

# SUSTAINABILITY REPORT 2021

## Carbon Offset

It is our aim to minimise our carbon footprint as much as possible, however as it happens with any other organisation, we still have a carbon footprint. We used the **Carbon Coalition** to offset 3.5 tonnes of CO<sub>2</sub> for the 2021 impact report (3,500kgCO<sub>2</sub>).

## 2021 Results

- Our carbon footprint has decreased by 31% and now sits at 3.5 tonnes for the 2021 period.
- The main decrease in our carbon footprint is due to Covid-19 and hardly any travel in 2021.
- We used **Sustainable Scotland Network Reporting Guidance** to calculate last year's staff's electricity and heating usage based on hours worked from home during 2021.
- Our staff full time equivalent (FTE) decreased from 11.46 to 9.71
- Average carbon emissions per FTE staff member is 360kg CO<sub>2</sub> which is 19% less than in 2020
- We used last year's data for waste and water usage applying 2021 Defra factors. We recognise that water and waste is still being used just at people's homes

CARBON SUMMARY	Staff (FTE)	Total Carbon Emissions (kgCO <sub>2</sub> )	Carbon Emissions per FTE (kgCO <sub>2</sub> /FTE)	Income per annum £	Carbon Emissions per unit of income (kgCO <sub>2</sub> /£)
2020	11.46	5,073	443	500,425	0.02
2021	9.71	3,500	360	473,663	0.01
% increase/decrease	-15.29%	-31.01%	-18.55	5.35%	-51.99

We have identified the total Full Time Equivalent (FTE) of staff, and the total income as reporting Key Performance Indicators (KPIs).

We calculate our staff and Board business travel, and working at home energy use. Due to moving from office to home based work we no longer report against the changes in size of the physical assets and include gross internal area (GIA).

Breakdown of our carbon	2021		2020		Variance	
	KgCO <sub>2</sub>	%	KgCO <sub>2</sub>	%	KgCO <sub>2</sub>	%
Waste	21	0.61%	22	0.43%	-1	-3%
Water	15	0.43%	45	0.88%	-30	-66%
Heating, Electricity and lighting	2914	83.24%	4,325	85.25%	-1,411	-33%
Travel	550	15.72%	682	13.43%	-131	-19%
<i>Domestic</i>	550	15.72%	682	13.43%	-131	-19%
<i>International</i>	0	0%	0	0%	0	0%
<b>Total</b>	<b>3,500</b>	<b>100.00%</b>	<b>5,073</b>	<b>100.00%</b>	<b>-1,573</b>	<b>-31%</b>