



UK Carbon Reduction Plan 2023

Commitment to achieving Net-Zero



Do what matters

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Avanade is committed to achieving **Net-Zero emissions by the end of 2025**



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: 2016

September 1st, 2015 through to August 31st, 2016

Additional Details relating to the Baseline Emissions calculations.

Avanade is a global business with operations and activities across many countries. Established in 2000, Avanade is a joint venture between Accenture and Microsoft, and is a majority owned subsidiary of Accenture. Avanade's environmental commitments and targets are set at a global level, both within Avanade and our parent organisation Accenture, with strategies and direction cascaded to the local regional level. Environmental reporting for Avanade UK is completed by Accenture UK (and all Accenture UK subsidiaries) and then aggregated, and internally and externally verified to provide the global dataset. For clarity, in this document, the emissions data provided is focused on Avanade UK full operational scope for the specified

period, not Accenture UK. Avanade UK approach to determining its proportion of the Accenture UK emissions data is through an equity share approach of the parent Accenture UK organisation. The equity share is based on the proportion of Avanade UK Headcount of overall Accenture UK Headcount. This equity share approach will be consistently applied for subsequent emissions reporting periods and future versions of this document. Avanade UK is also subject to the same carbon reduction commitments and initiatives laid out by Accenture UK, and any Avanade UK deviances will be documented here. Avanade Ireland emissions data will not be included.

Avanade UK's reporting period begins on 1 September and ends on 31 August the following year in line with the financial year of both Avanade UK and Accenture UK. Our baseline year for emissions follows Accenture UK which is financial year 2016, also known as FY16, therefore the reporting period covers 1st September 2015 through 31st August 2016. This is also the baseline year for Accenture's Science – Based Target (SBT), which

includes Avanade, and aims to reduce our combined absolute greenhouse gas emissions by 11% against our 2016 baseline by 2025, including a commitment to reduce absolute scope 1 and 2 emissions by 65%, and a 40% per unit of revenue intensity reduction for scope 1, 2 and 3 emissions over the same time period.

Building on our long-standing commitment to reduce our emissions and reflecting our progress and increased ambitions, Accenture has set a new science – based target aligned to 2030, with base – year 2019. This new target has been submitted to the Science Based Targets initiative and is pending approval .

Carbon emissions have been prepared in accordance with the Greenhouse Gas ("GHG") Protocol. GHG emissions amounts are presented in metric tonnes of carbon dioxide equivalents (mtCO₂e).

Declaration change: In a continued focus on Sustainability reporting, Accenture & Avanade have revised Avanade's reporting model based on Headcount proportion rather than Revenue.

Baseline year emission (Avanade UK data): FY16 (01/09/2015 to 31/08/2016)**FY16 Headcount – Avanade UK proportion of Accenture UK Headcount = 3.2% (share for emissions reporting)**

Emissions	Total (mtCO₂e)
Scope 1	Scope 1 total = 0.003 mtCO₂e
Scope 2	Scope 2 total = 30 mtCO₂e (This was measured on a Market – based approach)
Scope 3 (Included sources)	Scope 3 total = 1,852 mtCO₂e
	Purchased goods & services = 1,024 mtCO₂e
	Upstream transportation and distribution = Not relevant
	Waste generated in operations = Relevant, calculated in PG&S
	Business travel = 828 mtCO₂e
	Breakdown of Source(s) <ul style="list-style-type: none"> • Air travel – Accenture UK = 15,908 mtCO₂e / Avanade UK = 509 mtCO₂e • Rail travel – Accenture UK = 353 mtCO₂e / Avanade UK = 11 mtCO₂e • Taxi travel – Accenture UK = 590 mtCO₂e / Avanade UK = 19 mtCO₂e • Company/rental cars – Accenture UK = 355 mtCO₂e / Avanade UK = 11 mtCO₂e • Personal cars – Accenture UK = 8,678 mtCO₂e / Avanade UK = 278 mtCO₂e
	Employee commuting = 0 mtCO₂e
Downstream transportation and distribution = Not relevant	

Total Emissions FY16 : 1,882 mtCO₂e (0.003 + 30 + 1,852)

Current Emissions Reporting

Reporting year emissions (Avanade UK data): FY22 (01/09/2021 to 31/08/2022)

FY22 Headcount – Avanade UK proportion of Accenture UK Headcount = 7.9% (share for emissions reporting)

Emissions	Total (mtCO ₂ e)
Scope 1	Scope 1 total = 0 (Explanation: Diesel generators are the only potential source of emissions here. We reported no emissions related to this due to no activity taking place.)
Scope 2	Scope 2 total = 71 mtCO₂e (This was measured on a Market – based approach)
Scope 3 (Included sources)	<p>Scope 3 total = 1,411 mtCO₂e</p> <p>Purchased goods & services = 942 mtCO₂e</p> <p>Upstream transportation and distribution = Not a material part of Accenture/Avanade operations</p> <p>Waste generated in operations = Relevant, calculated in PG&S</p> <p>Business travel = 469 mtCO₂e</p> <p>Breakdown of Source(s)</p> <ul style="list-style-type: none"> • Air travel – Accenture UK = 4130 mtCO₂e / Avanade UK = 326 mtCO₂e • Rail travel – Accenture UK = 256 mtCO₂e / Avanade UK = 20 mtCO₂e • Taxi travel – Accenture UK = 64 mtCO₂e / Avanade UK = 5 mtCO₂e • Company/rental cars – Accenture UK = 450 mtCO₂e / Avanade UK = 36 mtCO₂e • Personal cars – Accenture UK = 165 mtCO₂e / Avanade UK = 13 mtCO₂e • Hotels – Accenture UK = 874 mtCO₂e / Avanade UK = 69 mtCO₂e

Reporting year emissions: FY22 (continued)

Emissions	Total (mtCO ₂ e)
	Employee commuting = 0 mtCO ₂ e
	Downstream transportation and distribution = Not a material part of Accenture/Avanade operations
Total Emissions FY22 :	1,482 mtCO₂e (0 + 71 + 1,411)
	* Scope 3 Purchased goods & services has been included in this iteration of the CRP. Note that Accenture/Avanade disclosed emissions from Hotels under PG&S emissions in FY16. In FY22, Hotels are included in Business Travel.



Emission Reduction Targets

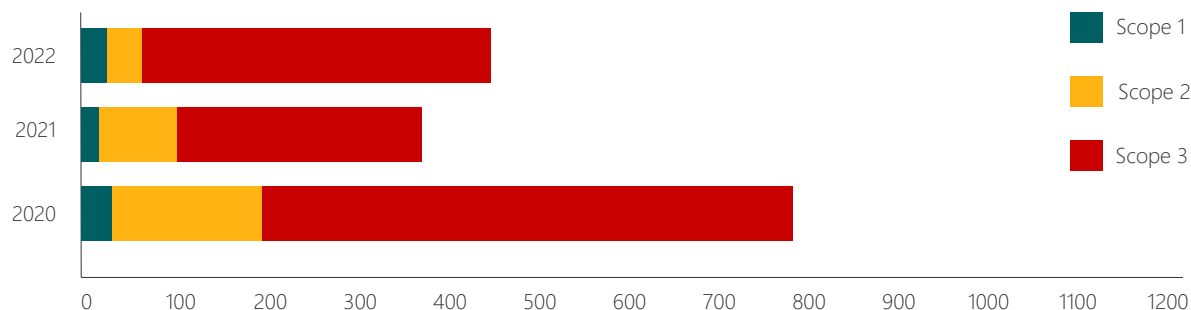
Avanade works closely with its parent organisation Accenture to ensure collective progress is made towards achieving Net-Zero carbon emissions by the end of 2025.

Together with Accenture UK, Avanade UK will continue to focus on actual reductions in our emissions by meeting our electricity needs at all our offices globally with 100% renewable electricity by the end of 2023 (we have already achieved the goal of powering our UK offices with 100% renewable electricity), engaging key suppliers to reduce their emissions, and equipping our people to make climate-smart travel decisions.

To address remaining emissions, we are investing in nature-based carbon removal solutions. Our nature-based carbon removal solutions are generally expected to reforest land, rebuild biodiversity, make agriculture more sustainable, help create green jobs and allow natural ecosystems to rebound and thrive – all while removing CO₂ from the atmosphere. Over the next 20 years, this program is expected to physically remove more than 13 million metric tons of carbon from the atmosphere. At the end of fiscal 2022, our nature-based carbon removal portfolio included projects in Indonesia, the Philippines, the United Kingdom and the United States. Our nature-based carbon removal projects will support and respect the universal principles of the UNGC in the relevant areas of human rights, labor, environment, anticorruption and the UN Sustainable Development Goals (SDGs).

NOTE: Avanade's UK operations contribute to the data on the right which is a snapshot of a larger inventory of emissions data and reduction activities at the Accenture global level. The data captured in this graph represents activities outside the scope of PPN 06/21 such as emission data from other regions.

The graph below illustrates Accenture's **global** emissions progress (including Avanade), which is also reflected in the UK performance.



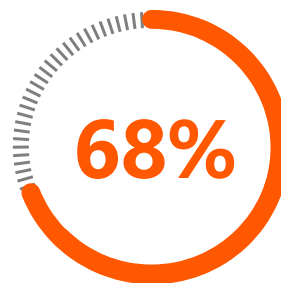
Carbon Emissions by Scope ¹	2022	2021	2020
SCOPE 1	17,804	9,250	13,945
SCOPE 2	8,356	70,659	162,983
SCOPE 1 & 2 Emissions	26,160	79,909	176,928
SCOPE 3	374,297	252,546	575,910
Carbon Emissions	400,457	332,455	752,838

Climate Change Programmes

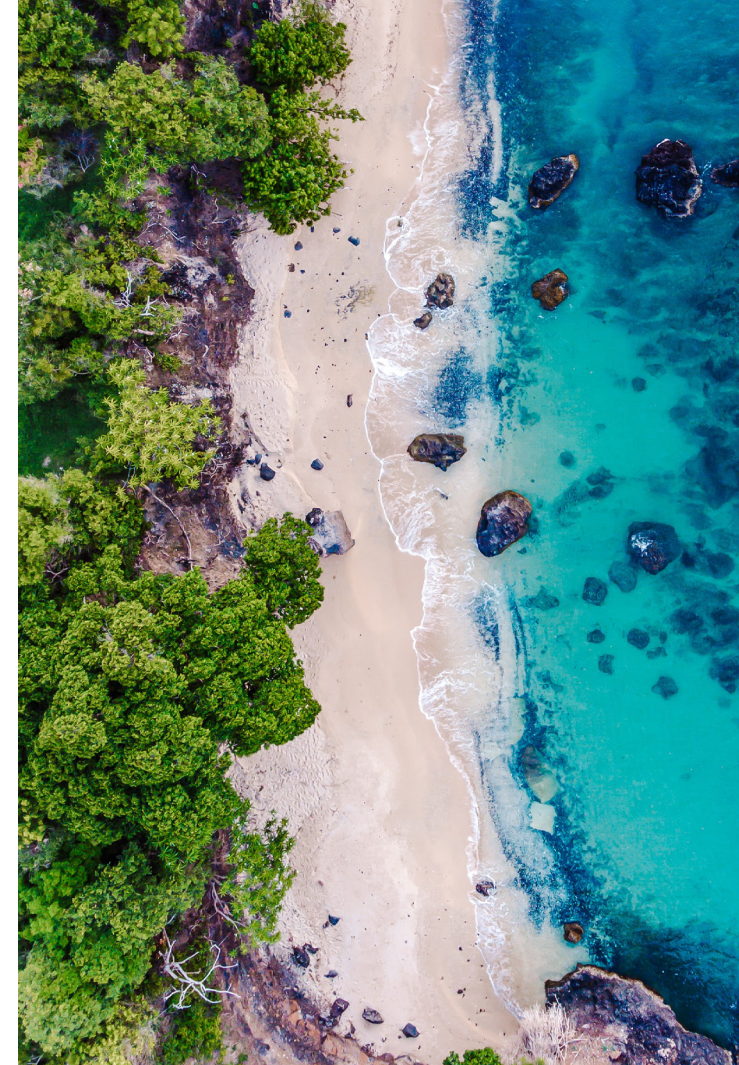
Accenture has implemented the following climate change projects (relevant to its UK operations) since the 2016 baseline. **These include Avanade UK operations:**

- Procuring 100% renewable electricity in our locations globally by the end of 2023 (RE100). We have already achieved this across our UK operations (as of FY20). Globally we achieved 97% renewable electricity in FY22.
- Achieving ISO 14001 and ISO 50001 Environmental and Energy management system certifications
- Progressing against our current Science – Based Target: Accenture’s Science – Based Target aims to reduce our absolute greenhouse gas emissions by 11% against our 2016 baseline by 2025, which includes Avanade. Building on our long – standing commitment to reduce our emissions – and reflecting our progress and increased ambitions – we are setting a new science – based target aligned to 2030, with a base year of 2019. This new target has been submitted to the Science Based Targets initiative for approval.
- Employee engagement and upskilling: Offering a range of engagement activities such as our Sustainability Innovation Challenge, Sustainability Quotient training, Carbon + Climate training, Eco Action campaign and eco-volunteering opportunities
- Requiring 90% of our key suppliers – vendors that represent a significant portion of our 2019 Scope 3 emissions – to disclose their targets and actions. This requirement flows down to all of Avanade and Accenture’s key suppliers. In FY22, 68% of our key suppliers disclosed targets and 75% disclosed actions
- Operational updates at our UK offices such as an ongoing smart meter installation programme across our offices, ongoing LED lighting upgrades, rainwater harvesting implementation and energy saving zip taps.

Accenture’s global IT organisation takes a cloud-first approach to the way we operate, develop new applications and innovate to run our business. Now that our journey to cloud is complete, we have the direct advantage of consuming the new, more sustainable capabilities from cloud providers .



The above projects equate to a 68% reduction in carbon emissions in FY22, against the FY16 baseline. This percentage relates to Accenture’s global aggregated data, to which Avanade’s UK operations contribute.



Avanade UK, together with Accenture UK, is committed to reducing the carbon footprint of our operations in the future through continuing to uphold the activities related to our climate commitments, standards and goals. These include:

01. Maintaining and advancing our environmental commitments driving improvements on all of the initiatives outlined and continuing to reduce our carbon emissions, with a view to meeting / exceeding our SBT.

02. Promoting and accelerating low-carbon technologies amongst our clients to design innovative and sustainable solutions:

We understand first-hand the vast promise of technology as well as the need to decouple emissions from growing technology adoption. Our goal is to help organizations not only use technology more sustainably, but also use it as a vehicle for being more sustainable. We support companies to use and scale technology to drive sustainability across the business, including their operations, supply chains and ecosystem, while making sure that it is deployed and used in the most sustainable way. For example, we help our clients to design and implement green cloud, migration and operations, decarbonise and enable circular IT infrastructure and embed sustainability in software development.

Avanade is a steering committee member of the [Green Software Foundation](#) and are in the process of training our software engineers on Green Software Engineering practices. This allows our software engineers to be familiar with the standards, tools, and best practices so that software becomes an enabler for climate solutions, creating sustainability by design, in the

code we build. Avanade co-chairs the Carbon Aware SDK and donated code for the Carbon in CICD Pipeline, to demonstrate best practice in Green Software.

In conjunction with the launch of [Microsoft Cloud for Sustainability](#) in June 2022, Avanade introduced two new sustainability services that empower clients to take practical actions that make an impact within weeks:

- **Sustainability Technology Accelerator:** Leveraging Avanade's rich cloud and data technology expertise, this service will allow organizations to integrate existing data sources and start using the Microsoft Cloud for Sustainability to report to stakeholders in as little as a month.
- **Sustainability Innovation Quick-Start:** This service enables organizations to bring together their people, business and technology to rapidly prioritize practical actions and test and scale new innovations based on insights generated from the Microsoft Cloud for Sustainability.

03. Leveraging employee engagement to further decarbonise our business by empowering our people:

- In 2023 Avanade UKI launched an employee **Sustainability Interest Group (SIG)** focusing on the following Sustainability topics:
 - Road to net-zero
 - Maximising the Circular Economy
 - Regulatory Insights & Risk
 - Enabling Sustainable Infrastructure
 - Natural Resources

The purpose of the SIG is to educate and increase employee engagement across these topics to accelerate Responsible Business practices both internally and with our clients.

- **Sustainability Innovation Challenge:** Aims to harness and inspire the collective intelligence of our innovators worldwide to design solutions for some of the world's greatest environmental and social issues. In 2023, the focus will be on sustainable systems, nature and biodiversity, and equity and wellbeing. This offers an opportunity for employees to engage, inspire, and innovate on topics that are of global importance.
- Our annual **"!nnovate Fest"** event brings together employees across Avanade's global organisation, giving them opportunity to lift their heads from their daily work to consider the bigger picture of our client's major challenges. In 2022 the theme was Sustainability with a goal to raise awareness among our employees and harvesting ideas for bringing innovative solutions to support our client's sustainability goals.

- We will continue to provide tools and initiatives to our people to ensure that they have options and incentives to take low-carbon modes of travel, participate in our cycle to work and electric vehicle schemes or to try more plant-based diets in our offices
- In FY21 we introduced an electric car scheme by Arval UK available to all Avanade UK employees, which provides employees the ability to personally lease fully electric cars at tax efficient rates, allowing them to reduce carbon emissions from both their private and business car usage. Arval UK is part of an international tree-planting initiative named "1 EV = 1 Tree". During 2022 Avanade UK delivered 44 electric vehicles and in turn Arval funded the planting of 44 trees to reforest an area of the North Yorkshire Moors and Stanstead Forest. In addition to the EV scheme, 53 employees used our Cycle to Work scheme in 2022.
- We will review our travel processes and introduce carbon reduction projects such as encouraging trains over planes, expanding our virtual working software capabilities and implementing a carbon fee for air travel.

04. Addressing remaining emissions by investing in nature-based carbon removal solutions:

To achieve net-zero emissions by the end of 2025, Accenture and Avanade are focusing first on actual reductions across our scope 1, 2 and 3 emissions. To address remaining emissions, we are investing in nature-based carbon removal solutions.

- In September 2021, we announced our investments in [nature-based carbon removal projects](#). Our projects are generally expected to reforest land, rebuild biodiversity, make agriculture more sustainable, help create green jobs and allow natural ecosystems to rebound and thrive – all while removing CO₂ from the atmosphere. Over the next 20 years, this program is expected to physically remove more than 13 million metric tonnes of carbon from the atmosphere. At the end of fiscal 2022, our [nature-based carbon removal portfolio](#) included projects in Indonesia, the Philippines, the United Kingdom and the United States.
- Our nature-based carbon removal projects will support and respect the universal principles of the UNGC in the relevant areas of human rights, labour, environment, anticorruption and the UN Sustainable Development Goals (SDGs). We have established reporting procedures to provide oversight of activities on the ground, quality control and alignment to the universal principles of the UNGC. Where technically feasible, our projects will be registered under the [Sustainable Development Verified Impact Standard](#) verifying SDG outcomes along with the carbon removals.



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 Government emission conversion factors and vendor – specific factors where appropriate 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 Avande UK Ltd directors (or equivalent management body).

Signed on behalf of the Supplier

Andy Gillett

General Manager Avande UK & Ireland

Date: 31/03/2023



1. www.ghgprotocol.org/corporate-standard

2. www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

3. www.ghgprotocol.org/standards/scope-3-standard

North America

Seattle
Phone +1 206 239 5600
America@avanade.com

South America

Sao Paulo
AvanadeBrasil@avanade.com

Asia – Pacific

Australia
Phone +61 2 9005 5900
AsiaPac@avanade.com

Europe

London
Phone +44 0 20 7025 1000
Europe@avanade.com

About Avanade

Avanade is the leading provider of innovative digital, cloud and advisory services, industry solutions and design – led experiences across the Microsoft ecosystem. Every day, our 60,000 professionals in 26 countries make a genuine human impact for our clients, their employees and their customers. Avanade was founded in 2000 by Accenture LLP and Microsoft Corporation. Learn more at www.avanade.com.

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