Carbon Reduction Plan

Supplier name: Fibrus
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General Information

Fibrus organisational boundaries are set according to the control approach, under which Fibrus accounts for GHG emissions from operations over which it has control. In this way, we have control over the reduction efforts we put in place. Our operational boundaries consist of the following:

- **Scope 1** emissions include the use of fuels for Fibrus vehicle fleet and leakage of refrigerant gasses

- **Scope 2** emissions from the generation of purchased electricity by Fibrus

- **Scope 3** emissions generated from activities associated with:
    - Waste generated in operations
    - Business travel
    - Employee commuting
    - Upstream transportation and distribution
    - Downstream transportation and distribution

Commitment to achieving Net Zero
Fibrus is committed to become a net zero carbon emissions business by 2040.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions.

Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2021
Additional Details relating to the Baseline Emissions calculations.

Fibrus started collecting and reporting carbon emissions from January 2021 and we will use 1 January 2021 to 31st December 2021 year as our baseline of reporting.

Actual data was used for Q1, Q2 and Q3 and an estimate number provided on Q4 based on the percentage increase in emissions from the previous quarters.

As Fibrus are rapidly growing we will adopt a carbon intensity score based on employee numbers and also per £M turnover.

- Number of employees
  - 1/01/2021: 74
  - 1/11/2021: 215
  - **Average: 145 -** used for baseline reporting
- Turnover figures:
  - Financial year 2021 (01/04/2021 – 31/03/2022) **£10.3m** estimated figure - used for baseline reporting

Baseline year emissions:	
EMISSIONS	TOTAL (tCO$_2$e)
Scope 1	163.67 tCO$_2$e – Q1: 25.15 tCO$_2$e – Q2: 41.46 tCO$_2$e – Q3: 46.01 tCO$_2$e – Q4: 51.05 tCO$_2$e* *estimated 11% increase from Q3 to account for the continued growth of the company and the associated increase in vehicle mileage (based on 11% increase from Q2 to Q3)
Scope 2	145.14 tCO$_2$e – Q1: 13.57 tCO$_2$e – Q2: 16.18 tCO$_2$e – Q3: 35.87 tCO$_2$e – Q4: 79.52 tCO$_2$e*

	*estimated 122% increase from Q3 to account for the continued growth of the company as we continue with the network build (based on 122% increase from Q2 to Q3)
Scope 3	*1055.5* tCO$_2$e Sources: • *4.2* tCO$_2$e *Business travel* • *186.93* tCO$_2$e *waste* • *264.37* tCO$_2$e *Employee commute* • *600* tCO$_2$e *Upstream transportation and distribution* • *0* tCO$_2$e *Downstream transportation and distribution*
Total Emissions	Total tonnes of CO$_2$e: **1364.31** Total tonnes of CO$_2$e in Scope 1 & Scope 2: **308.81** Total tonnes of CO$_2$e per employee in Scope 1&2: **2.13** Total tonnes of CO$_2$e £M turnover in Scope 1&2: **29.98**

Current Emissions Reporting

Reporting Year: Q1, Q2, Q3 2021	
EMISSIONS	TOTAL (tCO$_2$e)
Scope 1	112.62 tCO$_2$e – Q1: 25.15 tCO$_2$e – Q2: 41.46 tCO$_2$e – Q3: 46.01 tCO$_2$e
Scope 2	65.62 tCO$_2$e – Q1: 13.57 tCO$_2$e – Q2: 16.18 tCO$_2$e – Q3: 35.87 tCO$_2$e
Scope 3	*749.69* tCO$_2$e Sources: • *2.28* tCO$_2$e *Business travel* • *120.06* tCO$_2$e *waste* • *177.35* tCO$_2$e *Employee commute* • *450* tCO$_2$e *Upstream transportation and distribution* • *0* tCO$_2$e *Downstream transportation and distribution*
Total Emissions	Total tonnes of CO$_2$e: **927.93 tCO$_2$e**

Scope 1 Emissions

Fuel Consumption
We use fuel receipts to report on the actual litres of fuel consumed by our vehicle fleet (currently petrol and diesel vehicles only).

Refrigerant Gasses
Evidence of refrigerant gas top-ups is collated from the air conditioning specialist and our landlord.

Scope 2 Emissions

Electricity use

Fibrus gather information on the electricity used to power all the network elements:
- We use billed energy consumption for our cabinets from our electricity provider. The bills contain a mixture of estimates and actual readings.
- Energy usage for our Virtual Machines is provided from our digital service provider, who advised that Fibrus VM's use 13.68kWh a day.

We gather information on the electricity use in our leased office using billed energy consumption.

Scope 3 Emissions

Business travel

We review booking details of air, rail and taxi travels on journeys made. We are exploring the possibility of engaging with a travel agency for any business travel bookings. We also use mileage claim expense forms which contain information on miles driven by employees using own vehicles for business purposes. Currently, we make an assumption that 50% of such vehicles are petrol and 50% are diesel. We aim to review this in the future through the use of a company-wide survey for more accurate data.

Waste generated operation

Fibrus collects waste types and volumes from our build partners on a regular basis. We currently do not gather data on the proportion of waste treated by various methods. For this reason, our current calculations include emissions associated with landfill waste only using the average emission factor of landfill. The calculation of this emission figure is an ongoing and evolving process and this figure will be refined and much more reflective of the waste generated as the process becomes more mature. We are hoping to improve this by asking our build partners to liaise with their waste management contractors and share with Fibrus not only the waste types and quantities but also the waste treatment methods. Emissions from transportation of waste are currently not included in the calculation but we hope to rectify this in the future as well.
Emissions also include disposal of Fibrus office waste processed by a third party.

Employee commute

Employee commute includes transportation activities between employee homes and places of work. Current data is estimated* for each quarter based on employee numbers, average working week and average commute distance. As 2021 will be our baseline year, we disregarded the possible reduction in commute associated with COVID-19 pandemic restrictions. Employee commute and also employee teleworking is something that will be further investigated and reporting will be updated accordingly.

*To allow us to estimate employee commute we assumed that the average commute is approximately 30km one way and that Fibrus employees would come into the office 3 times per week. An assumption was made that 50% of employee vehicles are petrol and 50% are diesel. We aim to revise this in the future through the use of a company-wide survey for more accurate data.

Upstream transportation and distribution

We currently estimate our upstream transportation and distribution data based on transportation emissions associated with some of our cables and pole suppliers, which we estimate to account for approximately 60% of our supply chain. In 2022, we aim to improve on our reporting in upstream transportation and distribution by liaising closely with a larger number of suppliers, which might bring an increase to our scope 3 emissions. We see Scope 3 reporting as an evolving area over the next years and predict fluctuations as we improve our capture of emissions related to this scope and we may re-baseline in the next two years to reflect a more accurate account of our carbon impact.

Downstream transportation and distribution

Fibrus are building a new full fibre network across NI & GB. As we design and build our network, we are aware of the environmental impact associated with the end of life of our network elements. We do recognise that elements of our network such as poles and fibre cables have an estimated design life and we aim to include the carbon emissions associated with "end of life" activities when this becomes relevant to our operations.

Our "product" is a broadband service and therefore the product itself does not generate emissions relevant for this category.

Emissions reduction targets

Fibrus is committed to become a net zero carbon emissions business by 2040. Progress against these targets can be seen in the graph below:

Fibrus Carbon Emissions
tCO2e per year

Emissions if no reduction measures are implemented — Target Emissions
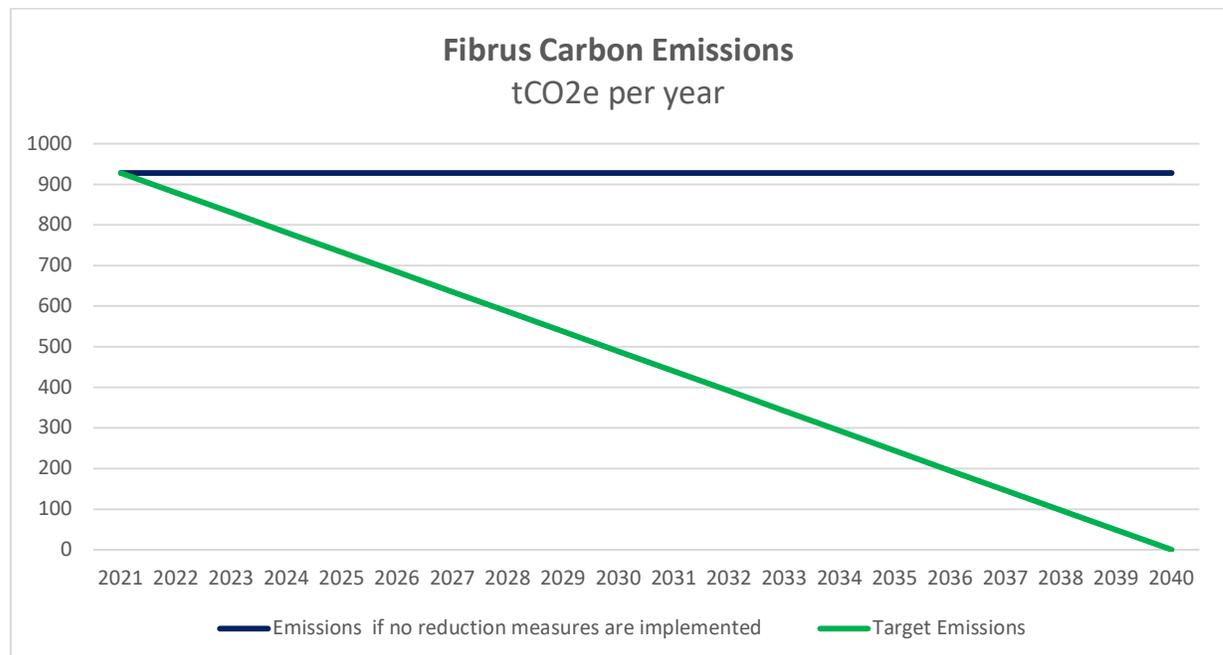
Interim targets will be established once planned carbon reduction initiatives are implemented. We aim to revisit and revise the above graph on an annual basis as we continue our journey to become a net zero carbon emissions business by 2040.

Carbon Reduction Projects and Environmental Management Measures

Fibrus is committed to become a net zero carbon emissions business by 2040. Fibrus started collecting and reporting carbon emissions from January 2021 and since then we have already implemented some carbon reduction projects and environmental management measures. To help us reach our aim, we have also planned a number of carbon reduction initiatives as outlined below.

Completed Environmental Management Measures and Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the start of 2021 baseline.

ISO14001
Environment is integral to our management procedures and we have started our journey to become ISO 14001:2015 accredited with an aim to gain the certification in 2022. As part of the journey to become ISO14001 accredited, we have identified the relevant environmental legislation, developed our environmental aspects and impacts, developed an environmental improvement plan and continuously raise awareness of the importance of good environmental practices among our employees and build partners. A specific Environmental Management Plan will be developed for each project identifying the potential environmental impact and the associated control measures taken to minimise it.

Vehicle Fleet
Fibrus are making an improvement through use of telematics data, which is making our drivers safer and more efficient. Driver behaviours are marked with a percentage score for each journey, with drivers losing points for engaging in higher-risk or fuel-thirsty activities such as over-revving, heavy acceleration, harsh braking, sharp cornering, and engine idling. Our Drivers can review and monitor their individual performance scores which results in reductions in CO2 emissions and increase in MPG. Poor vehicle scoring may be addressed during regular performance reviews.

Hybrid Working Model
The human, economic and social impacts of the COVID-19 pandemic continue to have a profound impact on communities and individuals. Fibrus employees who can work from home, are able to do so since March 2020 which significantly reduces the emissions associated with commuting. In addition, we encourage the use of videoconferencing as much as possible to decrease the emissions associated with business air travel.

Energy Efficiency

When we design and build our network, we minimise disruption, by utilising the existing infrastructure the majority of the time. We use existing infrastructure including poles, chambers and duct nearly 80% of the time which reduces carbon emissions by minimising diesel combustion from mobile plant and equipment used for construction activities.

We adopt energy saving practices in instances when infrastructure sharing is not possible. For instance, Fibrus standard duct size is 50mm which only requires a narrow trench. This method requires fewer resources and can have a reduced environmental impact, with less material removed from trenches or transported to the site for backfill.

By building a 100% fibre broadband network, Fibrus are providing access to a more environmentally friendly network - more energy efficient and less carbon polluting, than traditional copper networks. Fibrus only use full fibre to the premises: we do not use copper cables, which is subject to corrosion, short circuiting, electrical faults which can potentially shorten its practical working life.

Waste Management

We monitor our build partners' impact on resource consumption (i.e. waste) and we work with our build partners to ensure as much waste is reused as possible. A specific site waste management plan is carried out for each project identifying what waste will be generated. Our building partners utilise waste recovery options whenever possible. One example includes cuttings from tree-trimming operations, which are gathered for composting.

As part of our vision on Health and Safety and in order to drive a paperless system we have developed a bespoke Fibrus HSEQ App which is available on smart devices.

Planned Carbon Reduction Initiatives

Electric Fleet

A key part of our carbon reduction programme is our pledge to switching our current fleet to a fully electric one by end of 2025. Out first electric Fibrus vehicle will be delivered before the end of 2021 which will be a first major milestone on our journey to actively to phase-out diesel vehicles within our fleet. We aim to achieve an annual increase in the number of electric vehicles within our fleet:
  - 2022: 10% electric fleet
  - 2023: 30% electric fleet
  - 2024: 60% electric fleet
  - 2025: 100% full electric vehicle fleet

Hybrid Working Model

We are aiming to maintain a hybrid working model post pandemic, with attendance at the office required where working from home is not an option further reducing carbon emissions

and promoting more sustainable living. Fibrus will also investigate low carbon choices and investigate mechanisms to ensure staff can reduce their emissions.

We also aim to update our Travel Policy and roll out behavioural change to support low carbon modes of transport and reduce business travel.

Energy Efficiency

Fibrus have determined that energy efficiency is the most cost-effective way to reduce emissions, but a comprehensive approach that combines efficiency and renewable power will assist Fibrus with our targets. As part of our pledge to achieve greater energy efficiency we will trial the installation of solar panels for some of our PoP site facilities. As we continue to expand and build out network we also aim to switch to 100% renewably sourced electricity at all POP locations as well as our offices in 2022.

We also aim to trial LED fittings and sustainable lighting measures such as dimmer switches and motion sensors in our office building space providing a cost and energy savings of up to 60%.

Supply Chain

We are currently exploring the ways to decarbonise our supply chain. As we embark on our journey towards carbon neutrality and publish the Carbon Reduction Strategy, we will aim to ensure that our supply chain are aware of our goals and the key role they play in achieving them. We will also investigate alternative sources for procurement to ensure a low carbon supply chain

Fibrus will aim to ensure that our new suppliers meet our requirements on climate and environmental management among other standards. We also aim to track compliance through regular supplier assessments.

Waste Management

We will continue to raise awareness among our employees about the importance of sustainable waste management practices. We also aim to work with our build partners to ensure that all waste associated with our network build is minimised and follows the principles of circular economy.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the Fibrus Chief Executive Officer.

Signature :

Dominic Kearns,
Chief Executive Officer
18-11-2021