

QBS
TECHNOLOGY
GROUP

Our journey to Net Climate Positive

Certified



Corporation

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Our vision

Climate Change needs no introduction. Government, businesses and society all need to act and future generations will ask what we did about it. This is why QBS is taking decisive action to be ahead of the curve and to see how we can be part of the solution, rather than the problem.

Rather than paying lip service to the climate emergency, QBS has been one of the pioneers in moving to externally verified net carbon zero status as a core part of our sustainability narrative. Climate risk and sustainability is more than a regulatory issue at QBS - it is recognised at board level, is hardwired into our business model, our articles of association and thus the strategy of the entire organisation.

Including the climate impact of our extensive supply chain in our carbon calculations has been difficult and time consuming - yet we want to demonstrate to others that it is both possible and essential.

In June 2021 we were independently verified and certified as net carbon zero as defined by PAS 2060 by Planet Mark. In 2022 we have been recognised as a highly commended finalist in the Technology Reseller Awards for Sustainability and were also a Sustainability finalist in the Business Champion Awards. In August we certified as a B Corporation and in September we retained the title for a second year and were awarded CRN's Tech Impact Award for Sustainable Distributor/Provider of the Year 2022.

I personally spend a good proportion of time on ESG matters sharing our sustainability journey and inspiring others. If I can help any of you on your journey, please do not hesitate to contact me.

Dave Stevinson, CEO QBS Technology Group email: dave.stevinson@qbssoftware.com



Our journey to net carbon zero

2017 - QBS Technology Group conceived

2018 - QBS Software acquired

We brought forward our Net Carbon Zero target from 2030 to 2021

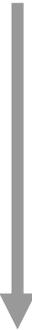
2019 - ISO 14001 certified

2021 - Certified as Net Carbon Zero

We were the first in the I.T channel to achieve this and became the benchmark for others to follow. Our total carbon footprint was measured at 34 tCO₂e and our total home working carbon footprint was measured at 44 tCO₂e. Our Gold Standard VER carbon offsets were purchased through Ecologi and Climate Impact Partners, with a specially selected mix of projects with health, social and economic benefits as well as carbon reduction. We offset 10% more than our carbon consumption impact. We aim to be not only a Net Carbon Zero business, but also a climate positive one.

2022 - SBTi & CDP

Our science based target (SBTi) is in line with the goals of the Paris Agreement to limit global warming to 1.5°C. We report our environmental impact to the Carbon Disclosure Project (CDP), supporting environmental reporting to become a business norm.



B Corporation

August 2022 - QBS certified as a B Corporation

We were the first in the I.T channel to certify. We scored a total of 93.6. (a score of over 80 is required for B Corp certification).

2050 - The UK's net zero target

We aim to be well ahead of the UK's target of Net Zero by 2050 as we look to continually improve as a responsible business.

Every year matters

Our plan articulated

What we mean by 'net carbon zero'

By the Summer of 2021 we were independently verified as "net carbon zero" by Planet Mark for our own operations and also our Partner, Publisher and Employee ecosystem, and have signed the pledge via the B Corp Climate Collective Net Zero by 2030 route

Scope 1: The direct emissions from sources we control including our offices and data centres.

Scope 2: The indirect emissions from the energy that we consume.

Scope 3: The wider emissions which occur outside of our operations, but which we caused to happen and are consequently responsible for i.e., purchased goods and services, upstream and downstream supply chain and employee commuting etc.

Our point of view & strategy

- Despite our modest size and perceived low environmental impact, we are not aware of anyone else in our industry that is acting with the clarity of vision and speed of execution that we are.
- We have formal processes, set targets, and have attributed responsibility. In fact, all staff job descriptions now include environmental and society elements. It cannot be achieved at board level only.
- Including the climate impact of a company's supply chain is essential. From the outset we wanted to demonstrate that Scope 3 should be included.
- Our motto is "QBS - Where great people work together" and we are taking the relatively unique action of supporting and rewarding all of our global workforce to achieve a personal net carbon zero footprint, in line with their personal wishes and values.
- Most importantly we are trying to bring the entire industry with us on this journey. We regularly speak at industry events, and have invested in dedicated staff, specific budgets and carbon literacy training for our employees, customers and publishers.
- We also believe that this decision actually demonstrates significant benefits to our business: cost and efficiency savings through reduced energy usage, compliance to anticipated future legislation, improved stakeholder management, and compliance with the most rigorous tender and pre-tender qualification questions.
- Above all, this increases transparency for our stakeholders and demonstrates our core values of responsibility and good governance.

Net carbon zero & offsetting

Carbon offsetting is a controversial subject and is prone to greenwash. Buying carbon offsets is not permission to pollute. Companies must first have done what they can to reduce their environmental impacts. Those emissions which cannot be avoided can be and should be offset.

Offsets can be used to help finance less well-off societies to decarbonise their impacts and improve livelihoods, as well as to support nature-based solutions to sequester carbon etc.

It should be noted that whilst activities like tree planting can have a beneficial effect on the environment, if done right, they are not enough to claim net carbon zero status, since trees can take up to three decades to capture the carbon, might subsequently burn down, and in any event will release their carbon back to the atmosphere at end of life.

At QBS we use only Gold Standard VER (Verified Emission Reduction) offsets from reputable projects that have a genuine impact on humanity. Through Climate Impact Partners we have offset 10% more than our total carbon consumption. In this way, we aim to be not only a Net Carbon Zero business, but also a climate positive one.

In Bangladesh, we're helping The Bangladesh Bondhu Foundation with their Bondhu Chula ('friendly stove') initiative. While in Ghana, we're doing the same with Gyapa Stoves. Although different projects in different continents, their core problem and approach is the same: helping local people to produce more efficient stoves, which creates sustainable income, require less fuel, saves time and reduces indoor air pollution (as well as climate change). www.climateimpact.com

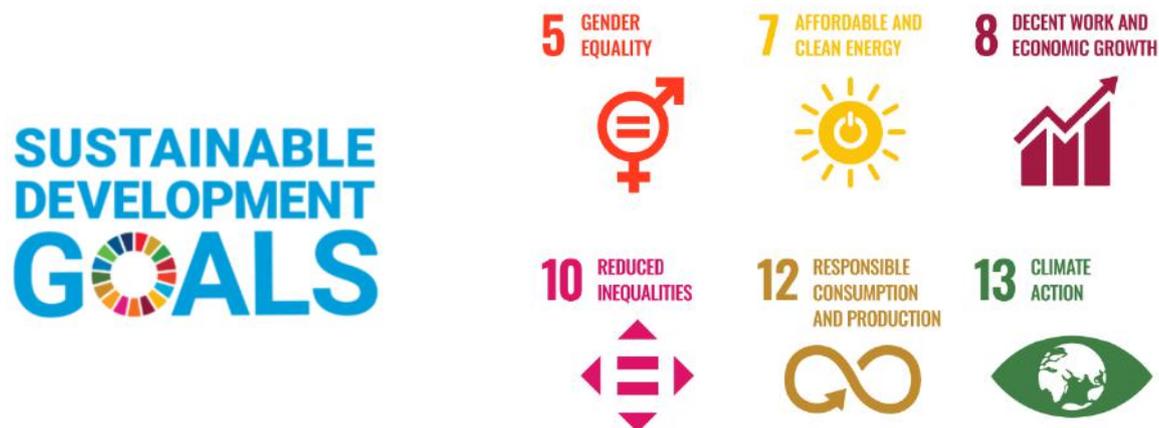


People, planet, prosperity, partner & publisher

Our Climate Change Narrative supports the UN's Sustainable Development Goals.

We believe that profit is our reward for serving society well, not the aim in and of itself with no regard to the rest of society and the environment. We aim to create sustainable long term stakeholder value, in a sustainable way i.e., not to take from future generations or leave them with the negative consequences of our actions.

We have carefully selected **6 specific UN Global Goals** to be the initial focus of our sustainability initiatives. Each of these is closely aligned to our purpose, and represents an area where we can have authentic and meaningful impact, given the nature of our business and where we operate.



Our progress & recognition so far

Some of our actions & achievements

- We have been BS EN ISO14001:2004 certified since May 2019 - Certificate No: GBEF1009.
- We have voluntarily provided environmental disclosure in our annual company audited accounts in compliance with Section 172 (1) (a) to (f) of the Companies Act 2006 since 2020.
- We have dedicated personnel and dedicated iNED representation for sustainability. Our iNED leads our group community give back. All of our staff have had access to sustainability training.
- In April 2021 our Group CEO formally signed our official Pledge to Net Zero in conjunction with IEMA/SocEnv/EIC/WSP/AECOM.
- In June 2021 we were independently verified as net carbon zero as defined by PAS 2060:2010.
- In June 2021 we published Version 1.0 of our Carbon Footprint Management Plan (CFMP). This is updated quarterly and reductions should comply with EN16001.
- We were awarded CRN's Tech Impact Award - Sustainable Distributor/Provider of the Year 2021.
- In Q1 2022 we disclosed our carbon footprint data to SBTi and CDP, made our pledge to The Business Ambition for 1.5°C, became a signatory to Terra Carta and The UN Global Compact.
- In April 2022 Technology Reseller Awards rated QBS as highly commended for Sustainability.
- We were a finalist in the Business Champion Awards 2022 for Sustainability Business of the Year.
- We support Techies go Green, The Better Business Act and We Mean Business Coalition.
- Our CEO has given advice and support on sustainability to several other businesses, sharing our sustainability journey.
- We certified as a B Corp in August 2022.
- We retained the title for a second year and were awarded CRN's Tech Impact Award - Sustainable Distributor/Provider of the Year 2022.

Our commitments

- We will adopt absolute, not efficiency targets.
- We will improve our data quality from 82% to 90% by 2023.
- We will continue to constantly seek initiatives to decarbonise our supply chain.
- We will publicly disclose our footprint and progress on our energy use and carbon emissions reduction in compliance with SECR in our annual accounts.
- We aim to comply with the TCFD - Task Force on Climate-related Financial Disclosure.
- We will address 6 of the 17 the United Nations Sustainable Development Goals (SDGs).
- By 2025 we will have eradicated, through gold standard VER offsets, our estimated entire historical carbon footprint.

“We will correct, prevent and repay. Thus eradicating our entire historical carbon footprint by 2025,” Therese Stevinson, Sustainability and Diversity Officer

Our ESG scorecard

GOVERNANCE

Achieved	2019	2020	2021	2022 Target
Ethical incidents	0	0	0	0
Achieve B Corp status				Q3

EMPLOYEES

Achieved	2021	2022 Target
Employee satisfaction (strongly/somewhat agree)	91%	+90%
Industry benchmark	52%	

DIVERSITY*

Achieved	2021	2022 Target
% staff are women	39%	40%
Non white British	60%	60%

ENVIRONMENT

Achieved	2020	2021	2022 Target
Renewable energy**	66%	TBC	75%
Zero/low carbon energy	92%	TBC	95%

	2019	2020	2021	2022 Target
Total energy kWh	144,417	109,745	121,658	-5%
Reduction vs 2019		-24%	-16%	TBC
kWh/employee	1,828	1,037	958	
Reduction		-43%	-48%	

Carbon emissions (tonnes CO2e)***	2020	Offset	2022 Target
Scope 1	0.5	100%	-5%+
Scope 2	27.4	100%	-5%+
Scope 3	6.3	100%	-5%+
Homeworking	40.0	100%	-5%+
Total	74.2		-5%+
Emissions per employee	0.7		-5%+

LOCAL PURCHASING****

Achieved	2021	2022 Target
% of supplies from local businesses excl. rent (<50 miles)	83.6%	84%

*UK data. It is not legal to conduct diversity surveys in France and inadvisable in Germany.

**3/5 offices are leased tenancies.

***Calculated independently by Planet Mark using the GHG Protocol. See separate carbon footprint document.

****UK data, which is the majority. £483.4k. Excludes product key spending.

Our pledges



Our disclosures



Our signatories



We support



Our awards



Our accreditations



Our offsets



B Corporation certification

QBS officially certified as a B Corporation in August 2022. Certified B Corps are leaders in the global movement for an inclusive, equitable, and regenerative economy.

B Corp certification is a designation that a business is meeting high standards of verified social, sustainability and environmental performance. As well as accountability and transparency on factors from employee benefits and charitable giving to supply chain practices and input materials.

In order to certify, a company must:

- Demonstrate high social and environmental performance by achieving a B Impact Assessment score of 80 or above. Every B Corp is scored using **5 Impact Area Pillars** in the rigorous B Impact Assessment.
- Make a legal commitment by changing their corporate governance structure to be accountable to all stakeholders, not just shareholders, and achieve benefit corporation status if available in their jurisdiction.
- Exhibit transparency by allowing information about their performance measured against B Lab's standards to be publicly available on their B Corp profile on B Lab's website.

Why are QBS choosing to certify as a B Corporation?

Our stated purpose is "to create sustainable long term stakeholder value". These 7 words clearly articulate that sustainability is key to our current

and future existence. Sustainability focuses on meeting the needs of the present without compromising the ability of future generations to meet their needs.

We believe that a high B Corp Impact Assessment Score unequivocally demonstrates our commitment, inspires our community to improve and stays true to our plan to do things right by doing the right thing.

[View QBS' B Impact Score.](#)

The journey continues and there is always more that can be done. Being part of the B Corp Community, along with annual impact reporting and three-yearly B Corp recertification, will help QBS continuously improve.

B Corp's 5 Impact Area Pillars



The logo consists of the letters 'QBS' in a bold, blue, sans-serif font. The 'Q' has a small tail that curves upwards and to the right. The letters are set against a semi-transparent white rectangular background.

SOFTWARE

DELIVERY PLATFORM

www.qbssoftware.com

www.qbstechnology.com

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