



UKP Worldwide Base Line Report for Fiscal Years 2021/2022 & 2022/2023

*“We are committed to minimising our environmental
impacts and investing in people.”*

Lee Bucktrout, CEO & Founder

Making sure your business delivers



About This Report

16% of anthropogenic carbon emissions result from the movement of parcels and mail; as logistics experts, we are obligated to reduce our carbon footprint and other environmental impacts associated with our operations. We also take our duty to be a responsible employer seriously, and we are proud that in 2023 we retained our 'Silver Investor in People' accreditation.

Therefore, we have set a mission: ***'To minimise our environmental impacts with a focus on reaching Net Zero by 2040, and to achieve 'Gold Investor in People' accreditation'***. This report describes the progress we have made towards our mission and the commitments we are making to achieve it'.

CEO Statement

In 2023 The Intergovernmental Panel on Climate Change's latest report warned that 'urgent climate action is needed to secure a sustainable future for all'. They stress that whilst humanity has the means to prevent the worst impacts of climate change, not enough is being done. The following disclosures reveal the first steps UKP WORLDWIDE has taken to respond to the IPCC's warning and to manage our other significant environmental and social impacts.

I have overseen the collection of data for our fiscal years 2021/22 and 2022/23 to establish a baseline of our environmental and social impacts, and economic performance according to the principles of Triple Bottom Line Economics - People, Planet, and Prosperity.

As you read on, you will discover the contributions we have made to achieving a Triple Bottom Line to date, and the commitments I am making to ensure our mission succeeds.

Lee Bucktrout

A handwritten signature in black ink, appearing to read 'L. Bucktrout', is positioned below the name 'Lee Bucktrout'.

CEO and Founder



Planet

Climate changing greenhouse gas (GHG) emissions and waste from the global movements of parcels and mail are inherent to our operations. We gathered data for our fiscal years 2021/22 and 2022/23 to establish a baseline of our GHG emissions and the waste we sent to landfill vs. our recycling rate from which we will improve year-on-year.

Our Baseline Carbon Emissions

We have calculated our baseline carbon emissions according to the Greenhouse Gas Protocol.

Mean GHG emissions data for baseline fiscal years 2021/22 & 2022/23	
Emissions Type	GHG Emissions (tCO ₂ e)
Scope 1: Direct emissions from fuel combustion.	11.30
Scope 2: Indirect emissions from purchased fuel.	8.04
Scope 3: Emissions from activities and sources not directly owned or controlled by us.	86.73
Total Gross Emissions	106.07
Carbon offsets	0
Green Tariff	0
Net Annual Emissions	106.07
Carbon Intensity (tCO₂e/m³)	0.02
Carbon Intensity (tCO₂e/ per million £)	18.03

Tackling our Scope 1 & 2 Emissions

The following actions will reduce our carbon footprint in the 2023/24 fiscal year.

We are moving to new premises with a Class B Energy Performance Certificate (EPC). We expect the move will significantly reduce our Scope 1 and 2 carbon emissions because it is more energy-efficient than our current EPC E-rated premises. Thus, our move will mitigate our carbon footprint whilst providing space for our business to grow.

Mitigating our Scope 3 Emissions

29 % of our total emissions result from our upstream procurement of haulage and courier services. The vehicles these services rely on are overwhelmingly powered by fossil fuels, so, we have little capacity to reduce them. However, we will be researching the best methods for consolidating loads to improve efficiency.



We are also exploring the feasibility of adding a small carbon surcharge to our procurement of third-party courier and haulage services to raise our customers' awareness of their climate impacts. We believe this will motivate them to follow our lead and consolidate their loads.

We anticipate reductions on our Scope 3 emissions in 2023 because our new premises is closer to 80% of our employees' homes, meaning fewer commuting miles. To further reduce our Scope 3 emissions, we are encouraging our employees to choose more climate-friendly commuting, and we offer bicycle purchase under the Cycle to Work scheme. We also provide subsidised EV chargers at our premises.

To mitigate our unavoidable carbon emissions, we will purchase carbon offsets through the [CARBON NEUTRAL BRITAIN](#) initiative, 'the UK's Leading Carbon Offsetting Initiative', in our 2023/24 fiscal year. We will reconsider this approach in the late 2020's when, according to research, courier and haulage services will have mostly transitioned to electric vehicles.

We will recalculate our carbon footprint at the end of our 2023/24 fiscal year, and the results will inform our roadmap to Net Zero by 2040, and we will commit to a formal climate pledge.

Our Baseline Waste and Recycling Data

We are delighted to report that we already recycle 68% of our waste. We are committed to analysing the sources and kinds of waste we still send to landfill During the 2023/24 fiscal year. This will enable us to set realistic targets for waste reduction for our 2024/25 fiscal year through to 2040.

People

UKP Worldwide's success is dependent on the hard work and dedication of its employees. We show our appreciation of their loyalty through an array of staff benefits and events.

Benefits and Events

- Annual Employee Health Assessment for all Staff
- Employee Assistance Program covering all staff and their immediate family
- Health Cash Plan Cover for all Staff covering basic needs including dental check-ups, eye tests, Physiotherapy and contributes to health & wellbeing screening. The plan also provides limited Personal Accident Cover
- Private Medical Cover for Senior Team
- Perk Box offering discounts on major brands

We want UKP Worldwide to be a convivial place to work that our team enjoys coming to every day. So, our Social Committee organises regular team bonding events that are enjoyed by all. We also break up our working week with regular pizza days and free breakfasts on the company.

Awards

We are delighted to report that in 2023 Investors in People, the global benchmark in people management, re-accredited us with their 'Silver' award. This demonstrates our commitment to 'Leading', 'Supporting', and 'Improving' our employees, and ensuring UKP Worldwide is a great place to work.

"This is a huge achievement for us, and we shouldn't underestimate what it has taken to be accredited with the Silver award, especially with the backdrop of massive upheavals and pressures from lockdown, coming out of the pandemic and our move to a new business model. I am very proud to be a part of Team UKPW."

(Michael Woods, Operations Director, UKP Worldwide)



The Investors in People Framework



Our senior leaders will be exploring strategies for achieving 'Gold' accreditation in the 2023/24 fiscal year.

Achievement: Silver Investor in People

Target: Gold Investor in People



Prosperity

We have built a resilient business that has thrived throughout challenging economic conditions.

Growth and Resilience

In the face of numerous challenges such as the coronavirus pandemic, escalating energy prices, the complexities of Brexit, and global conflicts, the economic landscape has thrown up many challenges since 2020. Throughout this period, our dedicated leadership has navigated us through turbulent times, allowing us to emerge stronger and more resilient. Our ability to adapt and thrive in the face of these economic shocks demonstrates the solid foundation UKP Worldwide is built on.

As we progress towards a post-pandemic era, we are proactively ensuring our continued prosperity. One notable stride we have taken is the resumption of face-to-face marketing, a vital step in reaffirming our presence in the market. A recent highlight was our participation at the eCommerce Berlin Expo Exhibition & Conference, where four of our leaders solidified relationships with existing clients and forged new partnerships, fostering further growth and success for UKP Worldwide.

We will continue to build the growth and resilience of our business throughout the 2023/24 fiscal year through attendance of similar events and other advertising and marketing campaigns.



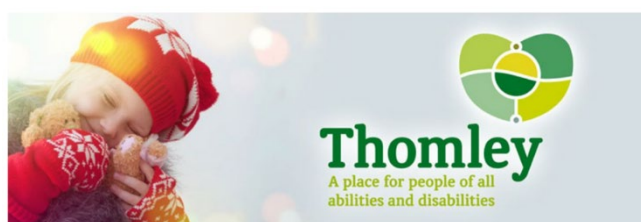
Our senior leaders at the Berlin Expo

Supporting Worthy Causes

Our prosperity enables us to support causes we care about.

For the past two years instead of sending our Customers Christmas gifts we decided to change focus and support causes local to UKP Worldwide and its staff.

In December 2021, we supported Thomley's Christmas Appeal. Thomley prides itself on being a place for all people of all abilities and disabilities. For some families Thomley is a lifeline, allowing parents and carers to catch up without families, for disabled adults and children to socialise, take part in activities that might not be possible at home and helping develop those life skills needed as children transition into adulthood. A community where everyone comes together and supports each other.



Thomley's Christmas Appeal

Our staff nominated charities and then everyone voted for a winner and so in December 2022, we supported Aylesbury Foodbank, and the work they do in providing for the local community. They provide nutritionally balanced emergency food and support to local people who are referred in crisis. As part of a nationwide network of foodbanks, they are supported by The Trussell Trust, working to combat poverty and hunger across the UK.



Supporting the Sussex Seabed Restoration Project

As an avid SCUBA diver our Founder is keen to support marine conservation. So, in 2022 we began regular donations to the Sussex Seabed Restoration Project (SSRP).

The SSRP works at the heart of local communities, through creating and developing awareness of the consequences of the destruction of the seabed in Sussex, the environmental impact and how communities can now play a crucial role in the protection and rewilding of the seabed, supporting the return of sea kelp and fish to our shores.

The SSRP is in its infancy, but it is inspiring to see how it is gathering momentum and receiving coverage in national media including the [BBC](#), [ITV](#), and the [Guardian](#). We are proud to be supporting an initiative that demonstrates the impact a determined individual with no scientific background can make.

Discover more about and support the project on their Crowdfunder page: <https://www.crowdfunder.co.uk/p/sussex-seabed-restoration-project-5>



Supporting marine conservation

Our Commitment to Continuous Improvement

We have described our first steps towards our mission to be a more sustainable business in this baseline report. We are committed to implementing sustainability according to the principle of continuous improvement. Therefore, we will review and enhance our sustainability strategy year-on-year.