

Sustainability Charter

Summer 2024

“ 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, Jigsaw24

Climate Ambition

Decarbonisation - Our primary climate action objective at Jigsaw24 is to achieve our SBTi approved target of Net Zero emissions by 2040. We will report on all relevant categories of Scope 3

carbon emissions, and update our carbon reduction plan annually. We will focus our efforts on direct carbon emissions reduction, both internally, and by working with our wider supply chain partners.

Nature - Climate's decline is driving nature's decline, leaving us ill-equipped to reduce carbon emissions and adapt to change. Alongside our decarbonisation efforts, our nature strategy is to play our part in ensuring that nature is conserved, resources are sustainably utilised, and restored.

Offsets - Our policy is not to use offsets to mitigate our primary climate action objective. We will keep abreast of technology or nature based offsets but only use these for hard to abate or residual emissions in accordance with our principal aim of decarbonisation, 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.

Cleaner Transport - We support employees to make the switch to electric vehicles and help fund the use of public transport for their commute, plus ensuring that cyclists and pedestrians have

the facilities that they need. We encourage business travellers to use public transport, with travel to be kept to a minimum through the use of video conferencing. We will work with our courier partners on lower emission logistics initiatives.

Sustainable procurement policy - Procurement of products for resale, logistics, internal operations, and IT 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.

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 2024, 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.

Transparent reporting - We report on environmental KPIs including 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.

Compliance - We are committed to the highest level of sustainability certifications and regulations including ISO14001 & 50001, the UN SDG's, EcoVadis, CDP, SBTi, WEEE, ESOS, SECR and EPC.

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 infographic, covering operations such as recycling, technology, transport, buildings, office work, food and drink, partnerships, energy usage and warehouse procedures.

Roadmap

2022 - We measured and published our scope 1*, scope 2*, and ten categories of scope 3* carbon emissions (tCO2e) and produced our first carbon reduction plan.

2030 - Using SBTi as our guideline, we aim to halve our scope 3* carbon emissions in tCO2e by 2030.

2040 - We will further reduce our carbon emissions 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 - We prioritise improving carbon literacy among our colleagues via our Jigsaw24 Tree infographic, Intranet, videos, employee questionnaires and various internal initiatives. 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.

Our customers and supply chain - We will proactively engage with our customers and suppliers, sharing our experiences and knowledge to support their net zero ambitions.

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.



*Greenhouse Gas Protocol, 2022.