels even though total revenue is expected to increase.
- Reduced Scope 3 emissions related to employee commuter travel due to flexible hybrid and work-from-home initiatives.

In the future we intend to implement further measures to drive down our emissions, such as:

- Reduce emissions from electricity by transferring to an Ofgem certified green tariff ensuring the electricity used is renewable energy.

- The introduction of an electric car salary sacrifice scheme, as well as encouragement of car-pooling, use of public transportation and cycle-to-work schemes through financial incentives.
- Actively push to reduce the 2,000 tCO<sub>2</sub>e of emissions produced when suppliers manufacture the goods we purchase for our own use and for resale. This will be achieved by working with our suppliers to become carbon neutral and by actively seeking new suppliers who have committed to carbon neutral manufacturing, distribution and product lifecycle management.
- Additionally, we are partnered with public cloud hosting providers for our cloud-based solutions who have committed to 100% renewable energy by 2025 and net zero emissions by 2040, 10 years ahead of the Paris Climate Agreement.



## 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<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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

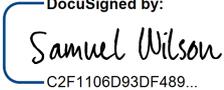
<sup>1</sup><https://ghgprotocol.org/corporate-standard>

<sup>2</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard<sup>3</sup>.

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

**Signed on behalf of the Supplier:**

Signed:  C2F1106D93DF489...

Name:

Title:

Date:

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<sup>3</sup><https://ghgprotocol.org/standards/scope-3-standard>