

CO₂-footprint 2021

January 01, 2021 until December 31, 2021



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1. Introduction

Climate change is urgent and undeniable. We must act now to bring down greenhouse gas emissions as soon as possible.

In 2021, the IPCC¹ released another report stating that the effects of global warming are being felt worldwide. The cause is clear: human emissions of greenhouse gases. The report warns that drastic, large-scale measures are the only way to limit the warming to well below 2 degrees Celsius. If we don't do this, warming will become increasingly intense and lead to increasingly extreme weather and rising sea levels. This would have particularly acute consequences for the Netherlands, according to the Royal Netherlands Meteorological Institute (KNMI) Klimaatsignaal'21 (climate synopsis for 2021)² : if the Antarctic ice sheet melts quickly, sea level may rise by up to five metres.

We must reduce our CO_{2e} emissions³ even faster in order to meet the Paris Climate Agreement target of halving emissions by 2030 and achieving zero emissions by 2050. These targets were reaffirmed at the November 2021 COP26 in Glasgow, highlighting the growing urgency to take action on climate change.

Governments are also imposing more and more legislation – for example, South Africa was one of the first countries to introduce a carbon tax. Taxes on CO₂ emissions are a recurring topic of discussion in Europe, too, and more and more companies are adopting internal carbon pricing. These are just some of the signs that your organisation may eventually have to pay a mandatory price for its CO₂ emissions.

While businesses may be obliged to follow legislation, they also bear significant personal responsibility. More and more organisations are working to reduce their footprint – some aim to be a leader in their industry, while some are acting on demands from their employees. And that's exactly why you're receiving this report.

Determining your organisation's annual carbon footprint plays a crucial role in understanding your contribution toward achieving the climate goals. This gives you a broad insight into your company's emissions as well as a basis for your carbon reduction plans. Annual monitoring also shows the effect of your reduction measures.

We hope that this insight into your carbon footprint will inspire more planning and action. Climate Neutral Group would be happy to help you set new targets and implement reduction measures. Remember: you're a pioneer in your sector when it comes to tackling climate change!

1 Intergovernmental Panel on Climate Change, <https://www.ipcc.ch/>

2 See <https://www.knmi.nl/kennis-en-datacentrum/achtergrond/knmi-klimaatsignaal-21>

3 CO_{2e} stands for CO₂ equivalent. It indicates how much a quantity of a greenhouse gas contributes to global warming based on an equivalent concentration of CO₂. Climate Neutral Group includes all greenhouse gases in its footprint calculation. Whenever we talk about CO₂ in this report, we mean CO_{2e}.

2. CO₂-footprint

The carbon footprint for your organisation has been calculated and is shown below.

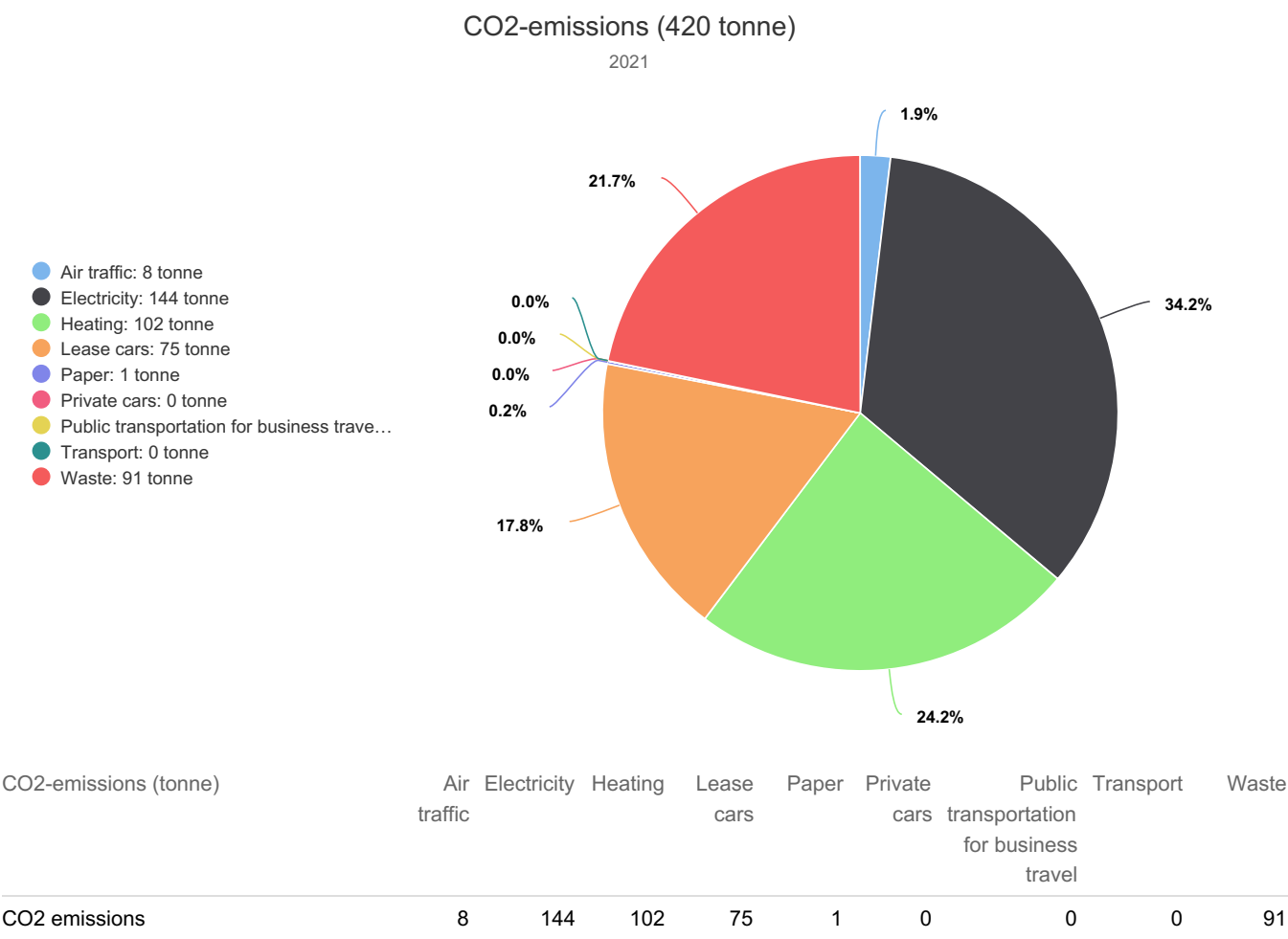
Note

This footprint has been prepared in line with the GHG Protocol (see Annex 1 for more information). We distinguish between emissions according to three scopes: scope 1 (direct emissions), scope 2 (indirect emissions, released by the purchase of electricity or heat, for example), and scope 3 (other indirect emissions). Your footprint is calculated using the online CO₂ management application. The emission factors we have used can be found on [our website](#). The delimitations can be found at the end of chapter 4.

The list of sources covers the most relevant emissions for office-based organisations. Other emissions released during a production process, for example, are not part of this carbon footprint.

2021 reporting period

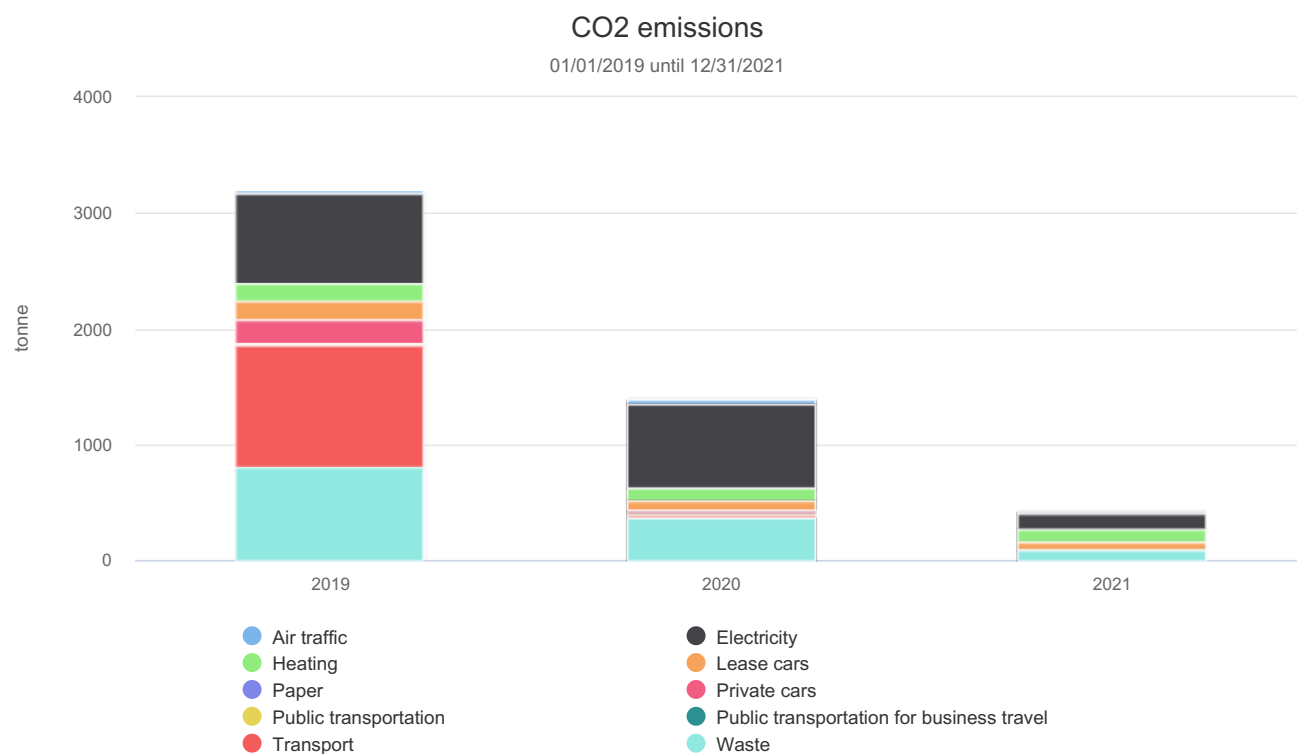
Your total CO₂ emissions are as follows:



See annex 2 for all input values and CO₂ emissions.

2.1. The development of your carbon footprint

If you have entered your data over several years, you will see a summary in the graph below. This gives a good impression of the impact of the measures you have taken to reduce your CO₂ emissions.



CO2 emissions (tonne)	2019	2020	2021
Air traffic	37	41	8
Electricity	778	723	144
Heating	138	98	102
Lease cars	173	82	75
Paper	3	1	1
Private cars	193	34	0
Public transportation	18	13	
Public transportation for business travel			0
Transport	1,047	30	0
Waste	812	365	91
Total	3,198	1,387	420

2.2. Relative emission

This is a summary of your emissions over the past years, taking into account any growth or shrinkage of your organisation. This gives a good impression of how much you have reduced your CO₂ emissions.

Provided you have entered the relevant data, the table below shows emissions per FTE and per million euros revenue.

CO2 per FTE (tonne)	2019	2020	2021
CO2 per FTE	8	4	2

CO2 emissions per turnover (tonne/million EUR)	2019	2020	2021
CO2 emissions per turnover	18	8	3

3. Next steps: reduction and offsetting

Now that you are aware of your organisation's carbon footprint, you can see which areas emit the largest amount of CO₂, providing a good basis for the next steps to take to reduce your CO₂ emissions and offsetting the remaining part.

3.1. Reduction

It's important to define your organisation's reduction ambitions and develop this into a solid strategy. Short, medium and long term measures should be incorporated into your plans to ensure that adequate budget is allocated.

Reduction measures, like changing your energy provider to a sustainable energy source provider, are simple to implement. A bigger step might be to make your vehicle fleet sustainable, whilst maintaining employee satisfaction. Taking smart steps to reduce air travel and make more sustainable choices when travelling by air can have a significant impact on emissions.

Climate Neutral group can guide you through this entire process, from setting your ambition to developing a solid strategy. We can support your organisation from A to Zero CO₂.

3.2. Climate offsetting

Although you might want to, it's often not possible to get all your CO₂ emissions down to zero right away. However, you can choose to offset the remainder by investing in climate projects and so reduce an equal amount of CO₂ emissions elsewhere in the world. In this way, your footprint will end up at 'net zero' – which is a great sign!

Climate projects include sustainable energy projects in countries in Africa, Asia, or South America. Investing in them is often a win-win situation: we're directly helping a country to take the next couple of steps in its energy transition, and we're avoiding coal and oil being used as sources of energy.

Climate projects generate certified CO₂ credits. One credit is equivalent to an independently verified reduction of one ton of CO₂ in the Earth's atmosphere. In addition to their impact on the climate, CO₂ credits contribute to several of the UN's 17 Sustainable Development Goals (SDGs). The United Nations defined these goals in 2015 with the aim of making the world a better place by 2030. The topic of 'climate' itself features in many of the 17 SDGs. The climate projects we work with help us to achieve more than just CO₂ reduction – they also help us to contribute to several SDGs.



3.2.1. Quality and additionality

All Climate Neutral Group projects comply with the highest international standards (Gold Standard or VCS) and are verified and monitored by independent parties. Our projects vary in terms of type of CO₂ reduction, geographical location, benefits for the local population, and prices.

You can find out more about our projects on our website's projects section:

<https://www.climateneutralgroup.com/en/climate-projects>.

Alongside safeguarding the quality of the credits, we also apply the 'additionality principle': we only invest in projects that wouldn't get off the ground without this form of funding. Please see [our website](#) for more information on our principles of quality and additionality.



3.2.2. Carbon offset credits

In addition to your commitment to CO₂ reduction, you've chosen to offset your remaining emissions with credits. Well done! This means your overall carbon footprint will be reduced to net zero.

Compensation credits in CO2

01/01/2019 until 12/31/2021

No data available

Compensation credits in CO2 (tonne)	2019	2020	2021
Compensation credits in CO2			

4. Let's get started

Climate Neutral Group aims to have every organisation operate in line with the Paris Climate Agreement. This means that, by 2030, you must have reduced CO₂ emissions by at least 49% compared with the starting year of your footprint.

4.1. Pragmatic approach

We hope you'll use the insight gained from this report to continue to reduce your impact on the climate. And we can help you do this!

Our pragmatic approach is based on four cornerstones:

- Insight – we map your carbon footprint
- Reduction – we help to develop and implement a reduction plan
- Offset – we help you offset the CO₂ you can't reduce
- Certification – we help your organisation to become climate-neutral according to the Climate Neutral Certification Standard

Want to know more about your footprint or about reduction, offsetting, or certification? Please contact us via your Carbon Advisor or directly via our general contact details:

E-mail address: info@climateneutralgroup.com

Telephone number: +31 (0)30 232 6175

4.2. About Climate Neutral Group

Founded in 2002 as a social venture, Climate Neutral Group's mission is to limit global warming to 1.5 degrees Celsius for future generations. Working together with organisations, their products, and their services, we want to achieve Zero CO₂ by 2050. We look at what's needed and show that it can be done while at all times respecting the organisation, its stakeholders, and its immediate environment. Our recognised methods ensure the results you achieve as you work towards Zero CO₂ are credible and transparent. We let organisations do what they do best: within the limits of the planet, meaningfully, and with real value.



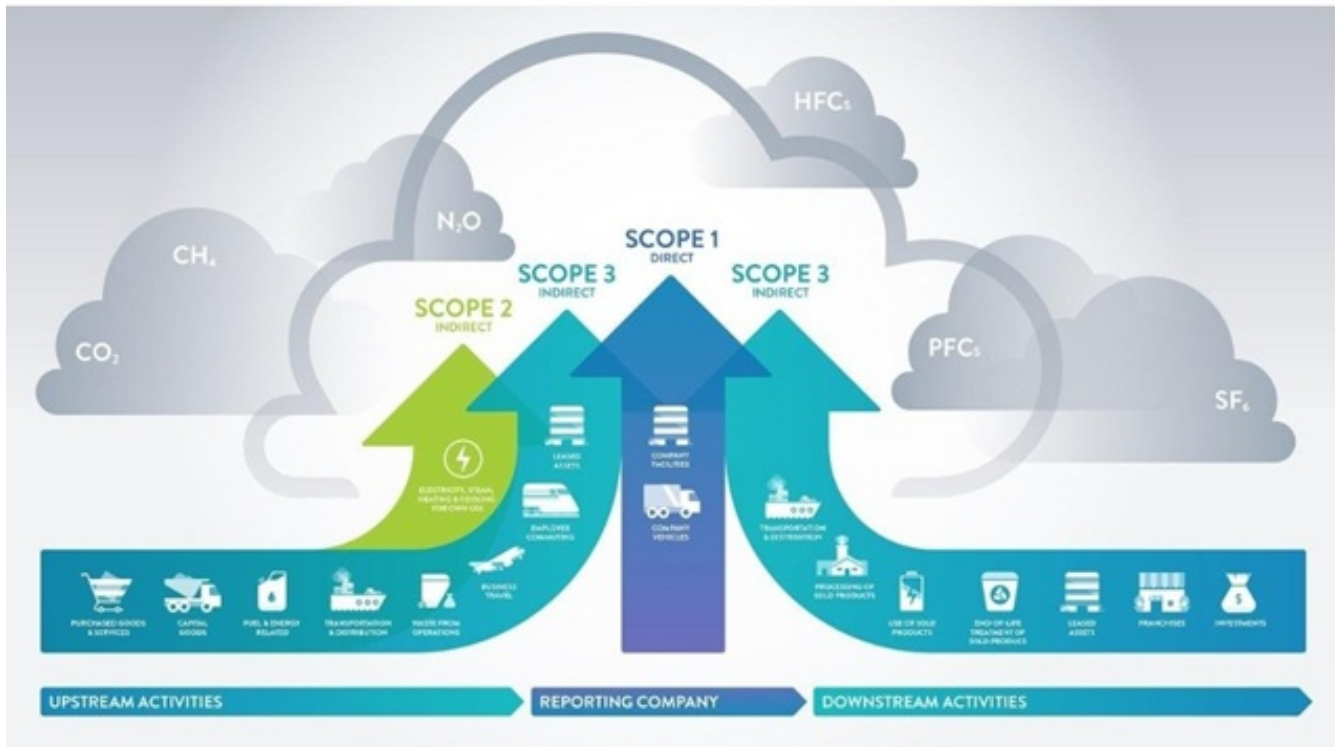
Delimitation and disclaimer

This footprint is based on data you provided to us. Climate Neutral Group has not verified the source of this data and does not guarantee its quality and accuracy. We emphasise that this report is indicative and cannot be used for claims which can be associated with our certification programme. If you're interested in a validated footprint or being certified according to the 'Climate Neutral Certification Standard', other quality requirements apply. Your Carbon Advisor would be happy to tell you more. You can also find information at www.climateneutralcertification.com.

5. Appendices

5.1. Appendix 1 - GHG Protocol

To create the carbon footprint, we use the accounting rules as set out in the Green House Gas (GHG) protocol. All gases that have a greenhouse effect, such as methane, are converted to CO₂ equivalents (CO_{2e}) for comparison purposes. That's why this report also use the unit CO_{2e}. The diagram below shows how this works.



Scope 1, 2, and 3 emissions

The GHG Protocol states that a company is always responsible for its scope 1 and 2 emissions. Scope 1 emissions result from your business process, such as from the transport movements made by your own fleet of vehicles or lorries. The gases from your building's chimney, heating, or production plants are also part of these 'direct' emissions.

Scope 2 emissions include the use of electricity. Every business needs electricity to operate – if only to keep your lights on and computers running. However, the way in which electricity is generated has a major impact on CO₂ emissions. Electricity from wind turbines doesn't release any emissions, whereas electricity from coal-fired power plants has a considerable carbon footprint.

CO_{2e} from scope 3 are emissions that arise as a result of your business operations. For example: you've written a nice report and have printed it, but the paper you use was produced elsewhere. The CO_{2e} resulting from the production falls under scope 1 and 2 of the paper mill – these emissions are due to your purchase and use of that paper. This shows how your actions have an effect on the supply chain(s) you're part of. Based on these considerations, we've identified a number of standard topics for determining your scope 3 emissions, which relate to the vast majority of organisations.

5.2. Appendix 2 - Input Data

Gauge	Entity	2021
Function > Air traffic		
Air traffic (tonne)	Added Dimension	0
Air traffic (tonne)	Netherlands	5.73
Air traffic (tonne)	Other countries	1.77
Air traffic (tonne)	Poland	0.45
Function > Commuting		
Commuting by Car (km) (km)	Added Dimension	56,875.02
Commuting by Car (km) (km)	Netherlands	37,956
Commuting by Car (km) (km)	Other countries	0
Commuting by Car (km) (km)	Poland	31,218
Commuting by Public Transport (km) (km)	Added Dimension	0
Commuting by Public Transport (km) (km)	Netherlands	202,118
Commuting by Public Transport (km) (km)	Other countries	0
Commuting by Public Transport (km) (km)	Poland	28,991.6
Function > Electricity		
Grey Electric (kWh)	Added Dimension	69,129
Grey Electric (kWh)	Netherlands	31.65
Grey Electric (kWh)	Other countries	147,402
Grey Electric (kWh)	Poland	56,191.04
Scope 2 emissions, extrapolated (tonne)	Other countries	0
Function > Finances		
Revenue (million EUR)	Flex IT	154.03
Function > HR/P&O		
Employees FTE (number)	Added Dimension	9.8
Employees FTE (number)	Netherlands	156.61
Employees FTE (number)	Other countries	57
Employees FTE (number)	Poland	24
Function > Heating		
Natural gas (m³)	Added Dimension	3,224
Natural gas (m³)	Netherlands	12,112
Natural gas (m³)	Other countries	13,623
Natural gas (m³)	Poland	24,942
Scope 1 emissions, extrapolated (tonne)	Other countries	0
Function > Lease cars		
Business diesel in lease cars (liters) (liter)	Added Dimension	6,562.74
Business diesel in lease cars (liters) (liter)	Netherlands	3,007
Business diesel in lease cars (liters) (liter)	Poland	3,033
Business electric grey lease cars (kWh)	Netherlands	40,124.39
Business electric grey lease cars (kWh)	Poland	0
Business petrol in lease cars (liters) (liter)	Added Dimension	0
Business petrol in lease cars (liters) (liter)	Netherlands	4,034

Gauge	Entity	2021
Business petrol in lease cars (liters) (liter)	Poland	0
Function > Paper		
Non recycled office paper (kg)	Added Dimension	0
Non recycled office paper (kg)	Netherlands	500
Non recycled office paper (kg)	Other countries	0
Non recycled office paper (kg)	Poland	156
Recycled office paper (kg)	Netherlands	0
Function > Private cars		
Business fuel unknown in private cars (km) (km)	Added Dimension	0
Business fuel unknown in private cars (km) (km)	Netherlands	0
Business fuel unknown in private cars (km) (km)	Other countries	0
Business fuel unknown in private cars (km) (km)	Poland	0
Function > Public transportation for business travel		
Business Train (km)	Added Dimension	0
Business Train (km)	Netherlands	0
Business Train (km)	Other countries	9,302
Business Train (km)	Poland	0
Function > Transport		
Inbound transport (tonne)	Poland	0
Outbound transport (tonne)	Poland	0
Function > Waste		
E-waste (electronics, toners, batteries) (kg)	Added Dimension	98
E-waste (electronics, toners, batteries) (kg)	Poland	27,863
Municipal Solid Waste (kg)	Added Dimension	2,117
Municipal Solid Waste (kg)	Netherlands	23,880
Paper waste (kg)	Added Dimension	0
Paper waste (kg)	Netherlands	73,230
Paper waste (kg)	Poland	3,350
Waste plastic en foil (kg)	Added Dimension	0
Waste plastic en foil (kg)	Poland	1,555
Wood waste (kg)	Added Dimension	0
Wood waste (kg)	Netherlands	0