

Directors' report (continued)**Employee engagement**

The Company's engagement with its employees is detailed in the Section 172 statement included on pages 4 to 5.

Business relationships

The Company's business relationships with its customers, suppliers and other stakeholders are detailed in the Section 172 statement included on pages 4 to 5.

UK energy consumption and greenhouse gas disclosure

The Companies Act 2006 (Strategic Report and Directors' Report) regulation 2018 requires the Company to disclose UK energy consumption and Greenhouse Gas ("GHG") emissions from SECR regulated sources.

	Year ended 30 June 2021	Year ended 30 June 2020
<i>Emissions (tCO₂e)</i>		
Total emissions generated through combustion of gas	-	28
Total emissions generated through use of purchased electricity	608	763
Total emissions generated through use of other fuels	557	696
Total emissions generated through business travel	6,344	6,366
Total gross emissions	7,509	7,853
<i>Total energy</i>		
Electricity (Kwh)	26,563,693	30,873,502
<i>Intensity metric</i>		
KgCO₂e per square foot of total site area	8.69	8.90

Methodology used in the calculation of disclosures:

ESOS methodology (as specified in Complying with the Energy Savings Opportunity Scheme version 6, published by the Environment Agency 21/01/2021) used in conjunction with Government GHG reporting conversion factors.

For carbon only related matters, the SECR methodology as specified in "Environmental reporting guidelines: including Streamlined Energy and Carbon Reporting and greenhouse gas reporting" was used in conjunction with Government GHG reporting conversion factors.

The calculations have been approved by a PAS51215 compliant body.

Data estimation includes using monthly averages for electricity at some depots. Estimation accounts for 2.57% of energy data.

The Company's directors are committed to responsible carbon management and will practise energy efficiency throughout the organisation, wherever it's cost effective. The directors recognise that climate change is one of the most serious environmental challenges currently threatening the global community and understand they have a role to play in reducing greenhouse gas emissions. The aim is to reduce our carbon footprint over time with a view to becoming carbon neutral by 2040.

The Company implemented the policies below for the purpose of increasing the businesses energy efficiency in the relevant financial year.

- Moved to remote home working due to Covid-19. This will be reviewed when the situation permits.
- Implemented and encouraged use of video conferencing.
- Travel reduced due to Covid-19.

Further initiatives are included in the s172 statement on page 5.