



To be a net zero carbon business by 2030 and achieve a year-on-year reduction in our carbon emissions.

Action Sustainability are signed up to the Science Based Targets Initiative and commit to a 1.5C aligned target.

Action Sustainability commits to reduce absolute scope 1 and scope 2 GHG emissions 46% by 2030 from a 2019 baseline year, and to measure and reduce its scope 3 emissions.



actionsustainability 2023 Executive Summary

200

Total 2023 carbon footprint accounts for 173.5 tCO₂e



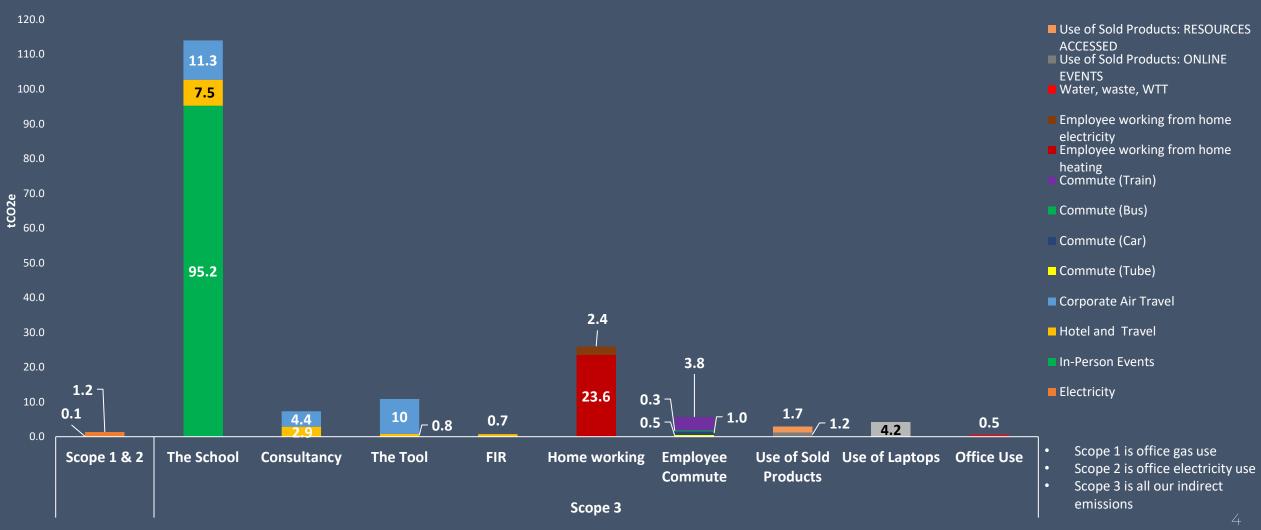
2019 Total	2020 Total	2021 Total	2022 Total	2023 Total
115.4 tCO₂e	29.5 tCO ₂ e	25.5 tCO₂e	84.7 tCO ₂ e	173.5 tCO₂e

- Scope 1 is office gas use
- Scope 2 is office electricity use
- Scope 3 is all our indirect emissions

actionsustainability 2023 Executive Summary

Total 2023 carbon footprint accounts for 173.5 tCO₂e

Scope 3 continues to dominate our footprint, at 99.2% of our overall total. In 2022 our scope 3 footprint was 83.1 tCO₂e and was dominated by *in-person events*. This year *in-person events* continues to dominate emissions.





2023 Executive Summary

- Action Sustainability's 2023 carbon footprint accounts for 173.5 tCO₂e compared to 2022, that's an increase of 88.7 tCO₂e (an 104.8% increase).
- The same methodology to collect the data and calculate emissions was used. Conversion factors provided by DEFRA were used again to calculate carbon emissions. More granular level data was collected on the number of people travelling to in-person events and how they travel to the event.

Changes from 2022:

- More data was collected on in-person events which gave a more accurate tCO₂e picture. In particular, more data was collected on delegate travel which can be identified as the biggest source of Scope 3 carbon emissions. This is similar to our 2019 carbon footprint (115.4 tCO₂e) which was pre-COVID.
- We added in three new Scope 3 categories to provide a more complete picture of the carbon emissions generated by AS. This included:
 - Use of Sold Products Online Events
 - Use of Sold Products Resources Accessed
 - Use of Laptops
- We also collected more data on international flights as the employee commuter survey asked all employees on this.

Strategy:

- Continue to reduce our carbon as much as possible, especially by continuing to deliver training and events virtually and travelling by train or tube to events, where possible.
- Use the Gold Standard again (a credible offsetting scheme), to offset what we can't reduce at this stage into projects that not only offset our emissions but demonstrate opportunities for sequestration of greenhouse gases from the atmosphere.

Communications:

• This executive summary should be visible on Action Sustainability's strategy webpage.