

# Simoda's Sustainability Strategy - 2025

## Introduction

Simoda Limited has embarked on a decisive journey towards sustainability, having established a comprehensive baseline of our greenhouse gas emissions for the fiscal year **1st October 2023 to 30th September 2024**.

Our initial calculations for Scope 1 and Scope 2 emissions have been conducted using the cost-based method, based on **GHG Protocol**, which may temporarily reflect higher emission figures until we can harness more precise data. Our emissions remain the same as last year and we are still working through calculating our Scope 3 emissions. Despite this, we are actively pursuing reduction strategies in both the short and long term, including making judicious travel decisions and collaborating with suppliers who share our vision for sustainability.

While our Scope 3 emissions are still under assessment using actual and location-based data, we recognise the need for and are committed to improving the accuracy of our emissions data.

Currently, our **Scope 1** emissions stand at **5.49 metric tonnes**, and **Scope 2** at **2.90 metric tonnes**. With a steadfast commitment to achieving **Net Zero by 2050**, we are preparing to submit our emissions data and targets to the SME Climate Hub, reinforcing our pledge to a sustainable future. Our overall emissions, which include the **Scope 3** emissions that we have managed to calculate using available data equates to **11.81 metric tonnes** of CO<sub>2</sub> annually.

As we grow, we are aware that this will have an adverse effect on our total CO<sub>2</sub> emissions, however, we are always looking to improve on reducing emissions across the business and supporting our supplier with their own Net Zero journey where possible.

## Working Towards ISO14001 Accreditation

Simoda Limited is committed to achieving ISO14001 accreditation, a globally recognised standard for environmental management systems. This accreditation will provide a structured framework to enhance our environmental performance, ensure regulatory compliance, and drive continuous improvement.

In working towards ISO 14001, Simoda is demonstrating our dedication to integrating sustainable practices across all operations. This proactive approach not only helps us reduce our environmental footprint but also strengthens our reputation and stakeholder trust. Simoda is committed to becoming a responsible and forward-thinking organisation, dedicated to achieving long-term environmental and economic benefits.

## Utilising Technology and Innovation

As a technology business, Simoda Limited is poised to become a market leader among SMEs by harnessing the power of data, technology, and innovation. Our strategy focuses on leveraging advanced analytics, cutting-edge technology, and artificial intelligence (AI) to drive our business operations towards our ambitious Net Zero target. Here's how we plan to achieve this:

**Data-Driven Decision Making:** We are committed to being a data-driven organisation, where decisions are based on accurate, real-time data. This approach allows us to identify trends, measure progress, and make informed choices that align with our sustainability goals.

**Technology and Innovation:** By staying at the forefront of technological advancements, we aim to integrate the latest innovations into our operations. This includes adopting energy-efficient systems, smart sensors, and automation to reduce our carbon footprint.

**Artificial Intelligence (AI):** AI plays a pivotal role in our strategy, enabling us to predict future trends, optimise resource allocation, and enhance reporting accuracy. AI algorithms can analyse vast datasets to forecast energy consumption patterns and recommend actions to minimise emissions.

**Reporting and Transparency:** We believe in transparency and accountability. Our reporting mechanisms will be bolstered by technology to provide stakeholders with clear insights into our progress towards Net Zero. This includes detailed emissions tracking and the impact of our sustainability initiatives.

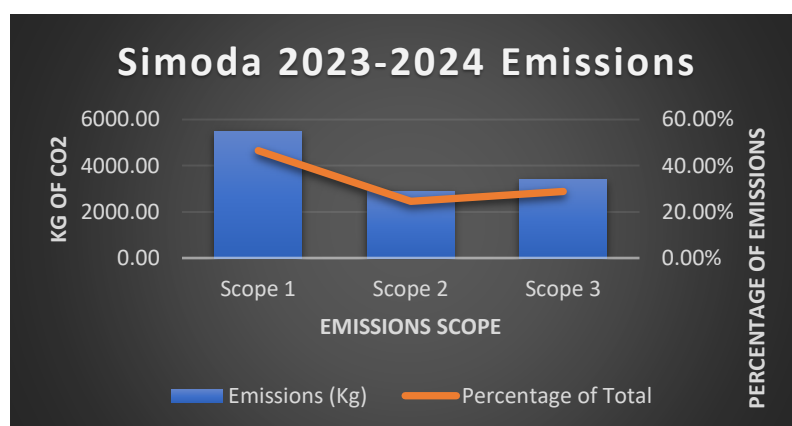
**Aligning Operations with Net Zero:** Our operational strategies are aligned with our Net Zero target. We are exploring renewable energy options, sustainable supply chain practices, and other green initiatives that contribute to our overall emissions reduction.

**Continuous Improvement:** As a dynamic, technology-focused organisation, we are always looking for ways to improve. We will continuously evaluate and refine our strategies, ensuring that we remain adaptive and responsive to new information and technologies.

Integrating these elements into our core business practices means that we are aiming for sustainability but is also setting a benchmark for other SMEs to follow. Our commitment to being a market-leader is reflected in our proactive approach to achieving Net Zero, making us a future-ready, responsible, and innovative enterprise.

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## Our GHG Emissions and Net Zero Target



## Reducing GHG Emissions

Based on Simoda Limited's baseline figures for GHG emissions, here is our sustainability strategy for achieving Net Zero by 2050:

### Scope 1 Emissions Reduction:

Current Emissions: **5.49 tonnes (5493.28 Kg)**, accounting for **46.53%** of total emissions.

Strategy: Implement energy efficiency measures to reduce direct emissions, such as sourcing green energy, optimising heating systems and transitioning to cleaner fuels.

### Scope 2 Emissions Reduction:

Current Emissions: **2.90 tonnes (2900.70 Kg)**, making up **24.57%** of total emissions.

Strategy: Increase the use of renewable energy sources and improve energy efficiency in buildings to reduce indirect emissions from electricity consumption.

### Scope 3 Emissions Reduction:

Current Emissions: **3.40 tonnes (3411.48 Kg)**, contributing to **28.90%** of total emissions.

Strategy: Engage with suppliers and stakeholders to adopt sustainable practices, reducing indirect emissions not controlled by the company.

### Monitoring & Reporting:

Regularly monitor and report on emission levels, ensuring transparency and identifying areas for further improvement.

## Carbon Reduction Plan

### Introduction

Simoda Limited is committed to reducing its carbon footprint and achieving Net Zero by 2050. This plan outlines the steps we will take to reduce our greenhouse gas emissions and promote sustainability across our operations.

### Current Emissions Baseline:

Scope 1 Emissions: 5.49 metric tonnes of CO<sub>2</sub> annually

Scope 2 Emissions: 2.90 metric tonnes of CO<sub>2</sub> annually

Scope 3 Emissions: Currently under assessment, with initial calculations indicating 11.81 metric tonnes of CO<sub>2</sub> annually.

### Reduction Strategies:

#### 1. Energy Efficiency

- Implement energy-efficient practices in our offices and data centres.
- Promote the use of renewable energy sources.

- Upgrade to energy-efficient hardware and virtualisation technologies.

## **2. Sustainable Travel**

- Roll out Simoda's Salary Sacrifice EV Scheme (Feb 2025)
- Encourage the use of public transport (particularly trains), carpooling, and virtual meetings to reduce travel-related emissions organisation wide.

## **3. Supply Chain Engagement and Onboarding**

- Collaborate with suppliers who share our vision for sustainability and socio-economic values.
- Send out a supply chain questionnaire to gather data on suppliers' emissions and sustainability practices during onboarding. Keep structured records of their environmental, social and governance information and ensure due diligence.
- Ensure all suppliers provide us with a copy of their Anti-Slavery Policies and Procedures.

## **4. Waste Management**

- Implementation of an effective office recycling scheme separating glass, plastics and cardboard / paper with general food waste.
- Reduce landfill waste through better purchasing decisions for events and meetings.

## **5. Monitoring and Reporting**

- Annually update and publish our Sustainability Strategy and Carbon Reduction Plan on our website and make available to customers and suppliers when needed. Ensure measurements are recalculated year on year.
- Submit our emissions data and targets to the SME Climate Hub.
- Conduct annual reviews of our emissions data and reduction strategies to ensure continuous improvement.
- Commitment to Net Zero: Simoda Limited is dedicated to achieving Net Zero by 2050.

## **Landfill Waste Reduction**

Simoda Limited has implemented an effective office recycling scheme that plays a crucial role in our waste management and sustainability efforts. Strategically placed recycling bins throughout the office encourage the separation and collection of recyclable waste, including paper, cardboard, glass, plastic, and batteries.

This initiative is complemented by a responsible disposal program for used IT equipment, facilitated through partnerships with our suppliers. By ensuring that these materials are recycled properly, we significantly reduce our contribution to landfill waste. This scheme not only reflects our commitment to environmental stewardship but also aligns with our broader sustainability objectives, fostering a culture of responsibility and awareness among our team members.

## **Additional Initiatives and Actions we are Undertaking**

Simoda Limited are currently investigating a variety of methods and initiatives to further reduce carbon emissions:

### **Identify Other Emission Sources:**

Conducting a thorough assessment to identify all sources of emissions within the company to target reduction efforts effectively.

### **Set Interim Targets:**

Establish short-term goals on the path to net zero to ensure progress is measurable and consistent.

### **Green Energy Tariff:**

Switch to a green energy provider to reduce emissions associated with electricity consumption.

### **Waste Reduction:**

Implement improved recycling programs and reduce overall waste to minimise environmental impact.

### **Optimise Business Travel:**

Encourage remote work and virtual meetings to reduce travel-related emissions.

### **Supply Chain Engagement:**

Work with suppliers to collect better data in order to help us reduce 'Scope 3' emissions through sustainable practices.

### **Fleet Diversification:**

Transition to fuel-efficient or electric vehicles for company transportation needs.

### **Quality Carbon Offsetting:**

Invest in certified carbon offsetting projects to compensate for unavoidable emissions.

### **Communicate Progress:**

Share the company's sustainability efforts and successes with customers and employees to build a culture of environmental responsibility.

### **Stay Informed:**

Keep up-to-date with government policies and industry best practices related to climate change and sustainability.

### **Energy-Efficient Infrastructure:**

Upgrade to energy-saving light bulbs and install smart meters for better energy management.

### **Sustainable Transport Incentives:**

Introduce cycle-to-work schemes and incentives for using public and sustainable transport.

### **Environmental Management Strategy:**

Adopt an environmental management strategy to oversee and guide all sustainability efforts within the company, aligned to ISO14001.

### **Renewable Energy Use Targets:**

Set and define targets for renewable energy use within the company's operations.

## **Final Comments**

Simoda Limited's sustainability strategy, whilst a constant work in progress, is a testament to our unwavering commitment to reducing carbon emissions and actively participating in the circular economy. As a relatively young, forward-thinking IT and Technology business, we understand the importance of social and environmental responsibility. We are dedicated to implementing innovative solutions that not only minimise our environmental impact but also contribute positively to our community and the wider national landscape. Our actions reflect our ethos of sustainability, and we pledge to continue our efforts in creating a greener, more sustainable future for all.

Kate is currently overseeing the implementation of ISO 14001 at Simoda marks a pivotal step in our sustainability strategy. ISO 14001 is an internationally recognised standard for environmental management systems, providing a structured framework to reduce our environmental footprint, ensure regulatory compliance, and drive continuous improvement. Simoda is committed to integrating sustainable practices across all operations, which not only enhances our environmental performance but also strengthens our reputation and stakeholder trust.

This proactive approach positions Simoda as a responsible and forward-thinking organisation, dedicated to achieving long-term environmental and economic benefits

Kate Hill, our Head of Marketing and Customer Relations also heads up our Sustainability Strategy and Reporting for the business. For any questions, she can be contacted on:

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Revision 1 - 30th September 2024	1st January 2025
Revision 2 - 30th September 2025	1st January 2026
Revision 3 - 30th September 2026	1st January 2027