

Sustainability Charter

Autumn 2022

“ We passionately believe that the climate crisis needs to be addressed – and fast. That’s why at Jigsaw24 we are working together to do everything we can to reduce our impact on the environment, leaving no stone unturned. Good planets are hard to come by - so let’s look after ours. ”

Roger Whittle - Founder and CEO

Climate Ambition

Decarbonisation - Our primary climate action objective at Jigsaw24 is to accurately measure our annual carbon footprint as

measured in tCO₂e and then to significantly reduce this until as an organisation we reach net zero carbon, by focusing on direct carbon emissions reduction.

Nature - Climate’s decline is driving nature’s decline, leaving us ill-equipped to reduce carbon emissions and adapt to change. Therefore, supporting our carbon action net zero strategy, our nature strategy is to play our part in ensuring that nature is conserved, sustainably used and restored.

Offsets - Our policy is not to use offsets to mitigate our primary climate action objective. We will keep abreast of technology based offsets but only use these for hard to abate or residual emissions in accordance with the Science Based Targets Initiative, to which we are committed.

Actions

100% renewable clean electricity - We achieved this milestone for all our premises from mid-2022, with gas consumption just 3% of our total energy usage, so our market-based scope 2* carbon emissions will be zero. We are focusing on minimising our energy consumption and maximising our energy efficiency.

Woodland Trust - We are working with the Woodland Trust to play our part in helping increase UK woodland cover

from its current level of just 13% towards the global and European averages of 31% and 38%. Our contribution here will also provide offsetting of our scope 1* and 2* and employee commuting.

Environmental Product Declarations - We will work with our supply chain, initially with vendors responsible for 75% of our product sales, to ensure that by the end of 2023, we have documented the ISO 14040/14044 environmental product declarations of these products, so we can help our customers to calculate the carbon footprint of these products we supply.

Compliance - We are committed to the highest level of environmental certifications including PPN 06/21, EcoVadis, CDP and SBTi, ISO 14001 & 50001, WEEE, UK Reach, ESOS, SECR, EPC and MEES.

Sustainable procurement policy - Procurement of products for resale, logistics including couriers, internal operations, and IT internal use will wherever possible support the circular economy. We will not procure on cost alone but instead consider the wider environmental impact of our procurement decisions.

Transparent reporting - Alongside the appropriate level of carbon footprint data, we will publish, from the end of 2022, our main

environmental KPIs in graphical form, including carbon intensity ratios of tCO₂e carbon emissions by £m sales, by employee headcount and by premises square footage. We need to show where we have come from, how we are doing, and when and how we will make progress.

Continuous improvement - We focus on many day to day internal environmental policies because it is the right thing to do, documented in our Jigsaw24 Tree, covering operations such as recycling, technology, transport, buildings, office work, food & drink, partnerships, energy usage and warehouse procedures.

Roadmap

2022 - We will measure and publish our scope 1*, scope 2*, and scope 3* (all relevant categories) carbon emissions (tCO₂e) for 2022 onwards.

2030 - Using SBTi as our guideline, we aim to halve our scope3* carbon emissions in tCO₂e by 2030.

2040 - We will further reduce our carbon emissions in tCO₂e after 2030, targeting net zero before 2040, recognising that this decarbonisation pathway will require a significant three-way effort from our company (Jigsaw24), our industry sector (IT) and wider society (led by UK Government).

Evangelisation

Evangelising and improving carbon literacy among all our colleagues is a priority - via our Jigsaw24 Tree infographic, intranet, videos, employee questionnaires and various internal initiatives.

Wider community - We will also offer friendly guidance for our colleagues as how to best follow good eco practice at home, particularly regarding diet, travel and energy usage.

IT Industry and Sector - We support our industry’s sustainability commitment, are regularly interviewed by the IT press, have won various IT industry awards, and taken part in green workshop panels.

★★★★★
4.21/5 stars
employee ‘environmental satisfaction’ rating

Greener commuting
31%
31% of employees surveyed have taken up one of our greener commuting schemes.

*Greenhouse Gas Protocol