

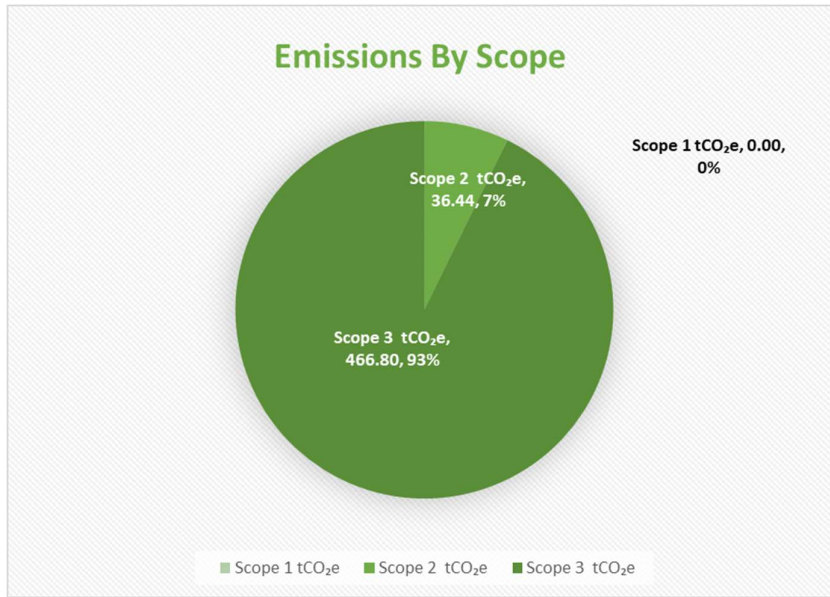


8x8 UK Ltd

PPN 06/21 Carbon Emissions & Reduction Plan Report for the period 31/03/2022 – 01/04/2023

TOTAL EMISSIONS AND INTENSITY METRICS

503.24	6.37	1.40
Total tCO ₂ e	tCO ₂ e per £1M Turnover	tCO ₂ e Per Employee



Source	Scope	Category	tCO ₂ e	Percentage
Buildings – Gas	1	N/A	0.00	0.00%
Buildings – F Gas	1	N/A	0.00	0.00%
Vehicle Fleet	1	N/A	0.00	0.00%
Electricity & Steam Heating/Cooling	2	N/A	36.44	7.24%
Energy & Fuel not in scopes 1 & 2	3	3	57.27	11.38%
¹ Upstream Transport & Distribution	3	4	2.31	0.46%
Operational Waste, Water & Wastewater	3	5	0.97	0.19%
Business Travel	3	6	209.91	41.71%
Employee Commuting & Remote Working	3	7	196.34	39.02%
² Downstream Transport & Distribution	3	9	0.00	0.00%
Total			503.24	100.00%

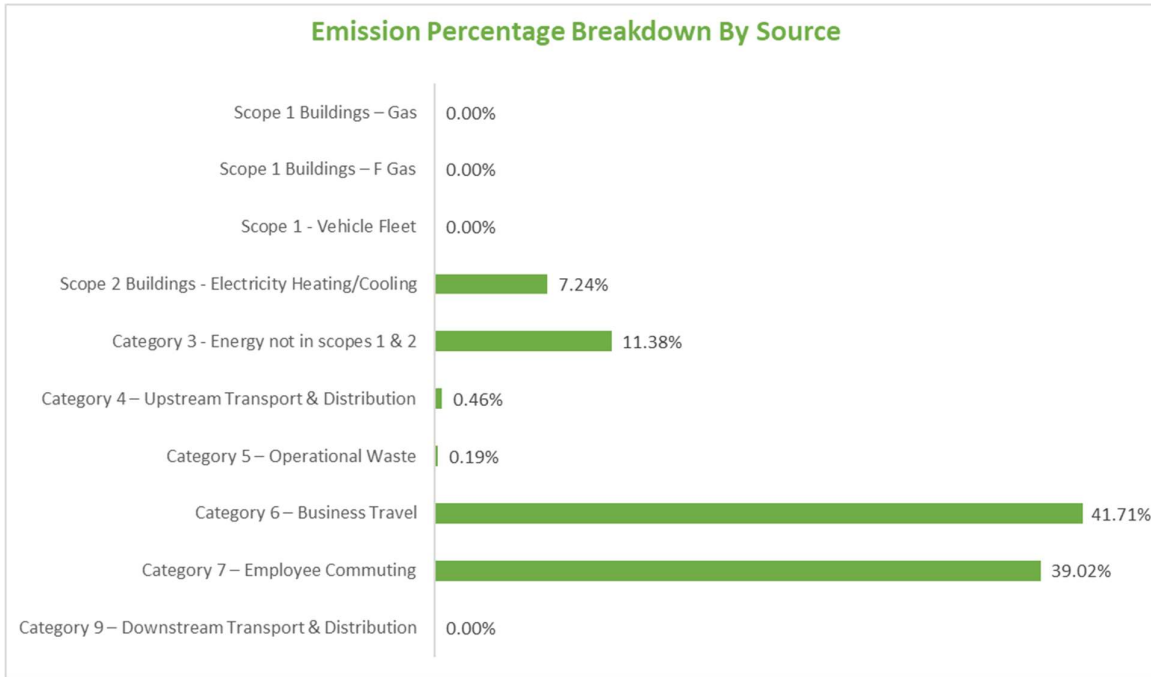
Note: Due to rounding small differences may occur in the figures.

¹ Scope 3 Category 4 - Emissions for products purchased and transported between the reporting company's distributors and the reporting company's end-customer, in vehicles not owned or controlled by the reporting company and paid for by the reporting company. Supplier data is not available for these emissions. A data improvement plan to address this is currently in progress. The Scope 3 Category 4 emissions detailed in this report have been calculated



based on spend data utilising www.gov.uk/government/statistics/uks-carbon-footprint. Spend based emission figures have a wide variance but are useful for indicative purposes only.

² No Scope 3 Category 9 emissions are applicable.





8x8 UK Ltd

PPN/0621 Carbon Reduction Plan

Publication date: **December 2023**

Commitment to achieving Net Zero

- 8x8 UK Ltd is committed to achieving Net Zero emissions by 2050
- 8x8 contracted Auditel as a third party to calculate our carbon footprint emissions for the period 01/04/2022 – 31/03/2023
- We include all seven Kyoto Protocol Greenhouse Gas groups in our emissions calculations.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that were produced by 8x8 UK Ltd. for the year indicated. Baseline emissions are the reference point against which future emissions reduction can be measured.

Baseline Year: Fiscal Year 2020 01/04/2019 - 31/03/2020	
Additional Details relating to the Baseline Emissions calculations.	
The emissions have been calculated based on data collected by 8x8. Where necessary, estimates are based on UK Governmental data. For example, emissions related to employee commuting and remote working have been calculated using data from the National Transport Survey.	
Baseline year emissions: 4,166.16 tCO₂e	
EMISSIONS	
Scope 1	6.92 tCO₂e
Scope 2	67.93 tCO₂e
Scope 3 (Included Sources)	4,091.31 tCO₂e Category 4 – Upstream Transportation & Distribution – 25.04 tCO ₂ e Category 5 – Operational Waste, Water & Wastewater – 29.24 tCO ₂ e Category 6 – Business Travel – 1,829.12 tCO ₂ e Category 7 - Employee commuting & remote working – 81.02 tCO ₂ e Category 9 – Downstream Transportation & Distribution – 5.61 tCO ₂ e Category 1 – Purchased Goods & Services – 2,121.28 tCO ₂ e
Total Emissions	4,166.16 tCO₂e

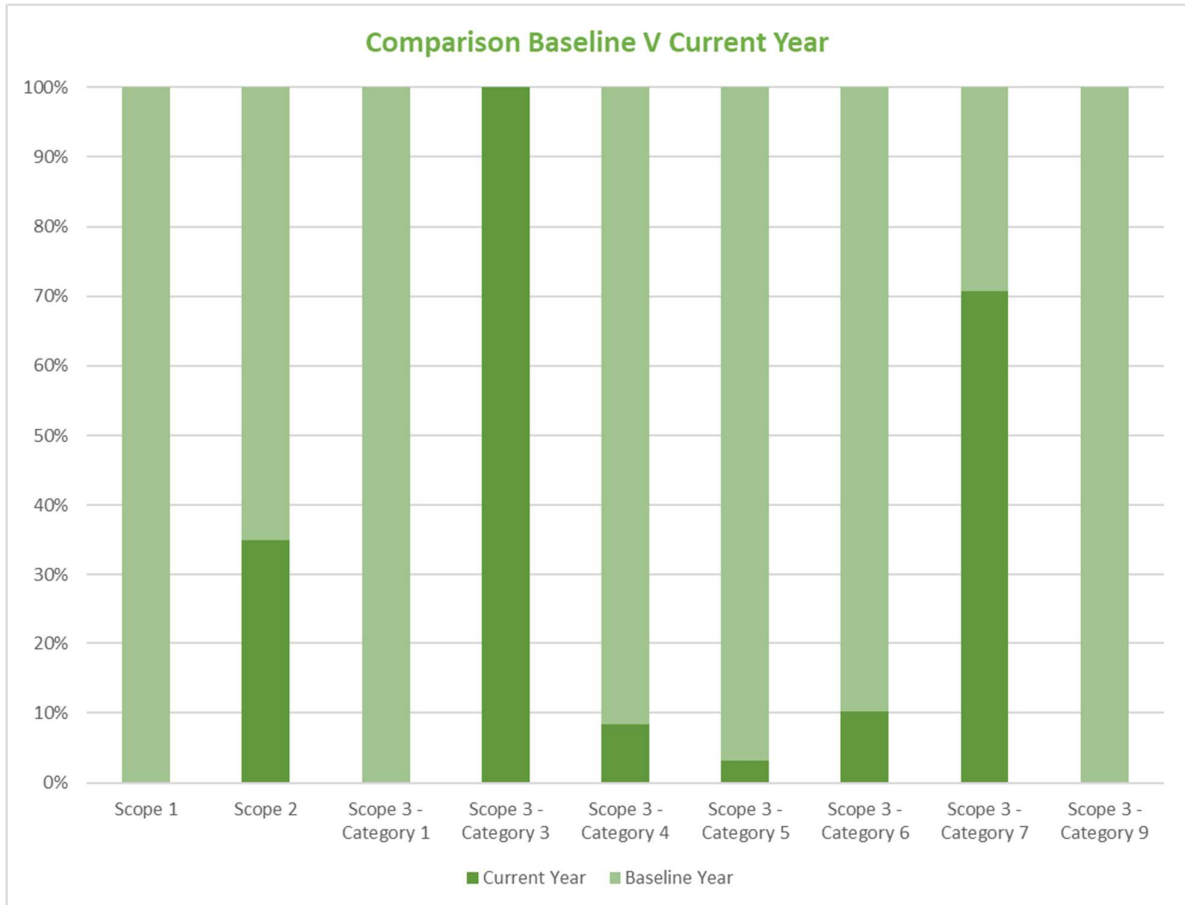


Current Emissions Reporting

Reporting Year: Fiscal Year 2023 01/04/2022 – 31/03/2023	
Operational Boundary: Operational Control	
Exclusions	
The scopes and categories required for a PPN 06/21 CRP are detailed below.	
<u>Scope 3 Category 1</u>	
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. Category 1 data is not a requirement for the PPN 06/21 CRP.	
Notes	
<u>Scope 3 Category 4</u>	
To provide an estimate for decision making purposes, we have calculated these emissions based on the spend data available. We have used the ONS spend based factors as available at www.gov.uk/government/statistics/uks-carbon-footprint to calculate the emissions. We will work with our suppliers to enable mileage and/or fuel data to be captured and utilised for future years calculations.	
<u>Scope 3 Category 9</u>	
The business does not have category 9 emissions.	
EMISSIONS	
Scope 1	0.00 tCO₂e
Scope 2	36.44 tCO₂e
Scope 3 (Included Sources)	466.80 tCO₂e Category 1 – No data available Category 3 – Energy Related Activities not Included in Scope 1 or 2 - 57.27 tCO ₂ e Category 4 – Upstream Transportation & Distribution – 2.31 tCO ₂ e Category 5 – Operational Waste, Water & Wastewater – 0.97 tCO ₂ e Category 6 – Business Travel – 209.91 tCO ₂ e Category 7 - Employee Commuting & Remote Working – 196.34 tCO ₂ e Category 9 – Downstream Transportation & Distribution – Not Applicable
Total Emissions	503.24 tCO₂e

Comparison - Current Year V Baseline Year

Comparison - Current Year V Baseline Year		
Category/Scope	Current Year tCO ₂ e	Baseline Year tCO ₂ e
Scope 1	0.00	6.92
Scope 2	36.44	67.93
Scope 3 - Category 1	0.00	2,121.28
Scope 3 - Category 3	57.27	0.00
Scope 3 - Category 4	2.31	25.04
Scope 3 - Category 5	0.97	29.24
Scope 3 - Category 6	209.91	1,829.12
Scope 3 - Category 7	196.34	81.02
Scope 3 - Category 9	0.00	5.61
Total	503.24	4,166.16



Notes

1. Category 1 is not included in the current year emission figures.



Carbon Reduction Plan

Executive Summary

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

- **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.
- **Procurement Projects** – These are projects where improving current supplier practices or changing supplier or items purchased will improve cost or carbon performance.
- **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.

The Plan

- 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 with which to inform decision-making and direct 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.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

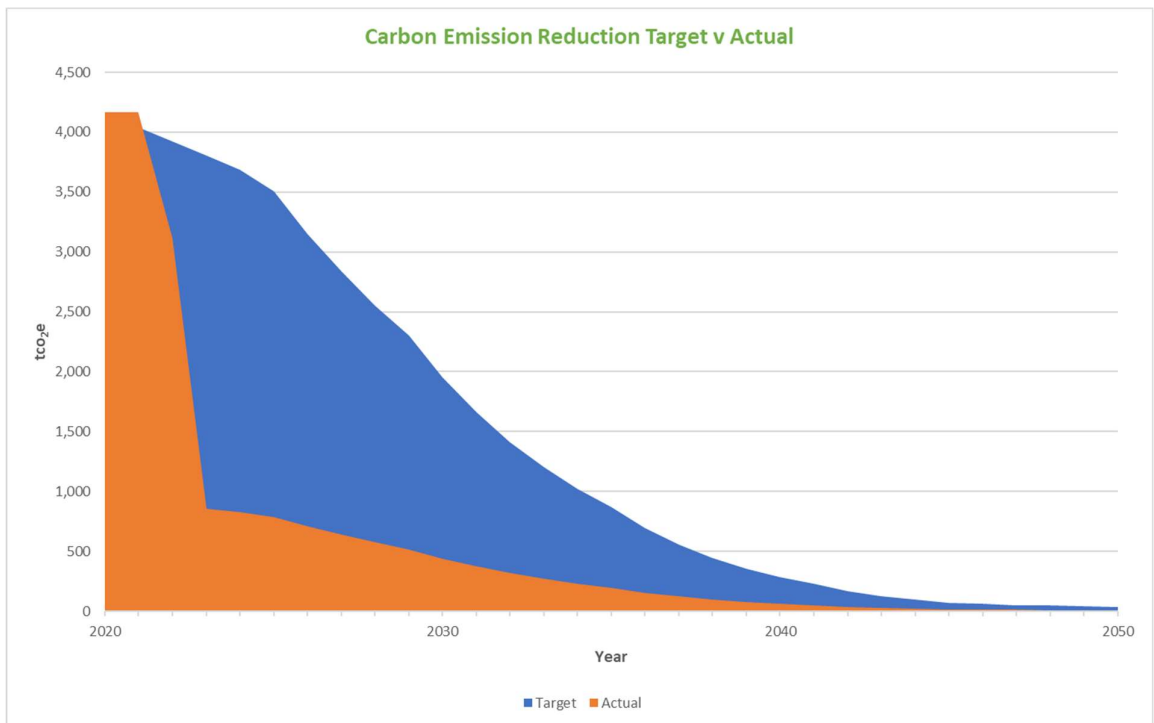
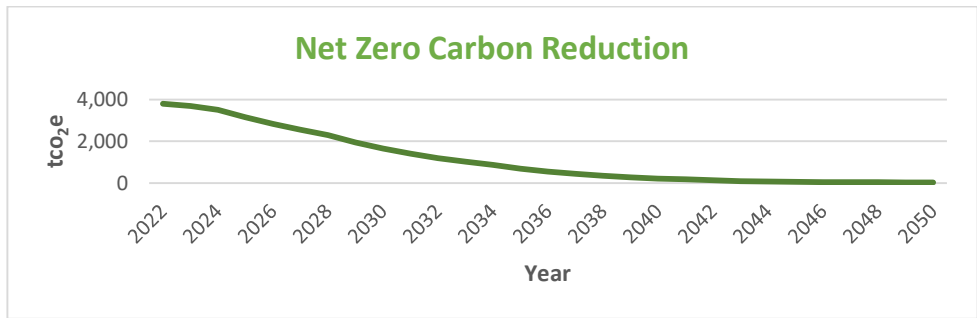
Completed & On-going Projects
Disposal of company van – July 2022
Monitor business travel on a per employee basis to ensure the most cost and carbon emission efficient option is utilised.
Continue to reduce carbon emissions related to employee commuter travel by encouraging flexible hybrid working.
Continue to improve data collection and accuracy.
Continue education and awareness of the impact of our operations and how our staff can make a difference in our carbon Net Zero journey
Encourage staff to look at more carbon efficient methods of commuting, e.g. the use of public transport, cycling and car sharing
Explore incentives for employees to switch to renewable energy at home

Future Carbon Reduction Initiatives & Actions 2023

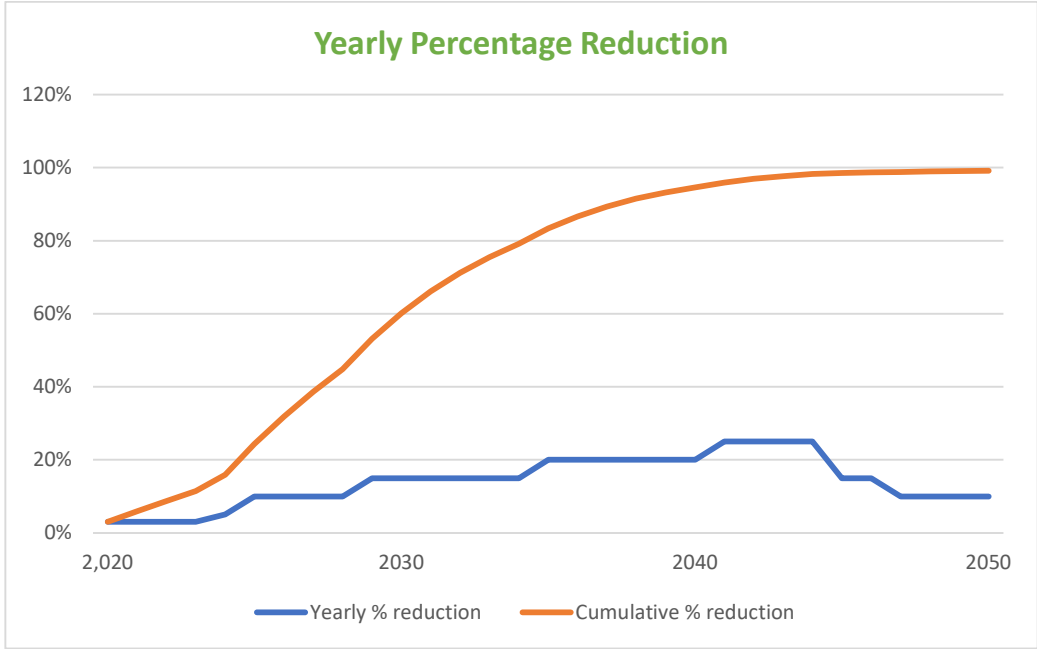
Initiatives & Actions
Review supply chain and gather data from our suppliers on their Net Zero commitments.
Switch to Renewable Energy Supplier. Scheduled for September 2023.
Implement automated Supply Chain Management software. This will enable detailed tracking of the supply chain including environmental credentials.

Carbon Emission Reduction Targets

The graphs below detail the targeted and actual reductions achieved to date. We believe the percentage reduction targeted per year is realistic.



Note – These figures may change in future as the data capture and quality is improved, e.g. as Category 1 emissions are added. The actual figures will be updated yearly as the actual emission reductions are achieved.



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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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:

DocuSigned by:
James Swadlow
7373BC8BE16D44A...

Date:

¹<https://ghgprotocol.org/corporate-standard>
²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>
³<https://ghgprotocol.org/standards/scope-3-standard>