

SUSTAINABILITY

# IMPACT REPORT 02:

2022 - 2023

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## Executive Summary:

### **Why?**

Alongside many organisations, ScanLAB acknowledges that we are facing a Climate Emergency and that the current path for human-based emissions will heat the planet beyond the 'safe' 1.5 degree threshold.

We started this process to help us understand our **environmental** impact, from our carbon footprint to the way we use our work to tell stories. Since work began we have expanded our scope to address the broader **sustainability** of our studio and our work.

### **We aim to:**

- Establish processes / protocols that make monitoring our impact and sustainable decision-making a natural part of daily studio life.
- Bring our team with us on this journey, collectively discovering the true impact of our work in an open and transparent way.
- Extend that transparency beyond our team to our clients, collaborators and peers so that this work can be as accessible as possible.
- Set ambitious targets and a day-to-day, project-to-project process for achieving them.

## Executive Summary (cont.):

### April 2022 - March 2023 Impact Headlines

Total emissions

**38.98 tCO<sub>2</sub>e**

Meeting our target of 43.38 tCO<sub>2</sub>e

A 22.4% reduction against our baseline of 50.23 tCO<sub>2</sub>e

Emissions per employee

**4.33 tCO<sub>2</sub>e**

Missing our target of 3.91 tCO<sub>2</sub>e

A 16.1% reduction against 2021/22 (5.16 tCO<sub>2</sub>e)

Emissions per £1000 turnover were

**52%**

as a proportion of 2019/20 levels

Meeting our target of 86% of 2019/20 levels

Down from 61% in 2021/22

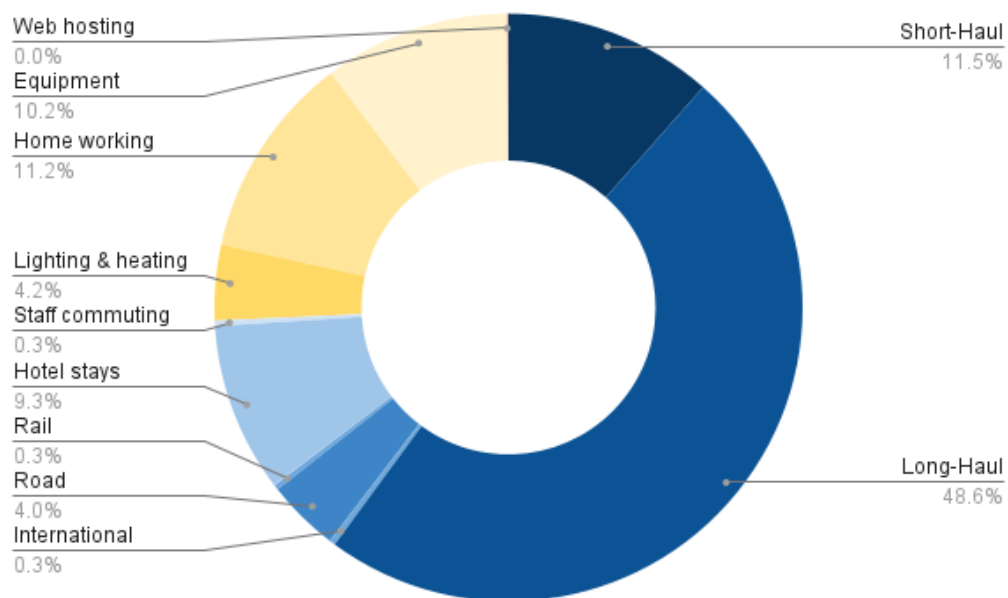
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## Our 2022/23 Carbon Footprint:

# 38.98 tCO<sub>2</sub>e



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Emissions Summary	
<b>Travel</b>	
Domestic	0.00 kgCO <sub>2</sub> e
Short-Haul	2,852.77 kgCO <sub>2</sub> e
Long-Haul	34,118.76 kgCO <sub>2</sub> e
International	3,231.36 kgCO <sub>2</sub> e
Road	2,291.82 kgCO <sub>2</sub> e
Rail	44.14 kgCO <sub>2</sub> e
Water	0.00 kgCO <sub>2</sub> e
Hotel stays	3,969.00 kgCO <sub>2</sub> e
Staff commuting	93.27 kgCO <sub>2</sub> e
<b>Energy</b>	
Lighting & heating	1,278.03 kgCO <sub>2</sub> e
Home working	4,293.75 kgCO <sub>2</sub> e
Equipment	7,305.65 kgCO <sub>2</sub> e
<b>Digital Impact</b>	
Web hosting	17.81 kgCO <sub>2</sub> e
Data	10.47 kgCO <sub>2</sub> e
<b>Waste</b>	
General Waste	0.00 kgCO <sub>2</sub> e
Recycling	0.00 kgCO <sub>2</sub> e

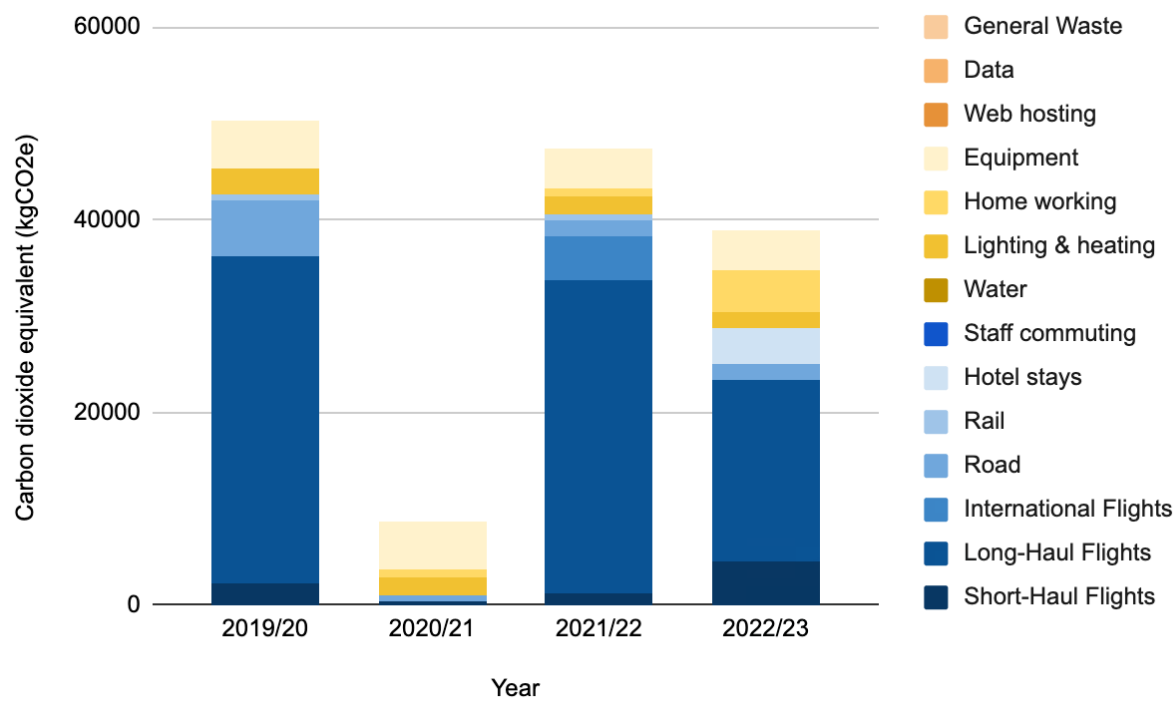
NB. 'International' flights (as defined by the UK government's guidelines on conversion factors for carbon emissions reporting) are flights which originate from outside the UK and fly to a destination outside the UK, such as a flight from San Francisco to New York City. Short-haul flights are those within Europe, and long-haul are those flying from the UK to a destination outside of Europe.

We use the [government conversion factors for company reporting of greenhouse gas emissions](#) in our EMS. For more detailed information on how we measure, read our Sustainability Policy, available [here](#).

# Our 2022/23 Carbon Footprint (cont.):

## Comparing our emissions over time

The chart below compares our emissions sources over time.



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## Our 2022/23 Carbon Footprint (cont.):

Type	Year			
	2019/20	2020/21	2021/22	2022/23
<b>Travel</b>				
Domestic	0.00	0.00	0.00	0.00
Short-Haul	2,240.81	421.09	1,212.73	4,488.08
Long-Haul	33,895.56	0.00	32,577.42	18,927.34
International*	0.00	0.00	4,415.55	128.25
Road	5,839.11	599.42	1,743.16	1,550.41
Rail	666.30	45.68	551.74	107.77
Water	NM	NM	NM	11.24
Hotel stays	NM	NM	NM	3,627.70
Staff commuting	NM	NM	NM	119.61
<b>Energy</b>				
Lighting & heating	2,589.81	1,847.87	1,929.85	1,618.27
Home working	0.00	732.23	732.23	4,383.41
Equipment	4,972.94	4,972.94	4,131.08	3,983.94
<b>Digital Impact</b>				
Web hosting	21.98	21.98	18.26	16.63
Data	NM	10.47	10.47	10.47
<b>Waste</b>				
General Waste	NM	NM	NM	10.64
Recycling	NM	NM	NM	0.00

Comparing our total emissions over time shows a continuing reduction from our baseline year. Our total emissions reduced by 8.34 tCO<sub>2</sub>e from the previous year 2021/22. We believe some of the significant reductions can be attributed to our policies. For example, the single largest reduction is in long-haul flight emissions from 32.58 tCO<sub>2</sub>e in 2021/22 to 18.93 tCO<sub>2</sub>e in 2022/23. This is despite the fact that we flew more long-haul in 2022/23, and reflects our prioritisation of economy class travel wherever possible for long-haul flights.

This significant reduction in emissions from long-haul flights masks increases in various other emission categories, most significantly short-haul flights, home working, hotel stays and equipment. Some of these increases are genuine additional emissions and some indicate improved recording processes which increase the emissions we account for.



## **Our 2022/23 Carbon Footprint** **(cont.):**

### **Breaking down our emissions**

We like to break down some key sources of our emissions in order to better understand where our impact comes from.

#### Long-haul flying

Although we carefully interrogate every long-haul flight that we make, long-haul flights still make up the single largest source of our carbon emissions. In 2022/23, our long-haul travel included flights to:

- Taipei, to undertake a period of scanning as the first international chapter of our environmental artwork FRAMERATE.
- Arizona, to undertake a recce for a major new art commission.
- North America, to meet with potential exhibitors for FRAMERATE in Montreal and New York City.
- Montreal, to set up the exhibition of FRAMERATE at the PHI Centre.
- London from North America, for a key collaborator to travel in for Felix's Room and for consultancy with the studio.

In each of these cases, we took steps to ensure that our emissions were kept to a minimum. We carefully curated lean teams for our trips to Taipei, Arizona, and Montreal, and ensured that the trip to Montreal combined travel to multiple cities and meetings with multiple potential collaborators in order to make the best use of the high emissions.

By consolidating trips and thoughtfully planning our itineraries, we not only reduced our overall emissions but also increased the productivity and impact of each journey. This strategy exemplifies our commitment to pursuing our

## **Our 2022/23 Carbon Footprint** **(cont.):**

sustainability goals while conducting international business.

### Short-haul flying

In addition to our commitment to never fly within the UK, we have also updated our travel policy with a commitment to always take a rail alternative when travelling within Europe when the travel time would be less than 10 hours (1 working day). Nevertheless, our short-haul flying emissions have increased in 2022/23 compared to 2021/22. This increase is due to the successful showing of several projects in Europe this year and the resulting demand for the team to make European trips. We know that this increase has been significantly mitigated by our policy change, for example:

- In 2022/23 we took rail alternatives instead of flying to Delft, Copenhagen, Paris, and Halle.
- Prior to our policy change a number of these would likely have been short-haul flights.
- This would have produced 422.86 kgCO<sub>2</sub>e. Taking the train instead produced only 12.49 kgCO<sub>2</sub>e, a saving of 410.37 kgCO<sub>2</sub>e.

Where timing and employee well-being has allowed, we have frequently taken train alternatives even when the travel time has exceeded 10 hours.

The impact of our new policy can also be seen in how we chose to travel to Amsterdam for the film festival IDFA. There are usually Eurostar services to Amsterdam which mean that travel from London takes 4 hours, well below the 10 hour cutoff that our policy mandates. Engineering works closed this train line on our travel dates but instead of replacing travel with short-haul flying we chose to hire an EV and drive to Amsterdam instead. Although this was more emissions-

## **Our 2022/23 Carbon Footprint (cont.):**

heavy than the train would have been, it still saved us 71.57 kgCO<sub>2</sub>e. However, this came at the cost of employee well-being; as frequent stops were necessary to charge the EV, the trip took significantly longer than it would have taken by train or by traditional car. In similar situations in the future, employee well-being will be considered alongside potential carbon savings.

This experience has highlighted the complex interplay between environmental impact and employee well-being. Moving forward, we will adopt a more holistic approach to our travel decisions, carefully balancing carbon reduction goals with the comfort and efficiency needs of our team. We recognize that sustainable practices must be viable in the long term, which necessitates considering both environmental and human factors.

### Hotel stays

2022/23 was the first year that we measured the impact of staying in hotels while travelling abroad. We chose to use government conversion factors (sourced from the Cornell Hotel Sustainability Benchmarking Index) for each country that we travel to to account for the emissions per night of a hotel stay. Hotel stays now make up more of our annual emissions than short-haul flying; we believe that this is because we have travelled to locations with very carbon-intensive energy generation, such as Taiwan, in 2022/23 ([source](#)).

We often make a conscious choice to stay in more sustainable hotels. For example, when travelling to Amsterdam, we chose sustainable accommodation powered by green electricity. This means that our estimated emissions in our EMS are likely to be an overestimate. However, in the absence of a rigorous methodology for monitoring the degree of emissions reduction achieved by

## **Our 2022/23 Carbon Footprint** **(cont.):**

more sustainable accommodation, we have chosen to continue to follow the UK government's guidance and use the government-provided conversion factors in our reporting.

Regardless of this, we plan to ensure that an awareness of the carbon intensity of staying in rented accommodation is built into our future travel plans, for example by ensuring that we always look for certified sustainable accommodation options when travelling.

### Equipment

The comparison above seems to show a huge increase in our energy-related emissions in 2022/23. This reflects an update to the way that we measure our energy consumption, which has increased the fidelity of our measurements. In previous years, we were estimating the energy use of our compute and render farm using the energy consumption of a single computer as a proxy. We have now installed an electricity meter which measures consumption directly. As a result, our estimate of our overall emissions has increased both in value and accuracy.

This better understanding of our impact has helped us to begin to take positive steps in the studio to reduce the energy consumption of our computing systems. Our studio is a hybrid work environment, where team members work both in-studio and from home; in the past, this meant that most of the computers in the studio had to be on 24/7 to allow for remote access. We have begun developing solutions to allow computers to be turned off when not in use; although it is not fiscally viable for us to replace all our existing systems, we now only buy new systems which support remote management. Over time, we will thus upgrade

## Our 2022/23 Carbon Footprint (cont.):

the entire system and therefore reduce the energy use of our studio overall.

Although the obvious impact of our change in measurement has been to make our overall emissions figures look worse, we are proud that we have taken the right step in increasing the fidelity of our measurement system. We plan to use this knowledge to drive us to make better policy decisions in the long run, for example considering moving our render farm to a facility powered by green energy to mitigate this impact.

### Home working

This year's EMS also shows a big increase in our home working emissions, although the amount that we work from home has actually decreased since 2021/22. This is because of a change in our measurement methodology: instead of estimating the emissions from each ScanLAB employee's home, we are using [government conversion factors per FTE](#) working hour to calculate home-working emissions. We believe that this is a more accurate measure which captures more of the environmental impact of home working, and will be using it going forward.

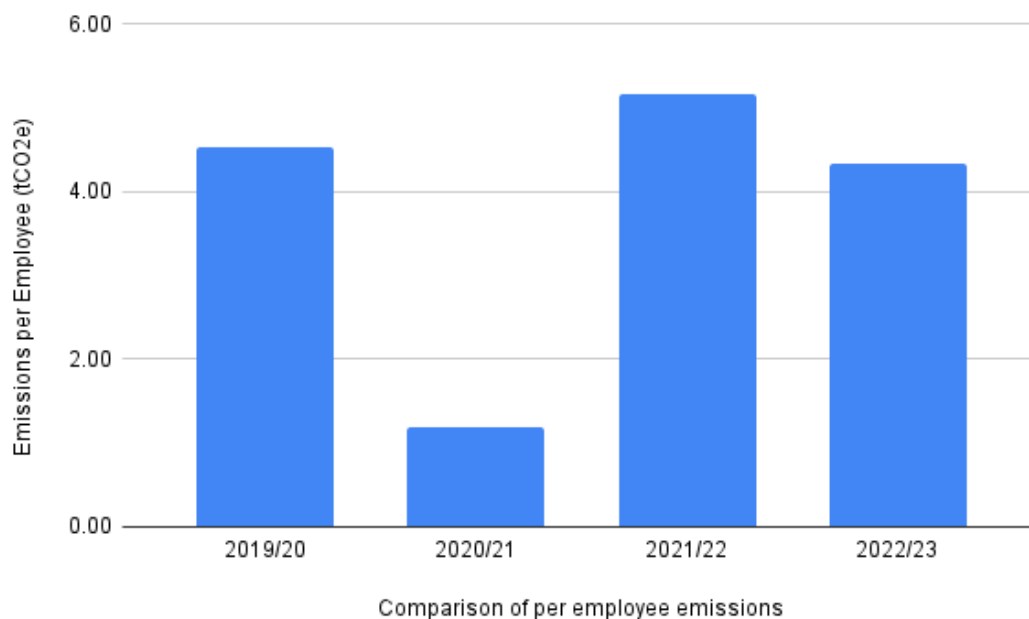
This measurement change means that home working emissions now make up a larger proportion of our total emissions than they did before, so this is a clear area where we need to action policies to mitigate our impact. For example, we are exploring instituting our policy commitment to helping all ScanLAB employees to move to REGO-backed electricity tariffs in their homes to mitigate our impact in this area.

## Our 2022/23 Carbon Footprint (cont.):

### Carbon intensity per employee

We measure carbon intensity per employee to understand our emissions in the context of studio growth. More work and a bigger team might mean more overall emissions, even if we work much more sustainably, and a reduction in our number of employees and doing less work would reduce our emissions, but undermine our ability to achieve other company goals. In 2022/23, our carbon intensity per employee was **4.33 tCO<sub>2</sub>e**.

The chart below compares this figure to our per employee emissions in the other years we have measurements for.



## **Our 2022/23 Carbon Footprint (cont.):**

Clearly, 2020/21 is an outlier year because of the impact of Covid-19. A comparison between 2021/22 and 2022/23 shows a positive trend; we are reducing our emissions per employee over time. However, our emissions per employee are still much higher than the average of UK arts, entertainment and recreation companies of 1.7 tCO<sub>2</sub>e per employee ([source](#)). This is likely because of the nature of our business; ScanLAB's work necessitates higher energy consumption than average to drive our compute and renders, and more travel than average to undertake work around the world.

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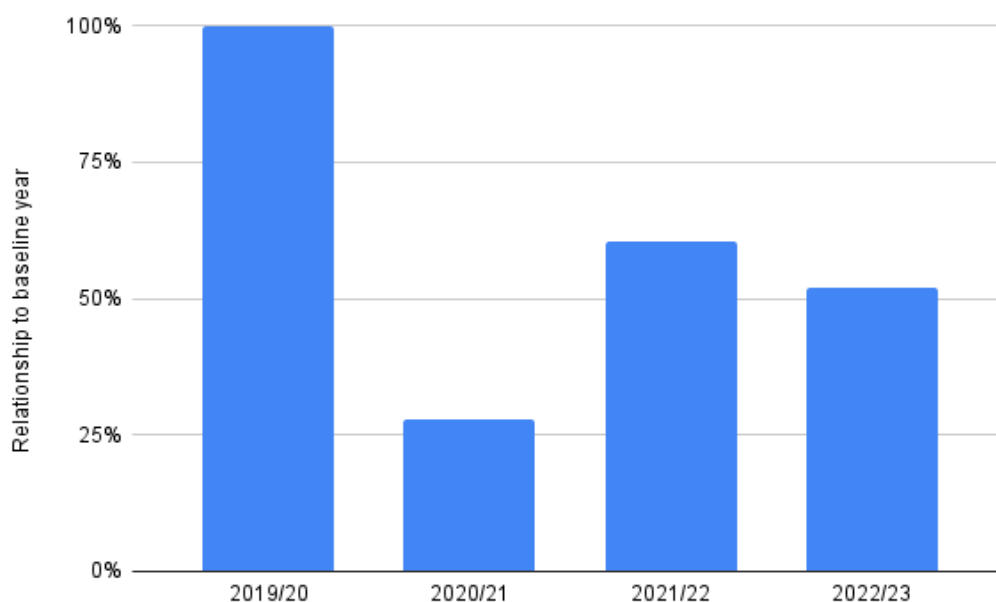
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## Our 2022/23 Carbon Footprint (cont.):

### Carbon intensity compared to turnover

2022/23 emissions per £1000 turnover were **52%** of 2019/20 levels. We measure emissions per £1000 turnover so that we can understand if our reduction strategies are effective in the context of the amount of work done by the studio as it changes.

The chart below compares this figure to our proportion of 2019/20 emissions in the other years we have measurements for.



This is a really encouraging result; in 2021/22, emissions per £1,000 turnover were 61% of 2019/20 levels, so the reduction to 52% implies that we have been successful in our goal of growing the business while reducing our emissions, and that our decision-making strategies around sustainability have allowed us to take on larger, more ambitious projects without increasing our footprint.



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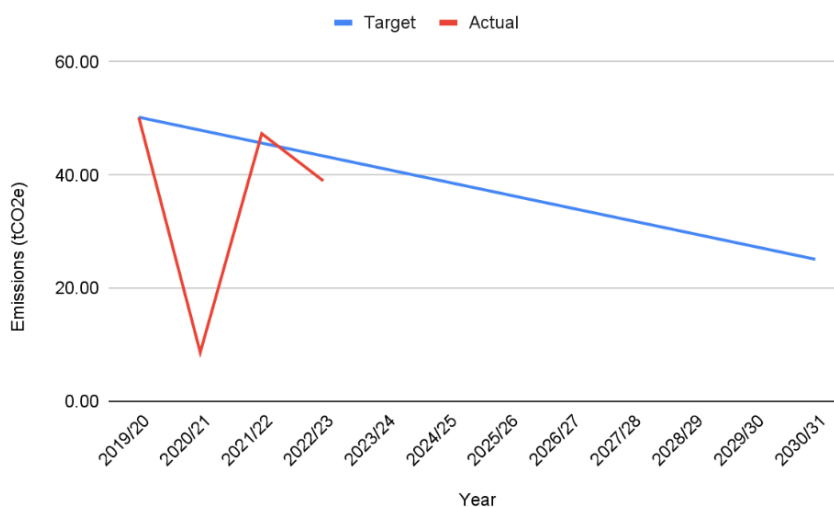
## Measuring our progress against our targets:

We have committed to, at the very least, halving our emissions by 2030. We track our total emissions, per employee emissions, and carbon intensity of turnover against this target.

### Total emissions

Year	Target	Actual	Variance	Notes
2019/20	50.23	50.23	0	N/A
2020/21	47.94	8.65	-39.29	Pandemic year
2021/22	45.66	47.32	1.66	Missed our target
2022/23	43.38	40.22	-4.39	Met our target

Our performance against our targets is summarised in the chart below:



Although we were unsuccessful in meeting our target in 2021/22, we overperformed in 2022/23.

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## Measuring our progress against our targets (cont.):

### Per employee emissions

Year	Target	Actual	Variance	Notes
2019/20	4.53	4.53	0	N/A
2020/21	4.33	1.19	-3.13	Pandemic year
2021/22	4.12	5.16	1.04	Missed our target
2022/23	3.91	4.47	0.42	Closer to meeting our target

Our performance against our targets is summarised in the chart below:



Although we were unsuccessful in meeting our target in both 2021/22 and 2022/23, we were much closer to our target in 2022/23. To a certain extent, this reflects the success of our reduction plans. The size of the studio has remained relatively stable since 2019, so we are interested to see the effects of any substantial change in the coming years.

## Measuring our progress against our targets (cont.):

### Carbon intensity of turnover

We are conscious that we are building these policies and targets as a small studio. We track the carbon intensity of our turnover against our 50% reduction target so that we have the potential to grow so long as we do so in a sustainable manner. This means of targeting could avoid a total emissions target blocking the path to strategically important projects because they may necessitate larger teams or more international travel.

However, we are aware that this measure has issues; for example, inflation means that our current turnover estimates may not be comparable to our 2019/20 turnover. We are also aware that focussing solely on a carbon intensity of turnover measure might allow for a significant increase in our total emissions if our studio grows rapidly. We will mitigate the latter by continuing to track our total emissions and continuing our commitment to reducing them as much as possible.

Year	Target	Actual	Variance	Notes
2019/20	100%	100%	0	Baseline year
2020/21	95%	28%	-68%	Met our target
2021/22	91%	61%	-30%	Met our target
2022/23	86%	52%	-34%	Met our target

# Measuring our progress against our targets (cont.):

Our performance against our targets is summarised in the chart below:



The table above shows that we are consistently over-performing against our target. This demonstrates that we are succeeding in growing the studio in terms of turnover while making our production processes significantly more sustainable. However, we know that we have work coming up in the 2023/24 period which will require more international travel so this may not always be the case.

## Comparing our emissions within the industry:

We track our emissions over time, and use contextual measures like emissions per £1000 of turnover to help us understand how our carbon footprint relates to the size of our studio; however, we also want to try to understand how our emissions compare to similar studios in the same creative space as us.

There are a number of barriers to this understanding:

- The vast majority of SMEs do not measure and report on their carbon footprints; [research](#) has found that 87% of UK small businesses are unaware of their total carbon footprint.
- We aim to be very thorough and precise with our carbon footprint measurement and reporting, and dedicate a significant amount of time to this end. This means that even where comparators are available, it may not be a like-for-like comparison; and the fidelity of our data might mean that we look worse than our peers.

According to the Carbon Trust, the average SME generates around 15 tCO<sub>2</sub>e annually; this is around 38% of ScanLAB's 2022/23 footprint, implying that our footprint is significantly higher than average. However, the average SME is unlikely to be a good comparator for ScanLAB. Our work entails significant amounts of travel, and our use of energy for compute is higher than the average business is likely to entail.

As mentioned above, our emissions per employee (4.47 tCO<sub>2</sub>e) are also much higher than the average of UK arts, entertainment and recreation companies of 1.7 tCO<sub>2</sub>e per employee. Again, this is likely to be because of the nature of our business, which entails significant travel and compute.

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## Comparing our emissions within the industry (cont):

Therefore, to better contextualise our emissions we have looked at a variety of other organisations.

Organisation	Footprint	Source
ScanLAB Projects	39 tCO <sub>2</sub> e	
Camden Art Centre	66 tCO <sub>2</sub> e	<a href="https://camdenartcentre.org/about-us/environmental-policy">https://camdenartcentre.org/about-us/environmental-policy</a>
Arts Council England	1,674 tCO <sub>2</sub> e	<a href="https://www.artscouncil.org.uk/media/22493/download?attachment">https://www.artscouncil.org.uk/media/22493/download?attachment</a>
Tate Galleries (excluding visitor travel)	20,000 tCO <sub>2</sub> e	<a href="https://juliesbicycle.com/resource/tate-galleries-set-a-new-carbon-baseline/">https://juliesbicycle.com/resource/tate-galleries-set-a-new-carbon-baseline/</a>
London School of Economics (LSE)	43,518 tCO <sub>2</sub> e	<a href="https://info.lse.ac.uk/staff/divisions/estates-division/sustainable-lse/what-we-do/carbon">https://info.lse.ac.uk/staff/divisions/estates-division/sustainable-lse/what-we-do/carbon</a>
The visual arts sector in London (excluding visitor travel)	96,435 tCO <sub>2</sub> e	<a href="https://www.london.gov.uk/sites/default/files/green_visual_arts_guide.pdf">https://www.london.gov.uk/sites/default/files/green_visual_arts_guide.pdf</a>
Goldman Sachs	258,144 tCO <sub>2</sub> e	<a href="https://www.statista.com/statistics/1272454/goldman-sachs-carbon-emissions-category/">https://www.statista.com/statistics/1272454/goldman-sachs-carbon-emissions-category/</a>

Without a thorough audit of how each of the above organisations has calculated their footprints, comparing our footprint to theirs is difficult; however, we look at these figures to give us some context for the broader industry - and world - that we operate within. For example, the fact that ScanLAB's footprint is less than 0.1% of the footprint of the visual arts sector in London is encouraging. It is also good to see some large organisations measuring and reporting on their footprints, and we hope that our work, although perhaps on a smaller scale, will help give studios in a similar space to us the impetus they need to begin measurement.

## **Social value and Global Goals:**

Alongside our carbon footprint, we have been tracking our progress on two other metrics:

- The United Nations Global Goals
- Social Value

### **United Nations Global Goals**

We have been using the UN SDGs as a guide to help us broaden our perspective and understand the context in which we measure our impact and set our targets. The goals aim to create a better world by ending poverty, fighting inequality, and addressing the urgency of climate change.

2022/23 was a challenging year for the studio financially, and it was incredibly difficult to allocate studio finance and leadership time towards furthering these goals. Given this underachievement, we have purposefully allocated budget and leadership time to these activities in the 2023/24 period. We had intended to focus on Goal 10: Reducing Inequality in particular; in 2023/24, we have started an in-depth process with a Diversity, Equity, and Inclusion Consultant on how we can improve not only our thinking but also our studio policies around combating inequality.

### **Social Value**

We were previously using a measure of social value developed by Conscious Creatives, which asks employees to compare their experience of working with ScanLAB over time. We have since decided that this is not the right measure for our studio, and are instead exploring a more holistic approach to ensuring

## **Social value and Global Goals** **(cont.):**

that we work towards becoming a more socially responsible organisation on a number of different metrics. In particular, we are researching the benefits of working towards B Corp accreditation.



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## Offsetting:

Our offsetting policy is to multiply our emissions by a factor of 1.5, so we have worked with an offset budget of 58.48 tCO<sub>2</sub>e. We choose this relatively low multiplier of 1.5 as we are very confident in our EMS work and believe we track our carbon footprint incredibly accurately. 150% provides security that any remaining underestimates are covered.

It is our policy to collectively choose the way our offsets are distributed and our team has selected to support the following range of projects across the **Gold Standard for Global Goals** carbon offsetting register at a total cost of \$1,627.50.

Planting biodiverse forests in Panama	9 tonnes
Vichada climate reforestation, Colombia	7 tonnes
Solar lighting project in Zambia	6 tonnes
Improved cookstoves for rural Zambia	5 tonnes
Betulia energy and biodiversity restoration project in Honduras	3 tonnes
Utsil Naj - healthy homes for all in Guatemala	2 tonnes
Mozambique safe water project	2 tonnes
Institutional improved cookstoves for schools and institutions in Uganda	2 tonnes
100 MW solar power plant in Maharashtra, India	2 tonnes
Guatemala improved cookstoves	2 tonnes
M'Tetezi improved cookstoves balaka district, Malawi	1 tonne
Renewable energy power project by DDWL, India	1 tonne
Efficient cooking stoves for households in the Democratic Republic of Congo	1 tonne
400 MW solar power project at Bhadla, Rajasthan, India	1 tonne
Buenos Aires renewable energy project, Brazil	1 tonne
Kenya biogas programme	1 tonne
Qori Q'Oncha improved cookstoves in Peru	1 tonne
Utsil Naj - healthy homes for all in Mexico	1 tonne
Myanmar stoves campaign	1 tonne
Biogas for better life Uganda	1 tonne
50 MW wind power project in Madhya Pradesh, India	1 tonne
Efficient and clean cooking for households in Kenya	1 tonne

# Offsetting (cont.):

Efficient and clean cooking for households in Somalia	1 tonne
120 MW solar PV plant by Juniper Green Sigma Private Ltd in Gujarat, India	1 tonne
West Kisumu improved cookstove project	1 tonne
Fairtrade project: cookstoves for coffee farmers, Ethiopia	1 tonne

We will continue to offset our emissions at a rate of 150% every coming year.

## Partnership with Botanical Gardens Conservation International and Tooro Botanical Gardens

In addition to our offsetting, we have begun a partnership with Botanical Gardens Conservation International and Tooro Botanical Gardens to support the restoration of a degraded forest reserve in Kagobe, Uganda. The scheme will plant 80 native tree species including several threatened with extinction, support the biodiversity of the area, and create jobs in the local community using the £1,500 per year that we have committed. Our commitment is based on an understanding that the relatively small contributions that we are able to afford as a small studio are most effective when they are part of a long-term commitment.

The project took longer to set up than we expected, so we have only been able to get it in place in the 2023/24 period. We are looking forward to sharing further information in due course.

## Policy updates:

We first published our Sustainability Policy in 2022 after a lengthy consultation and workshopping process. In the process of applying the policy, we have learned a lot about what works and what doesn't for us as a small studio. We have therefore made multiple updates to our policy. These are summarised below, and will be published in an updated Sustainability Policy soon.

### **Travel: 10 hour rule**

As a small studio, we have occasionally struggled to find the balance between mandating train / overland travel and spending an unreasonable amount of time in transit in order to avoid short-haul flying. For example, a member of the management team spent 30 hours travelling between Copenhagen and London in March 2023 due to issues with the train network. This additional cost of management team time over and above the higher cost of train tickets as compared to short-haul flying drove us to re-evaluate our policies.

### New Policy:

We have decided that whenever a journey would take fewer than 10 hours by train or EV, more sustainable options should always replace short-haul flights; when the road or rail journey would take more than 10 hours, we will consider a short-haul flight instead. When considering whether to travel by road or rail or by plane, we will also take into account other factors including:

- The reliability of the road or rail transport and the number of connections required; a more complex rail journey with several connections runs a high risk of interruption and delay, which might leave a team member stranded.
- The human impact of a long road or rail journey, particularly when viewed in the context of the work requirements and schedule of the team member before and/or after travel.

## Policy updates (cont.):

### **Travel: Collaborator flying**

We have also updated our travel policy to ensure that we take account of the travel emissions of our collaborators who work globally and for multiple studios in the best way possible. When a collaborator travels for a ScanLAB project, we estimate the proportion of their trip that was attributable to work for ScanLAB, and include that proportion of their travel emissions in our accounting. We use both 'time spent' and 'trip purpose' in these estimations. For example we attribute to our EMS half of the emissions of a return international flight from New York to Montreal for a collaborator having discussed that ScanLAB work was 50% of the motivation for taking that trip.

#### New Policy:

When collaborators travel to work with us, we estimate the proportion of their travel that is attributable to work for a ScanLAB project and include that proportion of their emissions in our accounting.

### **Travel: Flying and accessibility**

Currently, our rule is to only allow economy class travel. This is because the greater space taken up by seats in other classes makes them significantly more emissions-heavy; for a long-haul flight, premium economy is approximately 1.6x more emissions-heavy than economy class, and business class is approximately 2.9x more emissions-heavy than economy class. However, this policy does not account for situations where accessibility or other needs might necessitate flying in a different class. We have therefore updated our policy to allow for premium economy when needed; we believe this policy update accounts for most accessibility, safety and equity issues we foresee but always remain open to improving and accommodating for other scenarios.

## Policy updates (cont.):

### New Policy:

We allow ourselves to choose Premium Economy over Economy travel when employee and collaborator health and wellbeing calls for it.

### **Travel: Equipment transport**

We have not previously set a policy for how we transport our equipment around the world.

### New Policy:

When travelling for scans, we usually transport our kit with our team, so our kit travels based on the same rules as our team. We also often transport large amounts of AV equipment for exhibitions around the world. When doing so, we always prioritise road transport (by EV where possible) over air freight, and when travel over large distances is required, aim to plan far enough in advance to make sea freight a viable alternative to air freight. When air freight would be the only option, we request like-for-like local equipment hire rather than ship our existing equipment long distances by carbon-intensive means.

### **Waste**

This year, we tried to take steps to measure the environmental impact of the waste (rubbish and recycling) that the studio produces. However, we found it very difficult to create a system by which our bins could reliably be weighed before being taken out. We also realised that our waste, although undeniably important, is a very small proportion of our overall emissions. We have therefore decided to focus our efforts on the measurement of larger emissions sources. However, we are committed to ensuring that we do take the learnings of a waste management system forwards so that we minimise our emissions even if we are

## Policy updates (cont.):

not monitoring them. For example, we ensure that we always bring rubbish and recycling bags with us to location, and we try to minimise the use of single-use plastics in the studio.

### New Policy:

We will, for the time being, exclude waste measurement from our EMS. However, we will:

- Recycle wherever possible.
- Encourage recycling even if the location that we are shooting in or the venue we are working with does not support it.
- Where waste could be a significant factor as a result of our decision-making (e.g. while designing exhibitions), proactively take waste into consideration in the design process.

## **Conclusions (and the Hardest Stuff):**

We are really proud of the way sustainability, and in particular monitoring and reducing our carbon footprint, has established itself in the daily practices of the studio. We regularly have difficult conversations and make difficult decisions in pursuit of our sustainability goals. Giving this work the time and money it requires is challenging. Despite this challenge we can firmly stand by the fact that across the studio from leadership to team we have all maintained extra effort to further our progress towards these goals.

And we believe it is working!

We have some big, clear successes. We have more than met our emission reduction and carbon intensity by turnover targets. We have achieved a significant reduction in our long-haul travel emissions. We have established a culture and continued to use and refine a set of tools that make sustainable decision making a regular part of our production process. When we have evidenced increases in our emissions this is generally due to increases in the fidelity of our measurement rather than over use of resources.

In contrast our work on social value, the UN SDGs and broader DEIB topics continues to lag behind. While it has been a challenging financial year for the studio and the cost of external fees or team resources has been hard to justify, we have spent money and time on environmental work and there is therefore no excuse for failing to do so on these topics. As we write this conclusion we know we have begun this work more actively, but that it still needs more leadership focus.

## **Conclusions (cont.):**

We also want to acknowledge that having many of the conversations and decisions our policies necessitate are challenging, for example;

- Having conversations about long haul travel, especially sensitive decision making about who is and who is not deemed essential on trips or what makes a legitimate reason for travel.
- How to share in collaborator impact where their travel is often influenced by a complex list of factors, some of which are personal and many of which ScanLAB does not have the right to control or influence.
- Allowing some positive flexibility where sensitive equity and accessibility needs meet decisions from a purely carbon emission perspective.
- Prioritising good but more expensive sustainable choices at times of studio financial strain.

We're hugely thankful to our team, our clients and our collaborators for working on this challenging stuff with us.

**Matt Shaw & William Trossell, Co Founders, ScanLAB Projects**