



Carbon reduction plan

Committed to reducing our
carbon footprint



Introduction

At LIMA, we are committed to measuring our environmental impact and setting future goals for carbon reduction. We aim to do our part in addressing the climate crisis by implementing carbon reduction programmes to limit global temperature rise to 1.5°C.

This report outlines LIMA's commitment to sustainability and our journey towards achieving carbon neutrality and net-zero emissions. Our commitment extends beyond compliance with regulations; it is driven by a genuine desire to protect the planet for future generations. We believe that by leading with purpose and integrating sustainability into every aspect of our business, we can create a positive impact on the environment and inspire others to follow.

Commitment to net zero

LIMA has pledged to achieve net-zero emissions by 2040 and achieve carbon neutrality by 2026.

We hold ISO 14001 certification and are aligned with the UN Sustainable Development Goals (SDGs).

We have already made significant progress, including a 19.4% reduction in Scope 1 and 2 emissions from 2022 to 2023. By 2026 we have pledged to measure our Scope 3 Emissions around 6 key areas: Business Travel; Employee Commuting; Waste Generated in Operations; Upstream Transportation and Distribution; Downstream Transportation and Distribution; Purchased goods and services.

Throughout 2024 we have made strides in gathering Scope 3 data to meet our 2026 targets.



Baseline emissions footprint

Baseline Year: 2022

The Greenhouse Gas Protocol splits greenhouse gas emissions into three categories, Scope 1, Scope 2, and Scope 3. Greenhouse gas emissions, reductions of greenhouse gas emissions and removals of greenhouse gas from the atmosphere shall be measured or calculated in tonnes of carbon dioxide equivalent (CO₂e) using the appropriate conversion factors published by the Department for Energy Security and Net Zero, and Department for Business, Energy, and Industrial Strategy.

The baseline emissions footprint includes Scope 1, 2, and some 3 emissions. The baseline year is 2022, and the reporting period is annual.

2022 was set as a baseline year as it provides us a more accurate reference point, post pandemic, to measure the impact of subsequent changes to operations and processes.

Out of Scope 3 measurement of goods and services; reporting on LIMA's supply chain is currently being actioned to meet 2026 targets.

In Scope 3 measurement: Transport and Distribution UK Electricity, Water Supply, Paper Purchased, Municipal Waste, Staff Commuting, Dry Mixed Packaging Waste.



What Scope 1, 2 & 3 Emissions are we measuring?

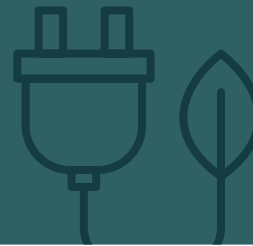
Scope 1

Company-owned facilities (gas, gas oil, LPG), company car travel, and production of GHGs.



Scope 2

Consumption of purchased electricity, heat, steam, and cooling.



Scope 3

Transport and distribution
UK electricity, water supply, paper purchased, municipal waste, staff commuting, dry mixed packaging waste.



Our journey up to this point

LIMA has made significant strides in delivering impact across Environmental, Social & Governance which has led to a reduction of 12% total CO2e from baseline year of 2022 to end of 2023. Activities included:

Implemented flexible working: offices closed 2 days/week, powering off appliances.



Consolidated office space to reduce energy use in 'dead space'.



Investing in high-spec, energy efficient servers to reduce environmental impact.



Installation of smart power strips, reducing energy from 'vampire servers', powering down idle servers.



Implemented ISO14001 EMS since June 2010 with fully integrated Health & Safety standard.



Implemented device management policies to switch laptops to sleep mode after 10 mins of inactivity.



Refreshed laptop estate to implement energy efficiencies.



Aligned to 100% green energy with British Gas; replaced heating/cooling with heat transfer technology.



Installed EV charging points, introduced Love Electric car scheme, and cycle to work scheme.



Selecting suppliers with sustainability credentials.



Partner with Computer Waste to reduce e-waste and promote a circular economy.



Partner with local charities; charity of the year: Wood Street Mission.



Supply chain emissions

Reporting on our supply chain is currently being actioned in line with 2026 targets.

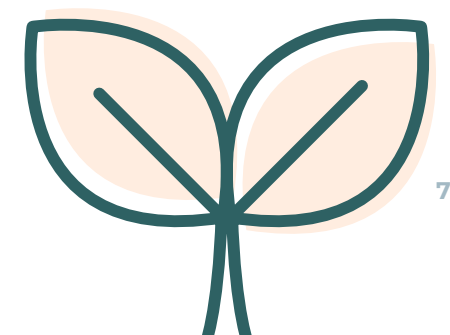
We recognise that understanding emissions in our supply chain helps identify carbon hotspots and potential risks, offering a more complete picture of our carbon footprint, including Scope 3 emissions, which often constitute the majority of a company's total emissions. To capture this data, we have created a sustainability supplier questionnaire that our suppliers must complete.

Supply chain data gathering is resource-intensive, requiring significant time to engage with suppliers, gather the data and collate the reporting. We have opted to record this data to incorporate within our carbon footprint measurement and align this data capture to our Scope 3 target of 2026.

How is this being implemented?

LIMA has engaged a 3rd party consultancy expert, Pathway to Carbon Zero, to support on our journey to Net Zero. Our data has been verified by Pathway to Carbon Zero carbon accountants and aligned to the Government GHG Protocol Conversion Factors.

In partnership with Pathway to Carbon Zero, we have created a carbon reduction action plan which includes short- and long-term activities that move us closer to our environmental targets, all linking back to a wider Environmental, Social and Governance strategy.



Emissions reduction targets

LIMA aims to reduce carbon emissions by 2.5% year-on-year for the next 10 years aligned to UN targets.

We have set a target to become carbon neutral for Scope 1 and 2 emissions by 2026, become carbon neutral by 2026 and achieve net-zero emissions by 2040.

CO2 emissions 2024-34 projection of total
25% reduction.



Carbon reduction projects

What initiatives do we have planned and how will these positively drive down our emissions?

LIMA aims to be ahead of the curve and explore opportunities to integrate Environmental, Social and Governance considerations into our insight led customerorientated IT services, product design of new services and internal operations. We have already made strides in delivering impact across Environmental, Social and Governance and our future plans include enhancing the sustainability of IT services, collaborating with stakeholders to align with sustainability targets, and developing a sustainability technology offering. We are looking at new ways to integrate social value targets into our operations and promote green finance options.



The following areas have been highlighted to be addressed over the next 12 months:

- ✓ Develop a mission/vision statement with aligned net zero target inclusive of LIMA's sustainability ambitions.
- ✓ Set targets to reduce energy use year on year considering solar (PV) panels.
- ✓ Complete stakeholder mapping exercise to align strategy specific to needs.
- ✓ Raise awareness with staff and other stakeholders on LIMA's environmental, net zero and sustainability ambitions and values, create content and messaging to reflect these ambitions.
- ✓ Align to key vendor sustainability ambitions/programmes i.e Cisco Environmental Sustainability Specialisation and Microsoft Partner Pledge.
- ✓ Build messaging regarding sustainability benefits of LIMA services, incorporate Microsoft Solution Assessments into on-prem migration services offering.
- ✓ Build a social value model, align to product offerings considering wider societal impacts.
- ✓ Implement change in LED lights throughout office.
- ✓ Establish a Social Values Team inclusive of Environmental, Social, D&I responsibilities to drive forward the improvement action plan as detailed in this report.
- ✓ Communicate the Carbon Net Zero Pledge to staff and interested parties.
- ✓ Promote the Carbon Reduction and Sustainability Policy to staff and interested parties.
- ✓ Review Scope 3 categories, complete sustainability supplier mapping and measurement aligning to a LIMA Supplier Code of Conduct.
- ✓ Promote green finance options within company pensions, review LIMA banking from sustainability perspective.



Danny Masters, CEO, LIMA




At LIMA, we believe that reducing our carbon footprint is not just a responsibility but an opportunity to lead by example in our industry. By embracing sustainable practices every day, we can help to protect our planet for future generations while driving innovation and efficiency in our services. Our commitment to carbon reduction reflects our dedication to creating a better, greener future for all.



Accreditations



Contact LIMA today

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