

Group Strategic Report (*continued*)

Principal decisions

Towards the end of 2020, Engine UK undertook a reorganisation of parts of its business offering to right-size it for the current market given the impact of the Covid-19 pandemic.

On 31 December 2020, the group acquired the trade and assets of Engine Transformation Ltd, a provider of market research services and consequently all UK client work has now been centralised out of one legal entity.

Tools and technology launched in 2019 ensured that the group was well prepared for remote working during the Covid-19 pandemic and employees' quickly adapted to home working with minimal disruption.

In addition to the normal 3 days additional leave granted between Christmas and New Year, all employees were awarded an additional 4 days paid leave to be used over the festive period in recognition of the challenging year that Covid-19 had presented.

Greenhouse gas emissions and energy use

The year ending 31 December 2020 is the first period the Group is required to report on its greenhouse gas (GHG) emissions and energy use. Emissions were lower than normal levels due to the effects of the COVID-19 pandemic. There were major reductions in annual emissions and energy usage through the head office being closed for the majority of the year, with the Group's workforce largely working from home. There was also very little business travel which reduced transport emissions, which in the past had been the Group's biggest contributor to emissions.

	2020
Energy consumption used	kWh
Electricity	1,066,319
Gas	460,635
Transport fuel	4,081
Other energy sources	-
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	2020
Emissions – all location based	tCO₂e
Scope 1	
Emissions from combustion of gas	84.70
Emissions from combustion of fuel for transport purposes	-
Scope 2	
Emissions from purchased electricity	248.60
Scope 3	
Emissions from business travel in rental cars or employee vehicles, where company is responsible for purchasing the fuel	1.30
Emissions from upstream transport and distribution	69.70
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Total location based emissions	404.30
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Intensity (tCO₂e per employee)	0.59
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