



**TELENT**

**ANNUAL SUSTAINABILITY REPORT**

Covering the period FY24 (April 2023 to March 2024)

## INTRODUCTION

At Telent, sustainability is at the core of everything we do, it's embedded in our culture and values. As we navigate an ever-changing global landscape, we recognise our responsibility to operate in a way that supports the environment, our communities and the broader economy.

This annual sustainability report reflects our ongoing commitment to reducing our carbon footprint, providing sustainable services and solution offerings to our customers and engaging with our supply chain to reach our science-based targets.

Over the past twelve months, Telent have taken significant strides towards our sustainability goals, focusing on innovation, transparency and collaboration and we are proud to share our progress and reaffirm our pledge to building a more sustainable future, recognising that the road ahead requires even more ambitious actions and partnerships to achieve the goals we have set for the future.

### Telent's Sustainability Vision:

*“To be a leading partner in the road to Net Zero, providing outstanding service and solution offerings that help deliver our customers' climate action ambitions and partnering with our supply chain to enhance and support the communities affected by our choices and operations.”*





The results reflected in our Annual Sustainability report for FY24, demonstrate the progress and commitment we are making in our sustainability journey. Through innovation and collaboration, we have further reduced our carbon footprint, increased our recycling rates, and continued to support our clients to reach their targets. At Telent, we are committed to building a more sustainable future, improving our business practices, integrating green technologies into our ways of working, and delivering innovative green solutions for our customers, as we drive to deliver Net Zero before 2050.

**Jo Gretton, CEO**



Telent's journey towards Net Zero before 2050 is clear evidence of our commitments to achieving our vision. Collaboration is at the core of the successes we have been able to achieve, both across the different disciplines and services within Telent, as well as with our supply chain, communities and customers. The hard work, expertise and dedication of the teams involved are key to finding ways to reduce GHG emissions, respond to climate change risk and adopt new measures for better more sustainable business practice.

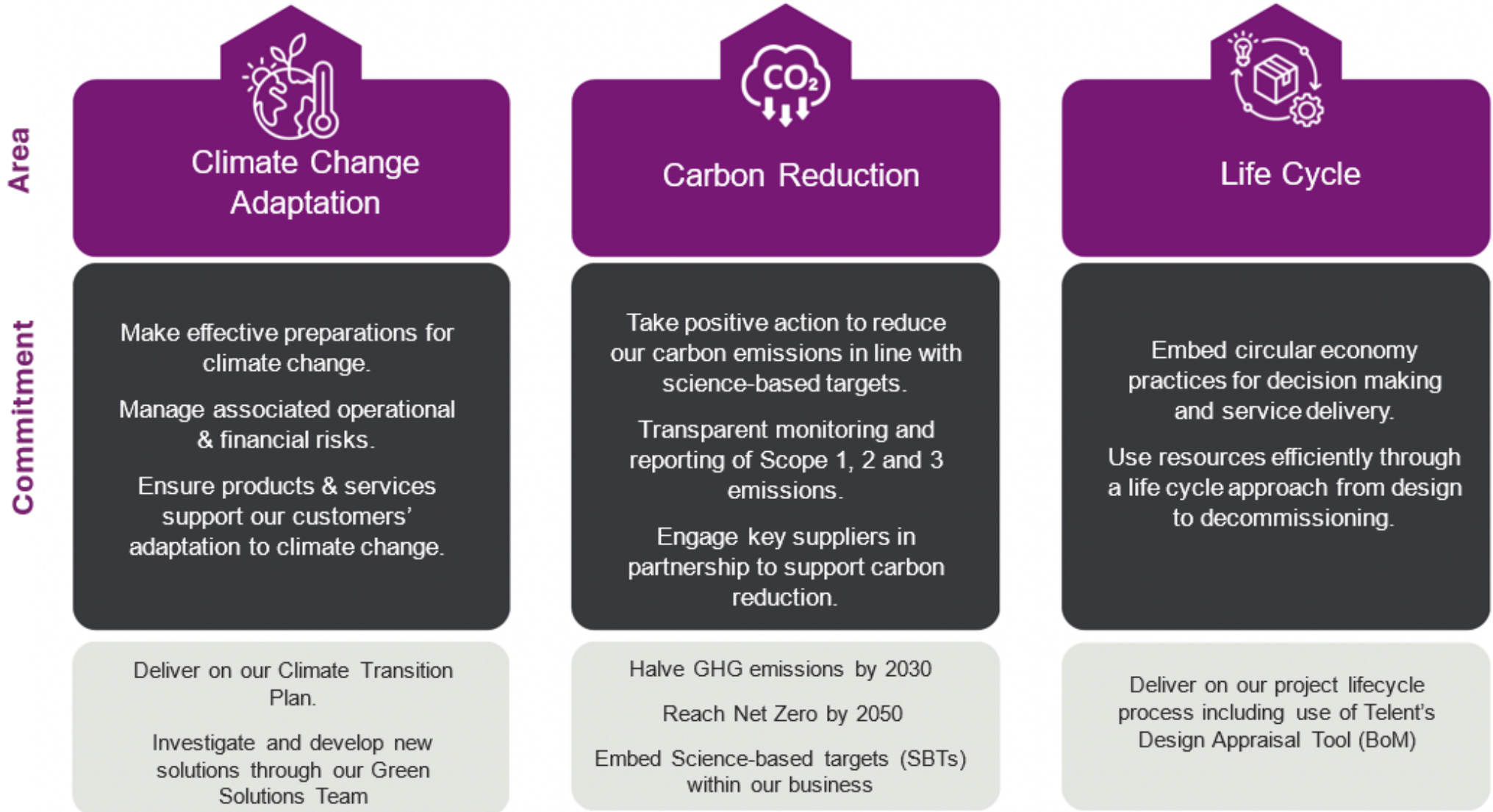
**Anmarie Landi, Group QEHS Director**



This year's sustainability report reflects the dedication and hard work of the entire Telent team as we work together to drive meaningful progress toward our sustainability goals. Throughout FY24 we have made significant strides in reducing our environmental impact, from lowering GHG emissions and improving energy efficiency to increasing our use of sustainable materials and driving a more circular economy. We recognise that sustainability is an ongoing journey, and we remain committed to pushing boundaries and leading by example for a more sustainable future for all.

**Hannah Breen, Group Environmental and Sustainability Manager**

## Sustainability Focus Areas:



Area



### Waste Minimisation

Commitment

Minimise waste generation.  
Reduce waste disposal to achieve zero waste to landfill.  
Promote reuse and recycling.

Achieve Zero Waste to Landfill  
Achieve 80% Recycling Rate



### Responsible Procurement

Ensure responsible, sustainable, and ethical procurement of all goods and services.  
Achieve maximum value on a whole-life basis through our supply chain.

Deliver on our sustainable Procurement Policy  
Focus on Scope 3 SBT to drive action planning



### Compliance Obligations

Meet all environmental and compliance legal obligations.  
Meet all customer sustainability requirements.

Maintain legal compliance  
Maintain all ISO certifications  
Ensure all mandatory carbon reports are submitted

# Carbon Targets



Telent have set near term ambitious Science-based targets to reduce:

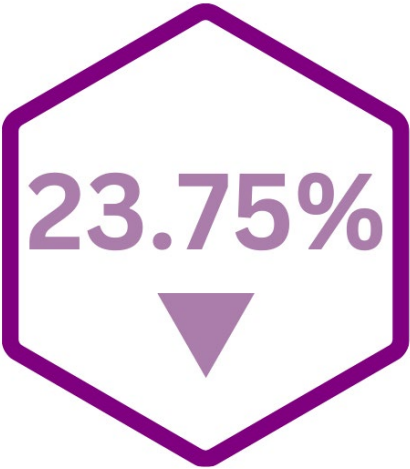
- Scope 1 and 2 GHG emissions by 46.2% by 2030 (absolute reduction target from an FY20 baseline)
- Scope 3 GHG emissions from purchased goods and services and capital goods by 55% by 2030 (intensity metric of TCO2e per £turnover from an FY20 baseline)



Telent are committed to matching the UK's climate targets to deliver 'Net Zero' for Scopes 1, 2 and 3 by no later than 2050.

# Carbon Performance

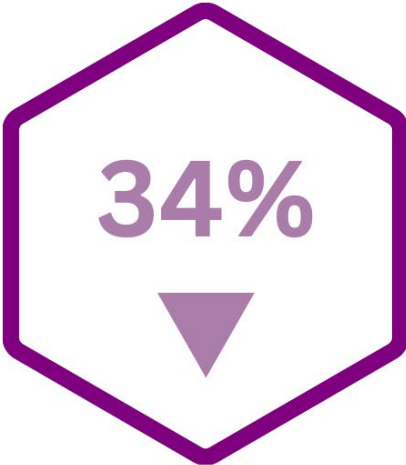
Telnet are committed to the goals set forth in the Paris Agreement, and FY24 has been a significant year in advancing our climate strategy and road to net zero. Since our FY20 baseline Telnet has reduced emissions across all scopes:



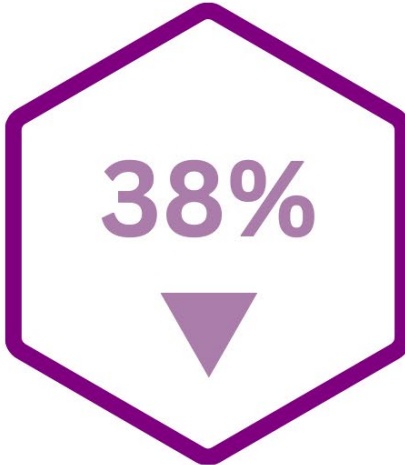
Scope 1 emissions decreased by **1,605.97 tCO<sub>2</sub>e**



Scope 2 emissions decreased by **692.34 tCO<sub>2</sub>e**



Scope 1 & 2 intensity (tCO<sub>2</sub>e per head) decreased by **2.4 tCO<sub>2</sub>e per head**



Scope 3 intensity (tCO<sub>2</sub>e per £turnover) decreased by **0.11t**



# FY 24 Carbon Performance

## Scope 1 Emissions



Telent's direct emissions are composed of fuel consumption within the Essential Fleet (cars, vans and HGVs), gas usage at Telent managed premises and diesel consumption in back-up generators at Telent premises and temporary operational sites.

The use of vehicles remains Telent's biggest source of direct carbon emissions. Our vehicles comprise of a commercial fleet, company cars, hire cars and employees' private vehicles used for business purposes, as such, emissions from vehicle usage are split between Scope 1 and Scope 3 GHG emission categories.

During FY24 Telent's scope 1 emissions reduced by 34% compared to the previous year. We reduced our fleet emissions by 31.3% (compared to FY23) as a result of continued fleet optimisation and the reduction of 250 vehicles from our commercial fleet due to changes to operational delivery model. Telent has also focused on introducing a number of digital innovations to reduce the need for physical journeys, including remote monitoring, technologies, improving asset reliability and 3D survey scanning.

Gas usage reduced by 69.4% in the period as a result of an estates and facilities strategy to remove gas boilers from the Telent estate.

### Scope 1 objectives for the next 12 months:

- Further work to reduce fleet emissions by ongoing electrification. Establishing Business Unit fleet transition plans, in line with our corporate science-based targets to further exchange our commercial fleet vehicles for suitable electric vehicle alternatives
- Continued reduction of operational mileage through measures to reduce site visits including digital innovation (e.g. Additional investment in remote digital solutions and cross selling digital solutions to new Telent customers).





## Scope 2 Emissions



Telent's scope 2 emissions are made up of purchased electricity from Telent's facilities. Telent has steadily been reducing its electricity consumption and over the last five years and during FY24 our Scope 2 emissions decreased to the lowest level over the last five years reducing by a further 3.4% in the period. This reduction is the result of space rationalisation across the Telent estate, including significant reduction of our Warwick Head Office, planned investment for heating, cooling and lighting refurbishment works to several Telent offices and continued use of REGO supplied renewable energy at 80% of our facilities.

Scope 2 objectives for the next 12 months:

- Continued space rationalisation and refurbishment across the Telent estate
- Removing heating and cooling from unoccupied spaces across the Telent estate
- Improving the energy performance of Telent's model hall and labs by switching off kit when not required, reducing cooling requirements and modular redesign

## Scope 3 Emissions



During FY24, Telent continued to monitor and manage categories 1, 2, 3, 4, 5, 6, 11 and 12. The largest portion of emissions sits in Categories 1 and 2 Purchased Goods and Services and Capital Goods. This continues to be the main focus of improvements during the near future, working with our supply chain in order to see the biggest impact in our overall carbon footprint reduction. Further progress has been made by incorporating more supplier specific data into calculations – 20% of emissions. The result of work to date has been a 38% reduction in the intensity of our supply chain emissions since establishing the baseline in FY20.

Scope 3 objectives for the next 12 months:

- Increase percentage of spend with climate aligned suppliers
- Increase number of suppliers providing full emissions data
- Environmental audits carried out as part of the supplier assurance process
- Updated supplier engagement plan
- New Green skills training plan for sustainable procurement
- Roll out of Carbon Design Appraisal Tool across Telent project

# Green Solutions

Throughout FY24 Telent's Green Solutions Working Group (GSWG) have been actively identifying and trialling new opportunities to support our sustainability vision and customer ambitions.

The group brings together expertise from across Telent, working collaboratively to create, investigate and integrate green solutions and innovation into business processes and applications to drive our journey towards net zero.

The GSWG works to develop innovative customer solutions through eco-design by:

- Investing more energy efficient products and services which lower carbon emissions for Telent and our customers
- Integrate circular economy principles into product and service design, which means looking to reduce waste by reusing, repairing, refurbishing and recycling existing materials
- Working to measure and reduce the carbon footprint of all bills of materials (BoM)
- Stimulating customer demand for sustainable innovations through case studies and insights

Each month our GSWG publish a new Green Solution Case Study, all of which can be found on the Green Solutions section of the Telent website.





Telent's Engineering and Maintenance teams have really embraced the sustainability challenge over the last 18 months. Great progress has been made on a number of fronts, but this is just the start! One highlight for me has been the adoption of digital innovations for our customer around remote monitoring. These has not only reduce journey times and CO2 but they also provide vital "real time data" for effective and efficient maintenance for our customers.

***Mick Mohan Group Engineering Director and Green Agenda Sponsor***



The Green Solutions Working Group is supporting Telent in its drive towards a sustainable future, helping to position the company as an industry leader and ensuring that we not only meet environmental obligations but also thrive in this rapidly evolving market.

By focusing on green technology and process, the group has been able to identify and report on opportunities that will help reduce Telent's carbon footprint. This aligns with Telent's commitment to the Science Based Targets Initiative (SBTi) and ensures that we are taking meaningful steps to address climate change.

***Dan Coulson, Engineering Manager and Chair of Green Solutions Working Group***



# Waste Targets



Telent views all waste as a valuable resource and as such have set ourselves an ambitious target to divert all waste from landfill by 2025 through adoption of a circular economy model.



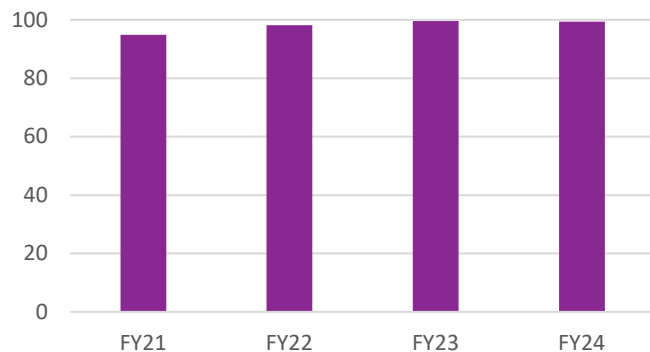
Where waste cannot be avoided, we aim to reuse and recycle as much as possible in accordance with the waste hierarchy. We have set targets to reach 80% reuse and recycling rate, working with our supply chain partners, clients and waste contractors to reach this goal.

# Waste Performance

Telent's waste management and compliance approach is built on adherence with the waste minimisation hierarchy. Telent applies a focussed approach in viewing waste foremost as a resource and keeping resources in use for as long as possible. This promotes a circular economy approach.

During FY24 Telent continued to work towards our targets for waste management including zero waste to landfill by 2025 and 80% recycling rate at every Telent premises. To achieve these targets Telent have been working closely with licenced waste contractors across the UK and Republic of Ireland to develop and implement our action plan. For the second year in a row, Telent's diversion from landfill figure has exceeded 99%, with FY24 reaching 99.3% and our recycling rate has reached its highest ever performance at 78.56%.

Diversion from Landfill %



## Reducing waste by donating ICT equipment to Solihull charities

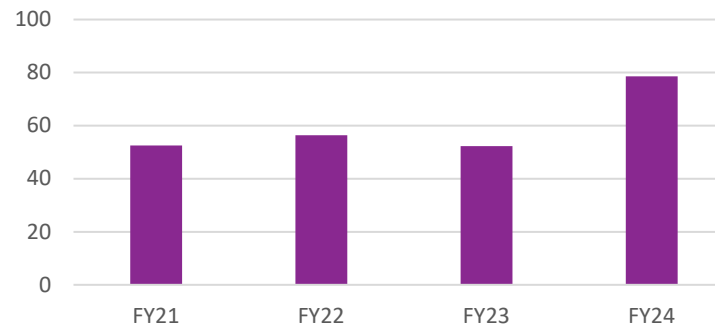
In 2024, Telent joint SMBC's pilot scheme connecting community organisations in need of resources with businesses. Through this tool, community organisations can post requests for specific project support.

Following a recent technology upgrade at one of our regional service centres, Telent had several surplus PC monitors. In line with our commitment to environmental sustainability and waste minimisation, our Engineering Manager, sought re-use options to prevent disposal. Telent offered the monitors to local causes through the Match My Project platform.

The Meridan Adventure Playground Association and Citizens Advice Solihull Borough have benefited from old Telent equipment. The monitors will now be used by staff and volunteers at these organisations to make daily tasks and training much easier.









Giving this equipment new life has avoided approximately 10kg of emissions that would have resulted from disposal and recycling and an additional 3 tonnes of emissions if new monitors were purchased by the charities.

Recycling Rate %



## Our Ambitious FY25 Sustainability Objectives

FY24 was a year of significant progress, but we recognise that there is still much to be done. We are proud of the work that we have accomplished to date and are committed to pushing the boundaries for a more sustainable and prosperous future with even further action and investment in FY25.

FY25 Sustainability Objectives			
	<p>Continued implementation of our decarbonisation plan for our fleet, estate, operations and supply chain to deliver our 2030 science-based carbon targets.</p>		<p>Capture and communicate the results of the innovation and Green Solutions delivered for our customers as part of our road map to Net Zero.</p>
	<p>Continued improvement of the accuracy of our carbon accounting at corporate and project level.</p>		<p>Improving the quality of data associated with emissions from our value chain</p>
	<p>Engaging key suppliers in partnerships to support climate change action</p>		<p>Increasing environment and sustainability awareness and competency throughout Telent:</p>
	<p>Develop processes to embed lifecycle carbon reduction into project design and delivery and develop lifecycle assessments for identified Telent solutions</p>		<p>Implementing practical solutions to enable 100% diversion of non-hazardous waste from landfill by 2025 and to deliver an 80% recycling rate at all sites.</p>

*FY24 Carbon Performance against our Science-based targets*

Description	Unit	FY20	FY21	FY22	FY23	FY24
<b>Carbon Footprint - Scope 1, 2 &amp; 3 according to GHG Protocol</b>	<b>Tonnes CO<sub>2e</sub></b>	<b>184,283</b>	<b>-</b>	<b>-</b>	<b>99,874</b>	<b>90,537</b>
<b>Scope 1</b>	<b>Tonnes CO<sub>2e</sub></b>	<b>6,761</b>	<b>5,225</b>	<b>7,433</b>	<b>7,815</b>	<b>5,155</b>
<b>Scope 2 (location based)</b>	<b>Tonnes CO<sub>2e</sub></b>	<b>2,161</b>	<b>1,719</b>	<b>1,896</b>	<b>1,520</b>	<b>1,468</b>
<b>Scope 2 (market based)</b>	<b>Tonnes CO<sub>2e</sub></b>	<b>308</b>	<b>208</b>	<b>300</b>	<b>217</b>	<b>279</b>
<b>Scope 3</b>	<b>Tonnes CO<sub>2e</sub></b>	<b>175,361</b>	<b>-</b>	<b>-</b>	<b>90,538</b>	<b>83,914</b>
Electricity Consumption	kWh	8,026,611	7,294,246	8,131,879	7,826,587	6,657,719
Fossil Fuel Consumption	kWh	26108171	20044674	27,431,552	28,045,115	21,531,414
CO <sub>2e</sub> from purchased goods and services and capital goods	Tonnes CO <sub>2e</sub>	163,114	-	-	82,988	68,327
CO <sub>2e</sub> from fuel and energy-related activities (not included in Scope 1 and 2)	Tonnes CO <sub>2e</sub>	2,180	-	-	2,295	1,856
CO <sub>2e</sub> from upstream transport and distribution	Tonnes CO <sub>2e</sub>	1,627	-	-	594	755
CO <sub>2e</sub> from waste generated in operations	Tonnes CO <sub>2e</sub>	20	-	-	125	30
CO <sub>2e</sub> from business travel	Tonnes CO <sub>2e</sub>	1,914	140	1196	854	681
CO <sub>2e</sub> from employee commuting	Tonnes CO <sub>2e</sub>	1,553	-	-	1408	1,770
CO <sub>2e</sub> from use of sold products	Tonnes CO <sub>2e</sub>	4,761	-	-	2,045	10,285
CO <sub>2e</sub> from end-of-life treatment	Tonnes CO <sub>2e</sub>	192	-	-	225	209



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