

## Strategic Report *(continued)*

### Streamlined Energy & Carbon Reporting Regulations (SECR) 2018

**Methodology:** The reportable energy consumption and emissions information for the reporting period has been produced with reference to the Greenhouse Gas Protocol (March 2004) and HM Government's Environmental Reporting Guidelines (March 2019). The reporting boundary has been defined using the operational control approach:

- Scope 1 emissions account for total natural gas consumption of GAP, as well as fuel used in any company owned vehicles. Emissions from Adblue the Diesel exhaust fluid is also included as part of Scope 1.
- Scope 2 emissions are for the total electricity purchased by GAP across their portfolio.
- Only scope 3 emissions from fuel used in leased or personal vehicles where GAP have been responsible for purchasing the fuel are mandatory. No emissions are attributed to this for the reporting period. Other non-mandatory scope 3 emissions have not been included in this report.

It should be noted that the Scope 1 and Scope 2 emissions (where stated in tCO<sub>2</sub>e) are absolute values. Emissions from purchased electricity, natural gas and fuel have been calculated using the BEIS (DEFRA), Government Emission Conversion Factors for Company Reporting. This approach is in line with what is recommended in the SECR guidelines. 100% of energy consumption and emissions are related consumption in the UK.

**Energy Efficiency Action:** In the 2020-21-year, GAP has sought to reduce energy consumption by implementing energy savings measures including some recommendations that were identified as part of the GAP 2019 Energy Savings Opportunity Scheme (ESOS) audit. Telematics are fitted to all vehicles; this identifies any issues and encourages continual improvement in performance with respect to energy efficient driving techniques. A large portion of GAP's energy consumption is attributed to vehicle fuel use; therefore, energy efficiency is a consideration when purchasing vehicles. GAP has started to introduce hybrid vehicles into the fleet. GAP is FORS Silver Certified and all commercial vehicle drivers must complete eco driving e-learning courses as well as classroom sessions. The Fleet Operator Recognition Scheme ('FORS') is an accreditation scheme that aims to improve vehicle fleet activity throughout the UK. There are also projects to improve energy efficiency throughout the Head Office and depot network including measures such as replacing current lighting with LED lighting.

#### Energy consumption:

Table 1 – Energy consumption for reporting period 1<sup>st</sup> April 2020 – 31<sup>st</sup> March 2021

Reporting Period 1 <sup>st</sup> April 2020 – 31 <sup>st</sup> March 2021		
Total	2019-20 kWh	2020-21 kWh
Total Scope 1 & 2 energy use (kWh)	60,015,994	53,508,920

## Strategic Report (continued)

### Green House Gas Emissions

Table 2 – GHG emissions for the reporting period 1<sup>st</sup> April 2020 – 31<sup>st</sup> March 2021

Reporting Period 1st April 2020 – 31st March 2021		
Scope 1	2019-20 tCO <sub>2e</sub>	2020-21 tCO <sub>2e</sub>
Gas	460	477
Fuel for Transport *	14,474	12,760
<b>Total Scope 1</b>	<b>14,933</b>	<b>13,237</b>
Scope 2	2019-20 tCO <sub>2e</sub>	2020-21 tCO <sub>2e</sub>
Purchased electricity (grid average)	1,012	979
<b>Total Scope 2</b>	<b>1,012</b>	<b>979</b>
<b>Total</b>	<b>2019-20 tCO<sub>2e</sub></b>	<b>2020-21 tCO<sub>2e</sub></b>
<b>Total Scope 1 &amp; 2 emissions (tCO<sub>2</sub>)</b>	<b>15,945</b>	<b>14,216</b>
<b>Intensity Ratio (tCO<sub>2</sub> / Employee)</b>	<b>8.83</b>	<b>8.38</b>

\*Purchased diesel, petrol and AdBlue

### Human Resources

Due to COVID-19, the health and wellbeing of our employees was our key focus. In addition, as in previous years, our focus also continued to be the recruitment, retention and development of talent within the Group.

We continue to make effective use of existing strategies to attract top talent into the business including targeted recruitment campaigns on relevant social media platforms. Whilst technology plays a key role in finding talent, people are at the heart of our business and utilising our own internal network to engage with future potential candidates remains a highly effective means of building our talent pipeline.

GAP is aware of the skills shortage and youth unemployment that the UK faces. As a member of the 5% Club, an industry-led programme aimed at tackling youth unemployment, we aim to play a role in transforming the futures of young, talented people throughout the country.

Our apprenticeship programme continues to be successful; during the year, we grew the number of apprentices within the business by 25% and in March 2021 we launched our recruitment campaign for 2021/22 creating 25 new apprenticeship roles nationwide.

We are also proud to have been invited by LEEA (Lifting Equipment Engineers Association) to play an active role in the 'trailblazer' group to develop a suitable apprenticeship scheme for the Lifting industry which culminated in the