COMPASS INFORMATICS
Information and Location Insights

Compass Informatics Ltd.
Block 8, Blackrock Business Park,
Carysfort Avenue, Blackrock,

T. +353 1 210 4580
E. info@compassinformatics.com
W. www.compassinformatics.com

Carbon Reduction Plan

Supplier name: Compass Informatics Limited
Publication date: 15 September 2022

Commitment to achieving Net Zero

Compass Informatics is committed to achieving Net Zero emissions by 2050.

It is expected that Net Zero will be achieved sooner and that this target will be brought forward to align with an earlier carbon neutral target expected to be announced by our parent company, Tracsis plc, later in 2022 following further meetings of the Board and Group ESG Strategy Committee.

Note: Compass Informatics Limited is based in Dublin, Ireland, and at the time of writing employs one remote home worker based in the UK. All data in this Carbon Reduction Plan include figures relating to the Dublin office and, although not within the scope of UK operations per se, the figures and commentary are intended to demonstrate progress of Compass Informatics and its parent company (Tracsis, headquartered in the UK) towards achieving Net Zero emissions.

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: 2022 (August 2021 to July 2022, aligned to the financial year)
Additional Details relating to the Baseline Emissions calculations.
Compass Informatics' parent company, Tracsis, is listed on the AIM stock market. As the result of growth acquisitions in its last financial year (August 2021 to July 2022), Tracsis has recently been required to report Scope 1 and Scope 2 GHG emissions (as set out in TCFD). Although carbon reduction initiatives have already been put in place by a number of its subsidiaries, including Compass Informatics Limited, this is the first year of formal reporting of CO_2e emissions by the company. As part of its Carbon Reporting Programme, Tracsis recently completed a detailed analysis of its equivalent carbon emissions and those for Compass Informatics Limited are provided below. As this is the first year of emissions reporting, the focus has been on producing accurate Scope 1 and Scope 2 emissions to fulfil the regulatory reporting requirement. The inclusion of Scope 3 emissions

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is currently being evaluated with the view to Scope 3 emissions data, as defined by the GHG Protocol Corporate Value Chain (Scope 3) Standard, being included in future reporting.

Consequently, this report does not include figures for Scope 3 emissions. However, a number of current initiatives targeted at reducing and minimising those emissions are in operation across the group, including Compass Informatics Limited, details of which are identified in the Carbon Reduction Projects section of this report below. These initiatives demonstrate a tangible and real commitment to achieving Net Zero well in advance of 2050.

Baseline year emissions:	
EMISSIONS	**TOTAL (tCO₂e)**
Scope 1	4.42 tonnes, comprising 0.63 tCO₂e R410a refrigerant (fugitive emission from air conditioning refrigerant R410a leakage – leak identified and fixed at last service) and 3.79 tCO₂e (kWh consumption from natural gas fired heating, using Sustainable Energy Authority of Ireland (SEAI) 2021 figures.)
Scope 2	Location based (using SEAI 2021 figures): 8.79 tonnes Market based: Zero tonnes (electricity from 100% renewable source)
Scope 3 (Included Sources)	Not currently available (see above)
Total Emissions	4.42 tonnes, excluding Scope 3 (see additional details above for explanation)

Current Emissions Reporting

Reporting Year: 2022 – as for baseline year – see above	
EMISSIONS	**TOTAL (tCO₂e)**
Scope 1	See above.
Scope 2	See above.
Scope 3 (Included Sources)	See above.
Total Emissions	See above.

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Emissions Reduction Targets

Scope 1: target for reduction of Scope 1 emissions will shortly be published. This will align within Group level targets due to be published by our parent company, Tracsis, in Autumn 2022.

Scope 2: already at zero (100% renewable source) and we do not anticipate this changing.
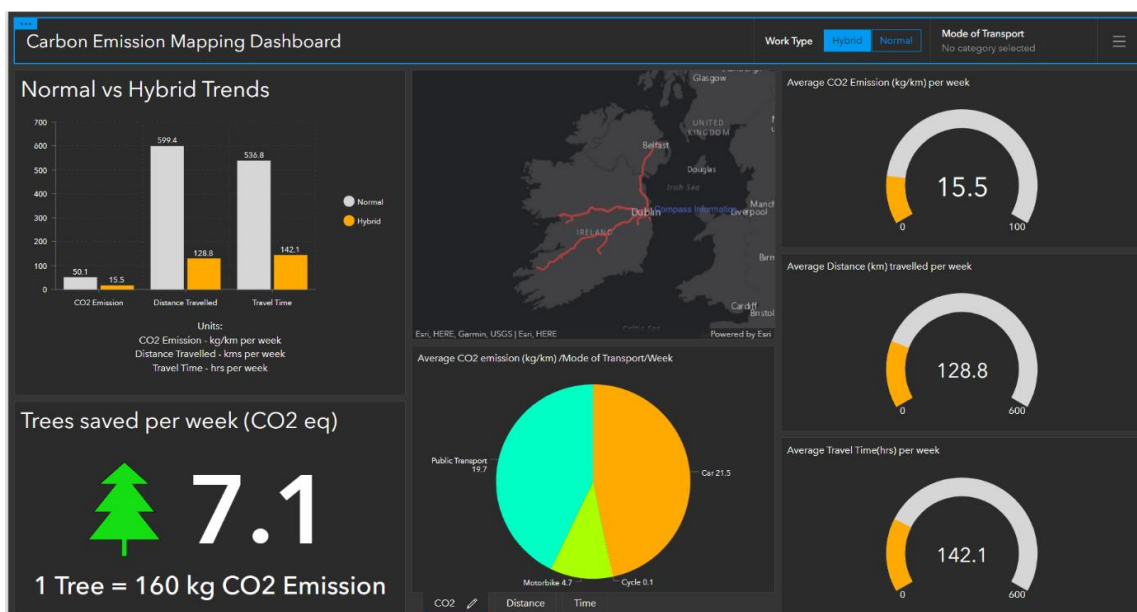
Progress against these targets can be seen in the graph below:

Not Applicable – this is the first year of reporting.

Carbon Reduction Projects (inc. completed and ongoing initiatives)

The following environmental management measures and projects have been implemented prior to this year's 2022 baseline and the measures will continue to be in effect when performing the contract:

1. **Bike to Work**: We encourage employees to take up the Bike to Work Scheme for commuting to and from the office. The scheme allows employees to purchase a bike and safety equipment with up to 52% savings before tax.

2. **Public Transport**: We offer our employees the opportunity to purchase Tax Saver transport tickets to avail of cheaper public transport.

3. **Working from home**: We support our employees in working from home on a regular basis. Avoiding the commute to the office has made a significant reduction to our carbon footprint. For one of our teams alone, we estimate we are avoiding c.35kg of per week, or 1.8 tonnes p.a. The figure below is an early visualisation of how we are measuring and capturing the impact of our hybrid working model.

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4. **Online meetings**: We opt for online meetings and avoid traveling to meetings where possible. Where travel is necessary, our policy is to seek public transport options first. Where travel by public transport is not possible employees are encouraged to share and reduce journeys.

5. **Renewable Energy**: Compass Informatics seeks green energy providers in line with our Energy Supplier Policy. Our electricity supplier, Energia, is proud to have supplied 100% renewable electricity in Ireland for over five years, picking up Green Energy Awards in 2019 and 2020.

6. **Energy Efficiency**:

   6.1. We have upgraded all lighting to LED lighting, and we use movement sensors to turn off lighting when not in use.

   6.2. Our office network is set to power down at 7pm to reduce electricity usage.

   6.3. We have implemented controls on the use of heating and air conditioning to prevent unnecessary use.

   6.4. Our dishwasher is a reduced capacity machine, and only run when full. This avoids unnecessary water usage and ensures crockery remains hygienic.

   6.5. We use environmentally friendly soaps and cleaning products.

7. **Recycling**: We have recycling bins in the office and have removed bins from desks to avoid mixed waste, enabling lower-emitting waste recycling and treatment methods.

8. **Single Use:** We have eliminated the use of single use plastic cups and provide keep cups to staff to use for takeaway coffee.

9. **Filtered Water:** Our drinking water is filtered from the tap, avoiding the need to use refillable plastic containers transported across the city.

In addition to the above, below we outline some sustainable actions specific to the delivery of this contract:

10. **Online meetings:** to avoid unnecessary travel, we propose online meetings where possible. We are happy to work with our clients on this. We are set up to use Microsoft Teams, Zoom, Google, Webex and can facilitate other platforms if required.

11. **Online documentation:** All project documentation can be managed, edited, reviewed and stored online to avoid use of paper, ink and toner.

12. **Cloud Hosting:** All code and documentation delivered as part of the contract will be managed using Microsoft Azure cloud services. Microsoft has committed to use 100% renewable electricity by 2025, along with other goals such as replenishing water, reforestation and moving to zero waste by 2030.

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Actions we take outside the office include:

1. Tree planting initiatives with company teams

2. Raising awareness of Biodiversity and the importance of pollinators

3. Encouraging staff involvement in local community group through paid volunteer time

Our Climate Change actions are supported by a wider Environmental, Social and Governance framework rolled out by our parent company, Tracsis plc. In the future we hope to implement further measures such as:

1. Assessment of heating source alternatives for the Dublin office (the main source of Scope 1 emissions – see above).

2. Implementation of an ISO 14001 certified Environmental Management System (due September 2023, aligned to the parent company certification target).

3. Continual improvement of emissions reduction is part of the business strategy.

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[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (please refer to included commentary regarding Scope 3 emissions).

This Carbon Reduction Plan has been reviewed and signed off by:

Vivienne Kelly, Managing Director

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Date: 15 September 2022

[1] https://ghgprotocol.org/corporate-standard
[2] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting