
THE INSIGHTS GROUP LIMITED

GROUP STRATEGIC REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

Streamlined energy and carbon reporting

Insights takes its responsibility to the environment very seriously. We do so by encouraging our employees to limit business travel by making use of video conferencing applications, recycling waste and providing employees facilities and support to encourage sustainable transport to work.

In establishing our CO₂e emissions, we have examined our emissions from energy consumption in our owned facility and vehicle (Scope 1). We have also assessed our carbon footprint from business travel and our leased facilities (Scope 2&3). The section 172 reporting requirement on Streamlined Energy and Carbon Reporting requires UK companies to report emissions from its UK operations. This is the scope of the information included in the table below.

The methodology used to generate this information involves establishing energy consumption from third party supplier statements and applying HMRC CO₂e conversion factors. For air travel our travel provider, CTM, provided a CO₂e emissions report.

Insights energy consumption within our own facilities in fiscal year 2020/21 was 242,268kWh (2019/20: 319,121kWh)

	2021	2020
	kg CO ₂ e	kg CO ₂ e
Owned assets	56,482	82,076
Business travel	-	636,430
Leased assets	<u>26,015</u>	<u>44,692</u>
Total	<u>82,497</u>	<u>763,198</u>
Intensity ratio (kg CO ₂ e per FTE)	303	2,510

Employee involvement

Our people are at the heart of our business. Our employees interact with our clients, suppliers and partners every day. Their engagement is critical to ensure we are making the right decisions for our business.

Working with independent consultants, we measure our employee engagement annually with year-on-year improvement in our engagement scores central to our strategic objectives.

Matters impacting employees are discussed with them monthly. Additionally we have an internal communication framework to ensure that employees are always informed about the Group's financial performance. All employees participate in one of the financial performance related incentive schemes operated by the Group.

To ensure we cover the topics our employees want to be informed about, they can also feedback requests to our communication champions.

Principal risks and uncertainties

The Group manages competitive trading risk by continually updating the products, services and learning experience it has to offer.

The Group's principal financial trading instruments comprise cash and cash equivalents. Other financial assets and liabilities, such as trade creditors, arise directly from the company's operating activities.

The main risks associated with the Group's financial assets and liabilities are set out below.