

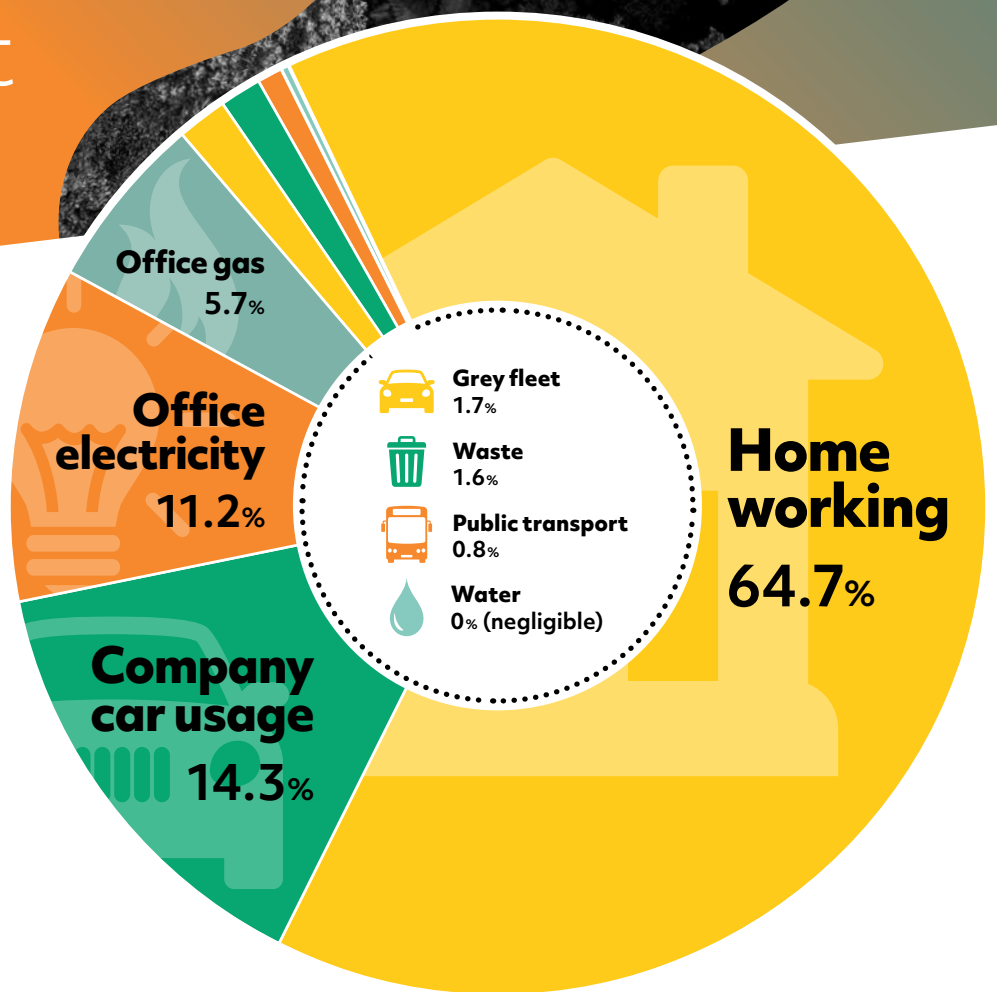
Carbon footprint

2021 report

Last year, Prospect produced a baseline measure of the union’s carbon footprint. The report was produced with advice from representatives across Prospect’s main sectors, a group of representatives with interest and expertise in this sphere, and a range of Prospect staff. Technical advice was provided by Adecoe, an external energy and sustainable development consultancy.

Bearing in mind the significantly different pattern of work during the pandemic, data was produced for 2020 and for 2019 and is reported on the website at bit.ly/co2-base-19-20. The same methodology has been applied to produce our carbon footprint report for 2021. This is set out here: bit.ly/co2-base-21.

It is evident that behaviour changes necessitated in 2020 persist, and in some areas have become more pronounced than they were in 2020.

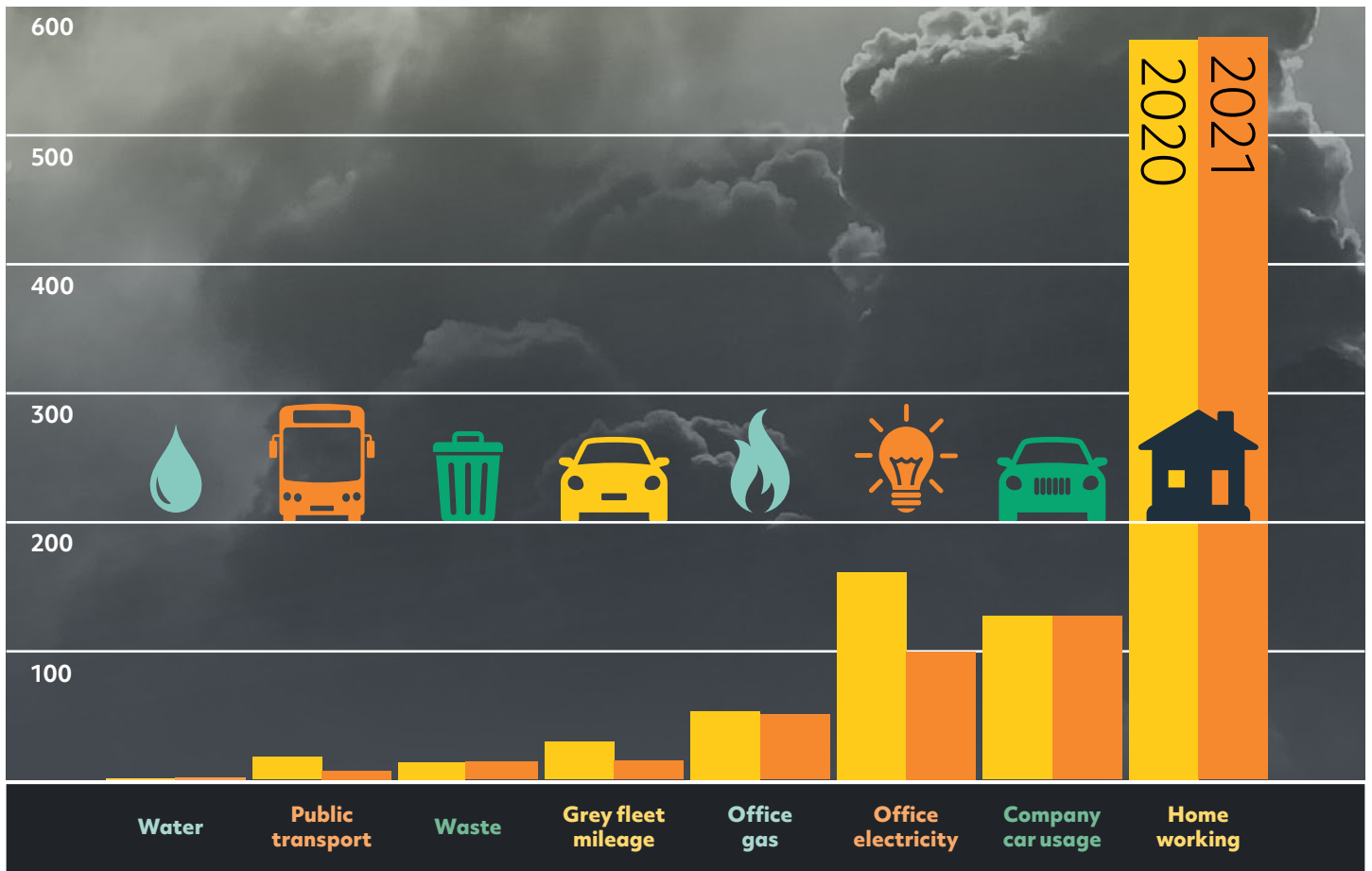


In summary:

- Office energy consumption has reduced, accounting for 19.4% of emissions in 2021 compared with 24.3% in 2020. This is due primarily to a transfer to home-based working, where carbon emissions are estimated to have risen from 65% to 74.1% of the total.
- Travel by public transport was generally lower in 2021 than in 2020, accounting for 0.8% of emissions compared

with 2% in 2020. Grey fleet mileage decreased by 50%. Company car usage is most difficult to determine because Prospect’s expense management system does not provide easy access to information about miles travelled. The proxy data for 2020 was based on a three-month period. For 2021 we have used the same assumptions but for a 12-month period. This data will become much more reliable when a new software solution is in place.

TnCo₂e



Prospect carbon footprint comparison, 2020 vs 2021

- The proxy home working data for 2020 was based on nine months of homeworking. 2021 included a period of exclusive homeworking in the early part of the year, followed by a hybrid working pattern. Homeworking is therefore still a major cause of displaced office carbon emissions, though the degree of displacement may be less than it was in 2020. .
- As expected, the quality of data varies by emission source, but it is good for energy consumption in Prospect’s main offices and for transport use, except for company car mileage.
- Although we do not have good data for waste overall, recycling by weight reduced by 55% in 2021 compared with 2020. The switch to a digital first format is a major contributor to this reduction.

Additionally, since closure of the café in New Prospect House the need to recycle biodegradable waste has been eliminated. This accounted for 1,560 kg of waste in 2020 and 5,880 kg in 2019.

Although a large proportion of the savings in emissions in 2021 derive from government-led pandemic requirements and guidance, the opportunity is being taken to embed reductions in future ways of working, for example through holding branch and members’ meetings online. However, the limitations of online engagement have also become increasingly apparent, especially for purposes of negotiating, influencing and representation. So, we would expect to see an increase in staff travel in 2022.

Changes to Prospect’s office estate will provide further opportunities to reduce

aspects of our carbon footprint, and this will be a major focus of work in 2022. Decisions on future working patterns will also be influential and are likely to result in some rebalancing between emissions generated by office working and working from home.

This journey is far from complete, and work is in progress on several other recommendations made by the consultants, including:

- A review of staff car policy in 2023.
- Implementation of a document management system that, among other features, will record environmental impact.
- Working with investment partners on the ESG performance of companies we invest in.