



8x8 UK Ltd

PPN 06/21 Carbon Emissions & Reduction Plan Report for the period of 01/04/23 - 31/03/24

Commitment to achieving Net Zero

8x8 UK Limited is committed to achieving Net Zero greenhouse gas (GHG) emissions by, or before, the 2050 target set out in the standard Carbon Reduction Plan requirements. The emissions have been calculated based on data collected by 8x8 and, where necessary, estimates are based on UK Governmental data. We include all seven Kyoto Protocol Greenhouse Gas groups in our emissions calculations.

Baseline Emissions Footprint

Our 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. Since undertaking our first carbon report we have continued to improve our data collection practices, methodology and accuracy which should be taken into account when making comparisons.

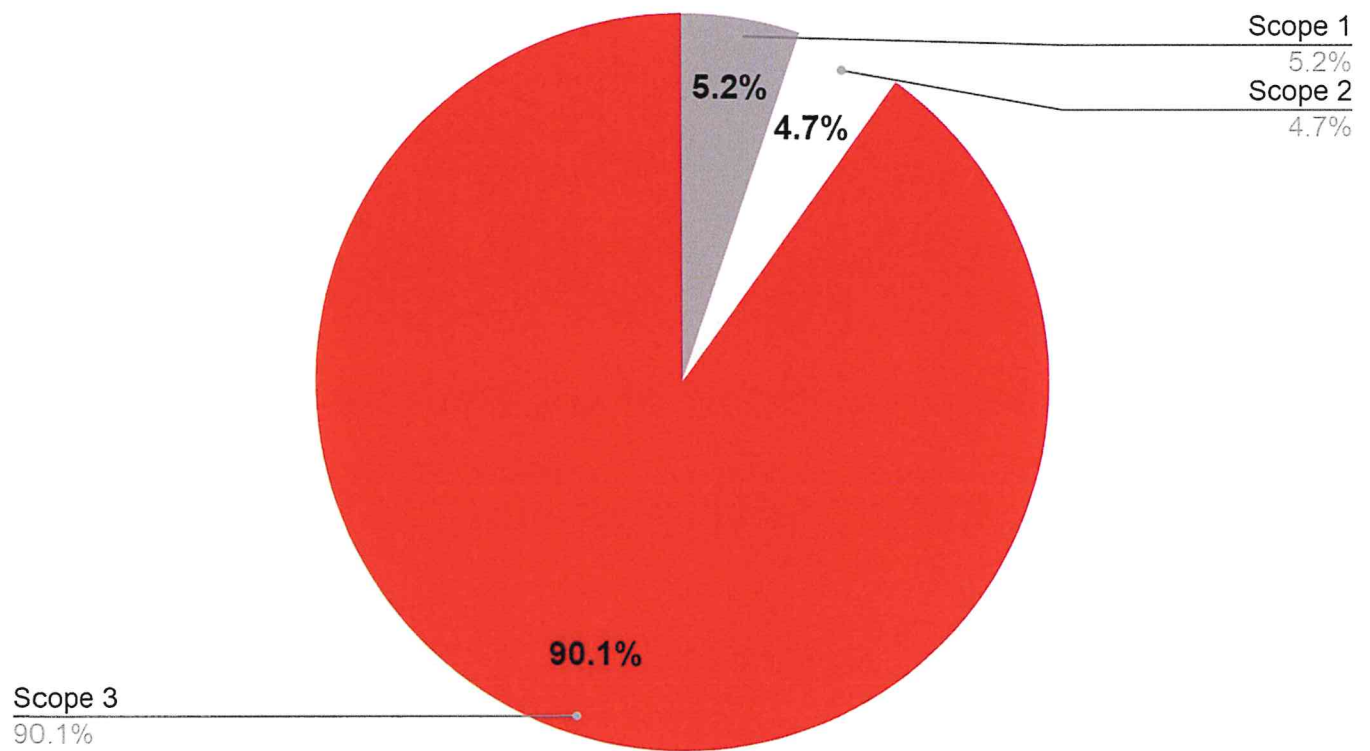
Note: Due to rounding small differences may occur in the figures.

Baseline Year: Fiscal 2020 01/04/19 - 31/03/20			
Emissions	Category	Source	TOTAL (tCO ₂ e)
Scope 1	N/A	Buildings - Gas	6.92
Scope 2	N/A	Electricity & Steam Heating/Cooling	67.93
Scope 3	1	Purchased Goods and Services	2,121.28
Scope 3	3	Energy & Fuel not in scopes 1 & 2	25.04
Scope 3	4	Upstream Transport & Distribution	29.24
Scope 3	5	Operational Waste, Water & Wastewater	1,829.12
Scope 3	6	Business Travel	81.02
Scope 3	7	Employee Commuting & Remote Working	5.61
Scope 3	9	Downstream Transport and Distribution	5.61
Total	N/A	N/A	4171.77

Current Emissions Reporting

Reporting Year: Fiscal 2024 01/04/23 - 31/03/24				
Emissions	Category	Source	TOTAL (tCO2e)	Percentage
Scope 1	N/A	Buildings - Gas	45.6	5.22%
Scope 2	N/A	Electricity & Steam Heating/Cooling	41.1	4.70%
Scope 3	3	Energy & Fuel not in scopes 1 & 2	104.1	11.91%
Scope 3	4	Upstream Transport & Distribution	0.6	0.07%
Scope 3	5	Operational Waste, Water & Wastewater	1.2	0.14%
Scope 3	6	Business Travel	434.6	49.74%
Scope 3	7	Employee Commuting & Remote Working	246.5	28.21%
Scope 3	9	Downstream Transport and Distribution	0	0.00%
Total	N/A		873.70	100.00%

Emissions By Scope



Data Improvements and Comparisons

Category/Scope	Current Year tCO ² e	Baseline Year tCO ² e
Scope 1	45.6	6.92
Scope 2	41.1	67.93
Scope 3 - Cat 1	0.00	2,121.28
Scope 3 - Cat 3	104.1	0.00
Scope 3 - Cat 4	0.6	25.04
Scope 3 - Cat 5	1.2	29.24
Scope 3 - Cat 6	434.6	1,829.12
Scope 3 - Cat 7	246.5	81.02
Scope 3 - Cat 9	0.0	5.61
Total	873.7	4,166.16

Scope 1

We regret to report that we have gone from 0tCO²e scope 1 emissions in FY'23 to 45.6tCO²e, due to an F-Gas¹ leak on our premises. Our air conditioning system is regularly serviced and closely monitored by certified professionals, ensuring its proper maintenance, however, an unforeseen fault caused the system to leak.

Scope 2

We have reported location based emissions for Scope 2 in line with best practice. To mitigate the impact of our energy use we have moved our electricity tariff to an Ofgem-certified, green renewable tariff for our offices where we have full operational control.

Scope 3

- Cat 1 - We have excluded this from the report. The data set available is not of sufficient quality and requires improvement before it can be included in the PPN 06/21 Carbon Reduction Plan. This will form part of the data improvement plan and will be included in future years.
- Cat 4 - This year we were able to obtain enhanced data about the products transported between our distributor and our customers. This has enabled us to provide more accurate emissions by comparison to previous reporting years.
- Cat 5 - We take an annual measurement of waste and use a data average calculation to create a waste per employee figure. Our water calculations are based on consumption where we have operational control. Where our Landlord has operational control of the utilities, we have used the previous calendar year and taken the unit price to make a calculation using spend based data.
- Cat 6 - We have improved our accuracy in some areas of our collection, including collection of information pertaining to "cabin class" for air travel.
- Cat 7 - We have increased the scope and accuracy of our Employee Commuting data with new calculations for buses, car passengers and train journeys.
- Cat 9 - 8x8 does not have emissions in this category.

¹ F-gases are used in a variety of applications, including refrigeration, air conditioning, and fire protection systems.

Carbon Reduction Initiatives

When we are looking at projects for carbon reduction and improvements to carbon and financial operations, we look at three key areas:

1. **Capital Projects** – Projects where new systems, equipment or technology is purchased and capitalised as a business asset to help reduce cost and carbon, e.g. Solar power.
2. **Procurement Projects** – These are projects where improving current supplier practices or changing supplier or items purchased will improve cost or carbon performance.
3. **Behavioural & Process Projects** – These projects are through change in behaviour of staff within a company through education, awareness or involvement as a result have direct cost and carbon improvements.

Our Journey so far

8x8 UK Ltd is working through its long-term strategic plan. One element of this plan is to demonstrate how the business will meet its Environmental, Social and Governance (ESG) obligations and the needs and wishes of its stakeholders. A fundamental part of developing such a plan is gathering evidence which informs decision-making and directs future strategy. This project is part of that evidence-gathering process. The results from this work will assist 8x8 to optimise sustainability, minimise emissions and maintain climate-related concerns as a core element of their strategic plans in the future.

We continue to engage with our employees and other stakeholders to discover ways to reduce emissions and increase awareness of environmental issues. These are some examples of initiatives undertaken:

- In the first quarter of FY 24 we were externally accredited with ISO 14001 Environmental Management System. This increased the monitoring of our environmental impact, increased our efficiency, and set us on a path for continuous improvement. This system is actively managed by the Environment Manager and overseen by our internal audit function with executive sponsorship from the EMEA Controller and top management from our EMEA Managing Director;
- We moved our electricity tariff to an Ofgem-certified green renewable tariff for our UK offices;
- 8x8 has implemented a new supplier risk management tool which will enable us to improve overall monitoring of our supply chain, including any breaches of environment regulations and lapses in environmental accreditation, and provide us with an ESG risk score for our key suppliers;
- In FY 24, 8x8 fell into scope for the Energy Savings and Opportunities Scheme Phase 3. Our external Lead Assessor provided us with further actions to decrease our energy footprint which have now been entered into our Environmental Management System;
- To evaluate and improve our performance, we undertook an EcoVadis assessment and were awarded with a Bronze medal. This has enabled us to identify risks and gaps in our sustainability processes, and demonstrates our commitment to environmental performance;
- Formation of “Green Teams” to collaborate and find solutions to reduce emissions through advocacy and action;
- We continue to encourage remote and hybrid working to reduce travel;
- Increased approval process for air travel causing a significant reduction in aviation emissions;
- Employee “Happy Hours” with a focus on environmental issues, such as recycling education;
- Virtual sustainability suggestion boxes;
- Promotion of sustainable travel benefits.

Next Steps

- The introduction of emissions information at the point of booking travel through our new travel and expenses booking system to encourage employees to take less carbon-intensive journeys;
- We have begun to take action in oversight of our supplier's sustainability credentials and have started to improve our data collection in our procurement process. We will continue to build environmental and sustainability considerations in our systems;
- Increase the scope of our data collection and continue to improve data accuracy.

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 standard² and uses the appropriate Government emission conversion factors for greenhouse gas company reporting³.

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) Standard⁴.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



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Date: 24 October 2024

² <https://ghgprotocol.org/corporate-standard>

³ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁴ <https://ghgprotocol.org/standards/scope-3-standard>