

Rocky Road to Sustainable Recovery form COVID-19

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This Morning's Packed Programme

- 9:30 - Legal & Market Update - **Dr Wendy Buckley, Chair, SBN North Hants**
- 09:40 - COVID-19 Recovery Plan for the Local Authority – **Jack Kennedy, Basingstoke & Deane Borough Council**
- 10:00 - Carbon Footprint of Homeworking - Explained **Joel Fernandez, Carbon Footprint Ltd**
- 10:10 - Case Study - **Mike Kerridge, Lockton**
- 10:30 - Final Questions & Close



Basingstoke
and Deane



RUSHMOOR
BOROUGH COUNCIL



Legislation & Market Trends

Dr Wendy Buckley

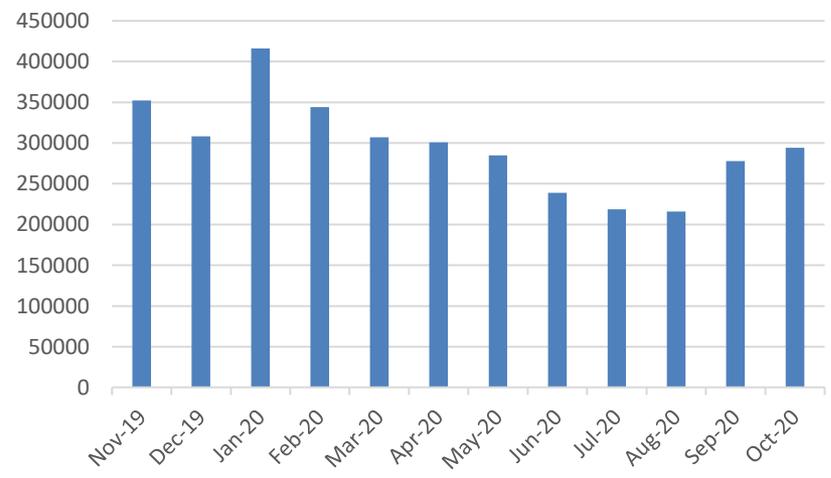
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Visits to carbonfootprint.com



Boris Johnson made some Big Pledges'Build Back Greener'



- **Protect 30% of UK's land for biodiversity by 2030**
 - Already 26% of land in England is protected – Not very ambitious
 - extra 400,000 hectares of English countryside
 - Previous promises not been fulfilled – recent report showed UK is failing on its long-term biodiversity targets with public sector investment in conservation falling by 33% in five years
- **Wind farms will generate enough electricity to power every home by 2030** – (homes only account for a third of UK electricity consumption)
- **Green Gas**
 - BEIS consultation of policy options for new gas supplier levy to support green gas
 - Gas heating for new houses will be banned by 2025
- **Corporate Net Zero Emissions Standard**
 - The Science Based Targets Initiative (SBTi) has announced that it has begun developing the world's first-ever global standard to ensure corporations set credible targets for net-zero emissions by 2050





No environmental watchdog active on Brexit conclusion?

- **Framework controls:**

- Changes to waste management (Resource and Waste Strategy)
- Legally binding targets for PM2.5 (Clean Air Strategy)
- Requirements for net biodiversity gain
- Sustainable water resources (25 Year Environment Plan commitments)

- **Status:**

- This Bill was being considered by a Public Bill Committee but due to current circumstances the sittings of the Committee have been suspended until further notice. The Committee is now scheduled to report by Tuesday 1 December 2020.
- **This means that the UK is set to be without an environmental watchdog to replace the EU's after Brexit**

Eye Watering Fines for the Utilities

- **Largest fine : Severn Trent Water - £800,000**
 - 3.8 million litres of raw sewage to enter a Shropshire stream from a local sewage treatment works
 - Discharges of raw sewage had been happening regularly for 17 months
 - Had been aware of the capacity issues at the works since 2011 yet had taken inadequate steps to address them until the incident came to light
- **Enforcement Undertaking** – money is voluntarily given to environmental schemes rather than given fine:
 - **Barclays Bank PLC** – Operating without environmental permit (oil pollution) - **£100,000** split across the RSPCA, Groundwork North East and Get Hooked on Fishing
 - **Yorkshire Water Services Limited** – Operating without a permit (sewage pollution) - **£300,000** to Yorkshire Wildlife Trust
 - **Wessex Water Services Limited** – Operating without a permit (sewage pollution) - **£225,000** to Moorlinch National Nature Reserve and Plymouth University
 - **Thames Water Utilities Limited** – operating without permit and failure to comply with permit conditions (sewage pollution) - **£200,000** to South East Rivers Trust



'Producer Pays' Waste Fines treated as Enforcement Undertakings

- Fines relating to Producer Responsibility Obligations (Packaging Waste) for failure to register and/or failure to take reasonable steps to recover and recycle packaging waste exceeded £95,000. Including:
 - Pull & Bear Limited - failure to take reasonable steps to **recover and recycle packaging waste - £3,900** split across Marine Conservation Society and Keep Britain Tidy
 - Zara Home UK Limited - **£8,400** to the Marine Conservation Society and Keep Britain Tidy
 - Alliance Automotive UK Limited - **£14,793** to Keep Britain Tidy



Trading, Space & Waste Updates

- **Draft Greenhouse Gas Emissions Trading Scheme Order 2020 published**
 - UK Emissions Trading Scheme (UK ETS) to replace the EU Emissions Trading System (EU ETS) from 2021
- **RPS C8: Social distancing guidelines when signing and handing over waste transfer and consignment notes in person (until 31st March 2021 – for now)**
 - E.g. Obtain contact details (rather than a signature), request all information prior to the actual collection of waste and submit copies digitally
- **RPS C229: Treating food waste where the food was served and consumed**
 - Store waste in fully enclosed leakproof containers and must not store >50m³ at a time or for > 7 days

ESOS Enforcement Notices Continue to Go Out



Immediate Action Required

16 October 2020
REF: ESOS-ENF-2-0321

FAO company secretary

Dear Sir/Madam,

The Energy Savings Opportunity Scheme Regulations 2014 ("the ESOS Regulations")

Regarding [REDACTED] and the mandatory Energy Savings Opportunity Scheme ("ESOS") we do **NOT** appear to have received a notification that you have complied.

We are still fighting our war in plastic

- In the UK it is estimated that **five million tonnes of plastic is used every year, nearly half of which is packaging.**
- Government targets / actions:
 - an “ambition” of zero avoidable waste by 2050
 - a “target” of eliminating avoidable plastic waste by end of 2042. The UK Government’s December 2018 Resources and Waste Strategy contained a number of policies aimed at reducing plastic waste.
 - Plastic Straw, Cotton Buds and Stirrers Ban in England from October.
 - Exemptions include: straws from registered pharmacies, a catering establishment together with food or drink for immediate consumption (on request), or for medical purposes and for those with disabilities.
 - Single use plastic bag charge to raise to 10p and extend to all retailers from April 2021
- The UK has continued to send 300 tonnes of plastic waste a day to developing countries, despite widespread concerns and a Conservative party manifesto pledge to stop the practice.
- BSI is producing a PAS 9017 standard for biodegradable plastic following confusion over terminology.



First reports for Streamlined Energy & Carbon Reporting (SECR) are Out

- Companies now reporting – for financial years starting on or after 1st April 2019
- Company or LLP qualifies if satisfies **two or more** of the following requirements: (exempt if use <40MWh of energy)
 - Turnover **£36 million or more**
 - Balance sheet total **£18 million or more**
 - Number of employees **250 or more**
- Enforced by **The Conduct Committee of the Financial Reporting Council**

<https://www.carbonfootprint.com/secr.html>

The screenshot shows a Microsoft Excel spreadsheet with the following data:

Item	2018/2019 (tCO2e)
Direct emissions (Scope 1) - see annex 1 of the company report	1,870.51
Waste emissions (Scope 2) - from purchased electricity	3,052.70
Total Scope 1 & 2	4,923.21
Other indirect emissions (Scope 3) - see next slide	38.47
Excess Total Emissions	4,961.68
Carbon Offsetting (tonnes t)	4,961.68
Net Total Emissions	0
Intensity ratio (tCO2e/tonnes of CO2e per employee)	13.00



References / Useful Links

- Straws, cotton buds and drink stirrers ban: rules for businesses in England : <https://www.gov.uk/guidance/straws-cotton-buds-and-drink-stirrers-ban-rules-for-businesses-in-england#:~:text=and%20environmental%20impact-Straws%2C%20cotton%20buds%20and%20drink%20stirrers%20ban%3A%20rules%20for%20businesses,England%2C%20except%20for%20exempt%20uses>
- Severn Trent Water Prosecution : <https://www.gov.uk/government/news/severn-trent-water-prosecuted-for-shropshire-sewage-pollution>
- 1st June – 30th September Enforcement Undertakings : <https://www.gov.uk/government/publications/environment-agencys-use-of-civil-sanctions/enforcement-undertakings-accepted-by-the-environment-agency-1-june-to-30-september-2020>
- ENDS Report Fines Monitor : <https://www.endsreport.com/fines-monitor>

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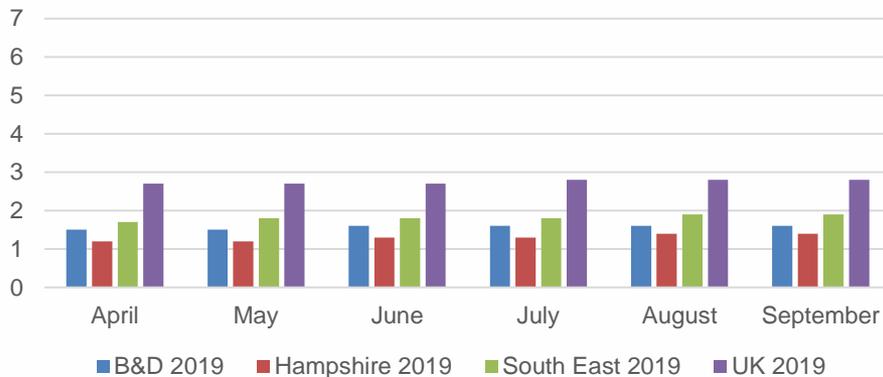
Economic Recovery

Overview

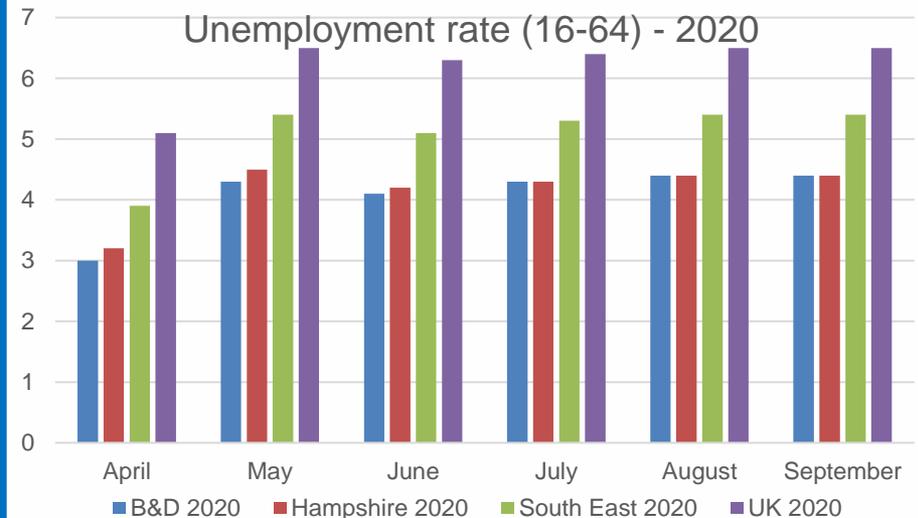
- Economic context
- What is the framework?
- Where does Clean Growth fit in?
- Questions for you

Some economic context... Employment

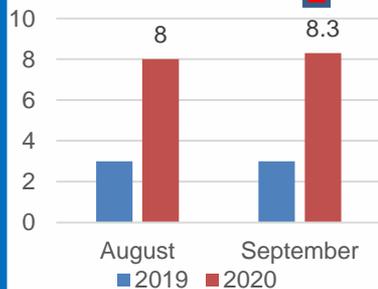
Unemployment rate (16-64) - 2019



Unemployment rate (16-64) - 2020



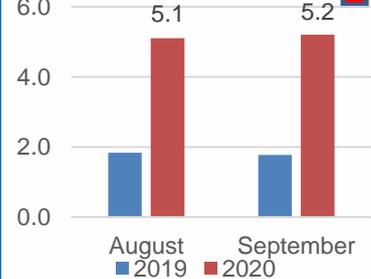
18 – 24



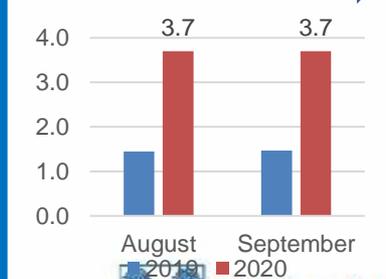
50+



Males



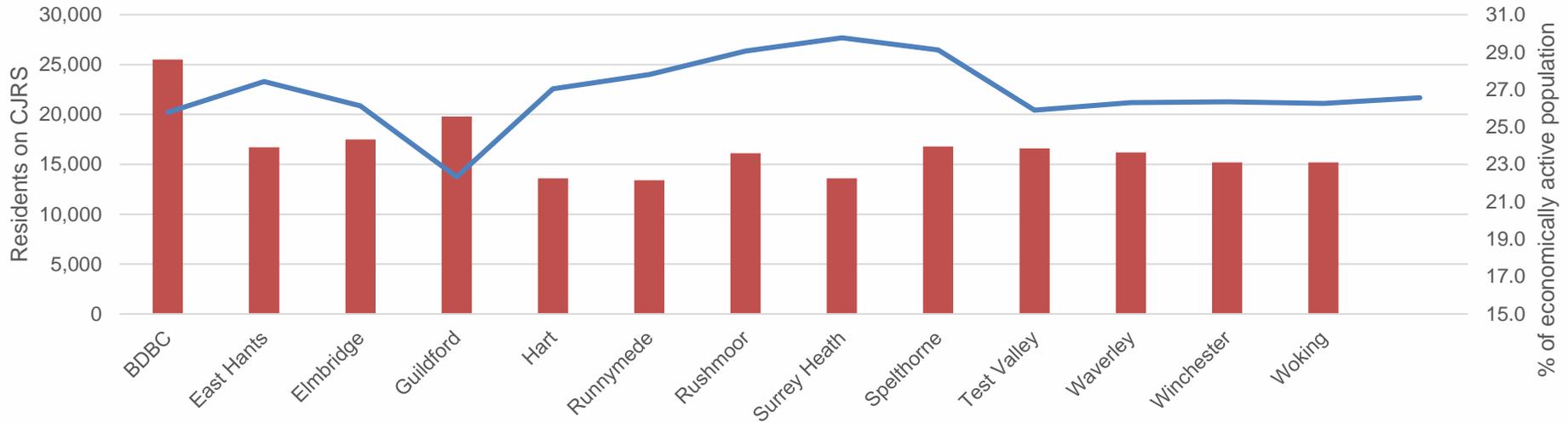
Females



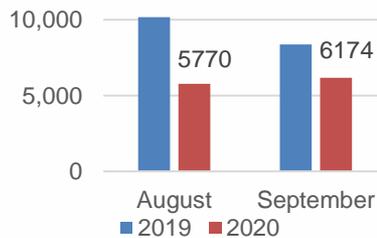
September 2020 saw highest number of claimants (4895) since February 1994, however this was only a rise of 5 from August. Whilst the claimant rate has remained steady at 4.4% and we have seen a fall in claims from those aged 50+ there has been a significant increase in 18-24 year olds claiming. The rate of 8.3% is now higher than the Hampshire (7.9%) and South East rates (8.1%).

Jobs

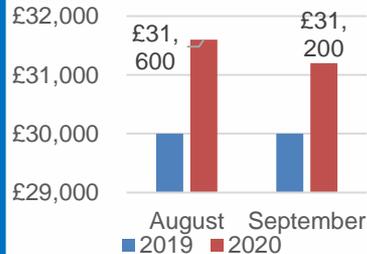
Residents on CJRS



Unique job postings



Average advertised salaries



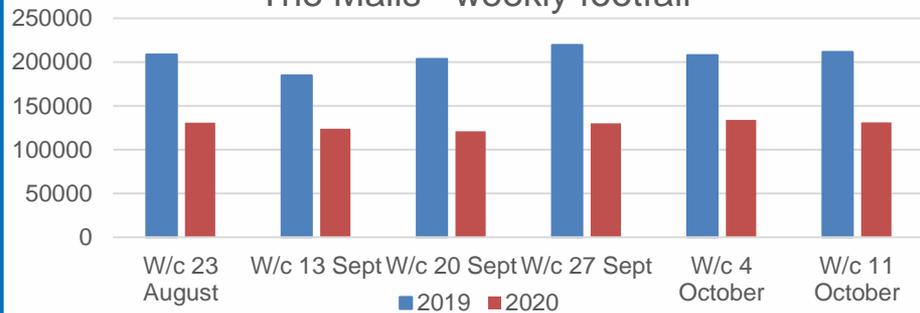
Top 5 job postings – September 2020:

- 1 Nurses
- 2 Sales accounts and business development managers
- 3 Programmers and software development professionals
- 4 Care workers and home carers
- 5 IT and telecoms professionals

There has been no further data shared on the furlough scheme since end July 2020, meaning the last we knew 25,500 Basingstoke and Deane residents were on the furlough scheme, representing 25.8% of the economically active population. However, job postings have continued to increase since June but are still down on the same period in 2019. Average advertised salaries continue to fluctuate around the £31,000+ area.

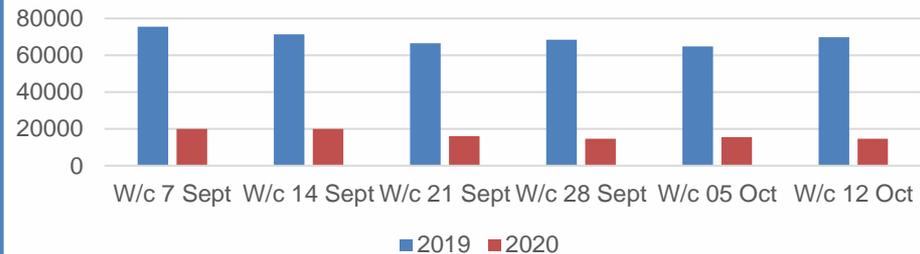
Town Centre

The Malls - weekly footfall

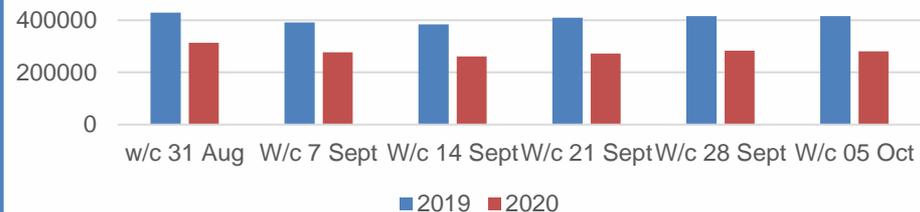


The w/c 04th October saw the highest levels of footfall in The Malls (132,641) since data collection started. Top of Town footfall remains considerably below 2019 levels, averaging at 27% compared to last year. Festival Place footfall continues to grow and August saw levels of up to 77% compared to 2019. Festival Place has also reported an increase in spending per head, showing people are visiting town with a spending purpose rather than just for browsing. New developments in the town centre include the opening of Fireaway Pizza and the announcement of a BrewDog Bar, expected to be part of Festival Place. In Basingstoke Parliamentary constituency, 62 restaurants offered the Eat Out to Help Out scheme in August, providing 73,000 discounted meals for a total discount of £317,000.

Top of Town - weekly footfall



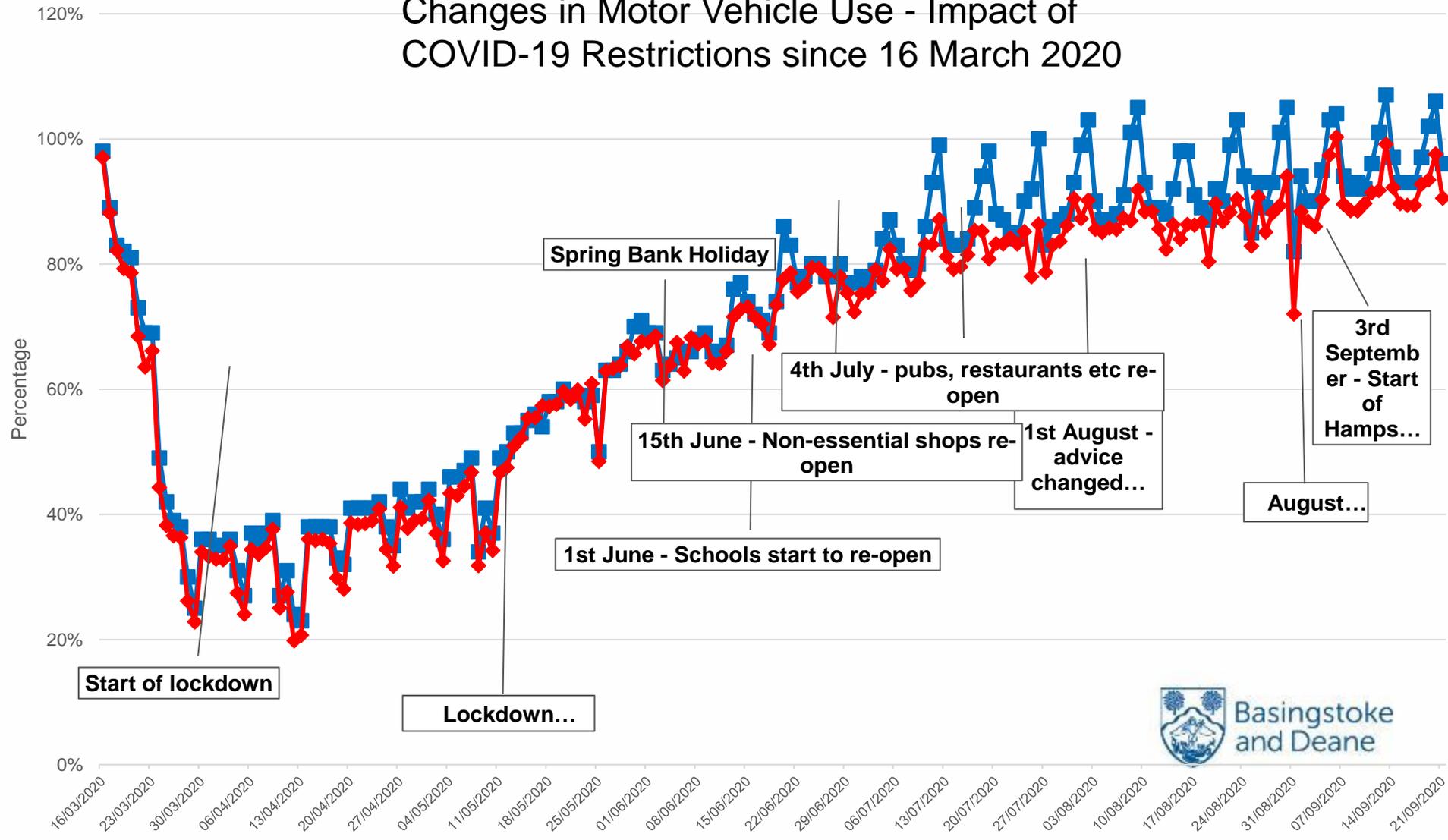
Festival Place - Weekly footfall



Closed or closing	In administration	Yet to re-open	New openings/To come
Truly Scrumptious	Kast Retail (Quiz)	The Royal Exchange	Willows Café (ToT)
Laura Ashley	Oasis	Rhu Bar	Basingstoke Wellness Centre
Zara	Warehouse	TUI	Egg free cake shop
Monsoon	Debenhams	Naomi House	Fireaway Pizza
Accessorize	Pizza Express	House of Handsome VIP Lounge	iRepair
Affinity East		The Bakers Arms	BrewDog
Sally Beauty		Dragon Palace	Escape Hunt
Argos (moving to inside Sainsburys)			

Transport

Changes in Motor Vehicle Use - Impact of COVID-19 Restrictions since 16 March 2020



Economic Recovery Framework

- Transition from immediate crisis management to long-term plan for recovery
- Builds upon existing Economic Growth Strategy, adopted in March 2019
- Sets out nine priority areas, with Clean Growth at the heart of the change

Economic Recovery Framework



Clean Growth

- A way to achieve economic growth, using clean technology, and allowing sustainable development. Aim is to increase the standard of living with a reduced environmental impact.
- COVID-19 has put a sharp focus on what can be achieved in terms of reducing carbon emissions in a short period of time. The challenge now is to make that sustainable
- Also provides the potential to support job creation



Buildings

- Setting targets within planning policy to shape new development in the borough
- Leveraging influence on developments such as Manydown, Basing View and the new Leisure Park to support net zero agenda
- Reduce energy consumption across our investment portfolio
- Work with partners to develop proposition for widescale retrofit of commercial and domestic properties to reduce energy consumption



Waste and consumption

- Improving sustainable procurement practices and embed net zero in procurement approach, including supporting and holding suppliers to account, including working with them on how they might offset their most challenging emissions locally
- Supporting 'buying local' where possible
- Facilitating transition to more circular economy, with positive impacts for local job creation and investment



Transport

- Building on the plans within existing transport strategy, working in collaboration with Hampshire County Council and other partners
- Facilitating and promoting a move to public transport, active transport and electrification of transport (or other ultra-low emission technologies)



Questions to take away

- What actions are you taking as businesses to embed sustainable practices in your operations?
- Do you think the long-term impact of Covid-19 on our behaviours and working arrangements will be the catalyst for changes in your business in relation to sustainable practices?
- The Local Government Association estimates that nearly 700,000 direct jobs could be created in England's low-carbon and renewable energy economy by 2030 (including 1500 in Basingstoke and Deane). Where do you see the job opportunities in your industries aligned to the shift to net zero carbon emissions?
- What help would you like to see from Government, Local Enterprise Partnership and Local Authorities to support sustained shift to net zero carbon emissions aligned with economic growth?
- Please feel free to provide feedback to jack.kennedy@basingstoke.gov.uk or business@basingstoke.gov.uk
- Follow us on [Twitter](#), [LinkedIn](#) and sign up to our regular [Business Bulletin](#)



Carbon Footprint of Home-Workers

The hidden emissions source of 2020

Joel Fernandez, MEng (Hons) AMIMechE
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Large numbers were working from home – so that was good news, right?



- In April, **40.1%** employed people worked at home due to COVID-19¹
- Reduced site energy use – particularly across service sector
- Lower company emissions!
(Saving ~0.3 tCO₂e/office employee/year)²





...But many people were just displaced

- Office energy consumption may have reduced (though lots kept the lights & heating on for 'skeleton staff' onsite')

... home energy consumption increased!

You need to assess the Homework Footprint



- Calculate emissions for home-workers as part of annual assessments
 - What data will I need?
 - Extra electricity consumption
 - Extra gas for heating





Think about the electricity consumption...

- Power consumption of appliances used in work time

Home working	V (V)	I (A)	P (W)	Energy (kWh)	Emissions (tCO ₂ e/year)
Laptop	20	2.25	45	93.6	0.026
Screen			20	41.6	0.012
Light			25	52.0	0.014
Kettle				28.0	0.008
Microwave				17.3	0.005
Total				233.5	0.065

Microwave lunch	Value	Unit
Power	1000	W
Time/day	240	Sec
Consumption/day	240	kJ
Consumption/year	62400	kJ
kWh	17.33333333	kWh

Hot drink calc	Value	Unit
Cup capacity	0.3	kg
c	4.182	kJ/kgK
T start	20	deg C
T end	100	deg C
delta T	80	K
Energy per cup	100.4	kJ/cup
kWh/cup	0.028	kWh/cup
No. Cups per day	4	cups
kWh per year	29.0	kWh
tCO ₂ e	0.008	tCO ₂ e

Constants	Value	Unit
Hours in a week:	40	hours
Weeks in a year:	52	weeks
Hours in a year:	2080	hours
UK Gen Emissions Factor:	0.2556	kgCO ₂ e/kWh
UK T&D Emissions Factor:	0.0217	kgCO ₂ e/kWh

Defra & BEIS (2020)⁵



...now consider the gas consumption

- Gas consumption depends on:
 - House size
 - How many people in the house
 - (The time of year)
- So total with electricity...
 - Just you = ~0.7tCO₂e
 - With others = ~0.2tCO₂e

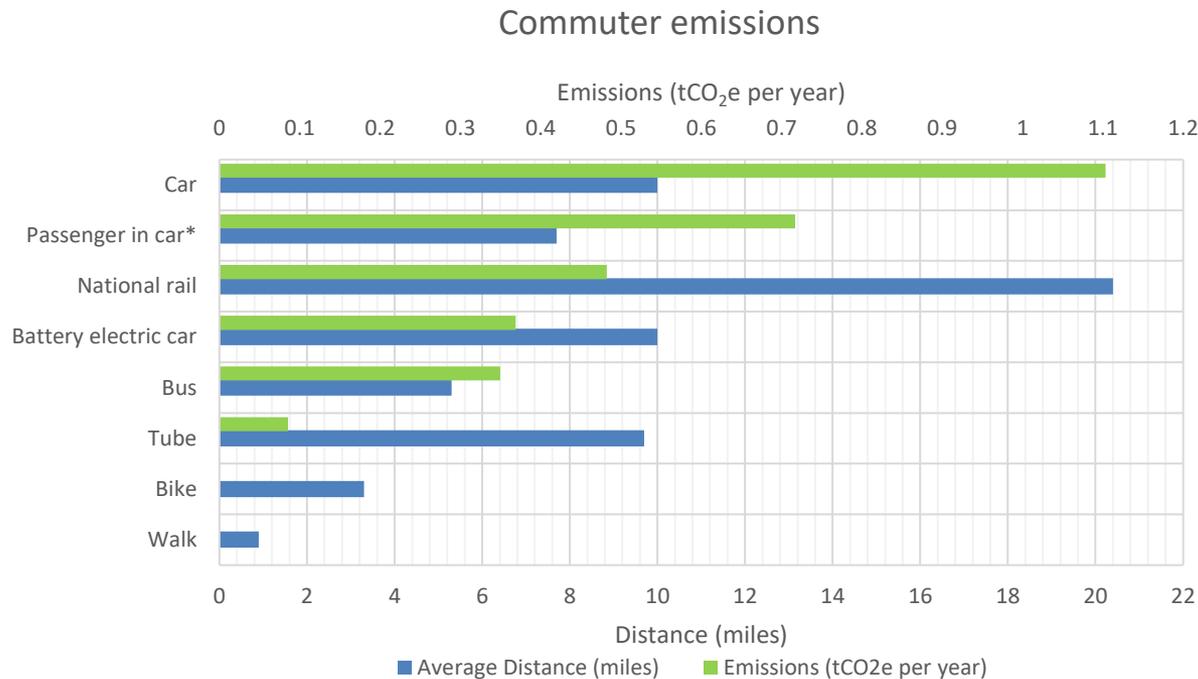
Size	Inhabitants in Working Hours	Average Gas (kWh)	25% extra gas split between inhabitants (kWh)	Gas Emissions (tCO ₂ e)
1-2 bed	1	8000	2000	0.37
1-2 bed	2	8000	1000	0.18
1-2 bed	3	8000	667	0.12
3-4 bed	1	13258	3315	0.61
3-4 bed	2	13258	1657	0.30
3-4 bed	3	13258	1105	0.20
3-4 bed	4	13258	829	0.15
3-4 bed	5	13258	663	0.12
5+ bed	1	17000	4250	0.78
5+ bed	2	17000	2125	0.39
5+ bed	3	17000	1417	0.26
5+ bed	4	17000	1063	0.20
5+ bed	5	17000	850	0.16
5+ bed	6	17000	708	0.13

UK Gov (2018)³
Defra & BEIS (2020)⁵

...and what about commuting – or the lack of it



- Yes, home emissions may increase, but I'm not driving to work?



*Taxi passenger.km factor used

UK Gov (2015)⁴
Defra & BEIS (2020)⁵

...Or use a simpler model if data is hard to acquire...



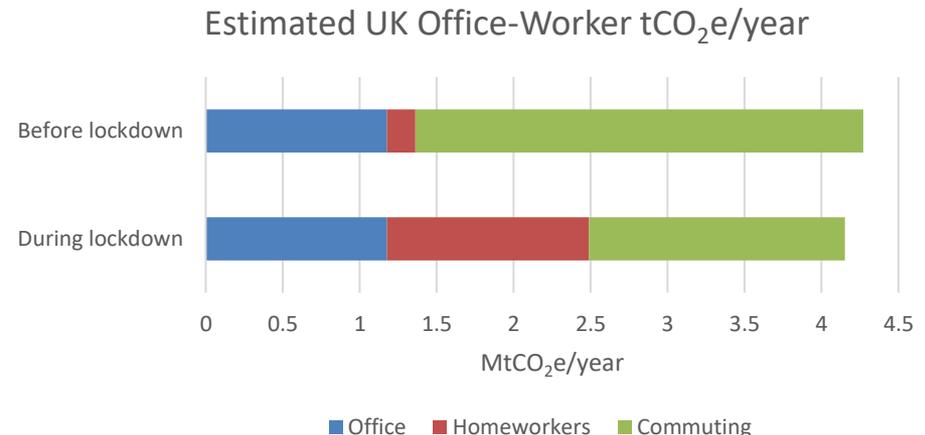
- Send an anonymous form to all your employees
- Take a sample of employees and scale it up



Don't ignore the Homework Footprint - not what you might think it may be

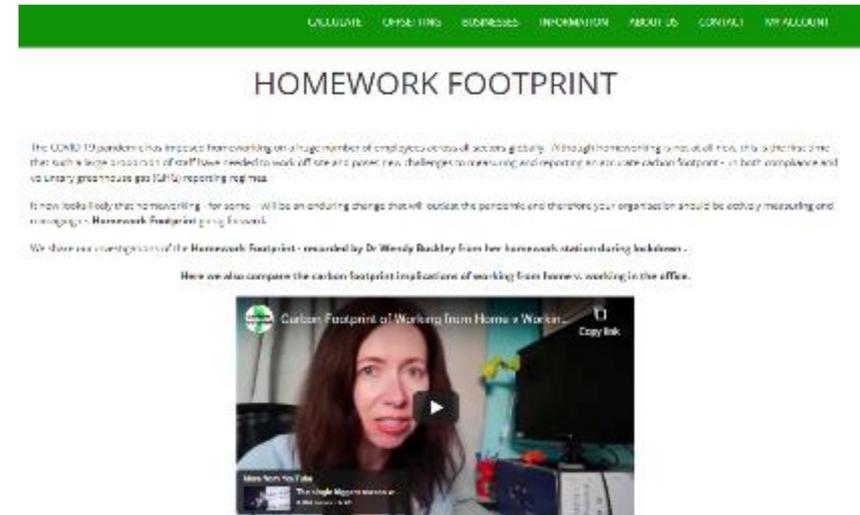


- Emissions differ from employee to employee:
 - Overall, emissions are lower because no commuting/travel – is this scoped?
 - How full was your house in lockdown?
- For many organisations homeworking will continue to feature for at least some time and should be measured
- Think about how your organization wants to present this CFP compared with your baseline



Information & Further Resources

- Carbon Footprint Website
https://www.carbonfootprint.com/homework_footprint.html
- ¹Office for national statistics (ONS) (2020) *Coronavirus and homeworking in the UK: April 2020*
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/coronavirusandhomeworkingintheuk/april2020>
- ²Chartered Institution of Building Services Engineers (CIBSE) (2003) *Energy Consumption Guide 19: Energy use in offices*
[https://www.cibse.org/getmedia/7fb5616f-1ed7-4854-bf72-2dae1d8bde62/ECG19-Energy-Use-in-Offices-\(formerly-ECON19](https://www.cibse.org/getmedia/7fb5616f-1ed7-4854-bf72-2dae1d8bde62/ECG19-Energy-Use-in-Offices-(formerly-ECON19)
- ³UK Gov (2018) *Sub national electricity and gas consumption report 2018*
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/853760/sub-national-electricity-and-gas-consumption-summary-report-2018.pdf
- ⁴UK Gov (2015) *Commuting trends in England*
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/877039/commuting-in-england-1988-2015.pdf
- ⁵Defra & BEIS (2020) *GHG Conversion Factors 2020*
<https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2020>





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A sustainable route to recovering from Covid - 19

October 23rd 2020



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04	Covid-19 Does not stop our commitments
05	Our No 1 Commitment is our associates
06	A small return via Continued Support
07	Our Environment Programme continued during lockdown
05	Our No 1 Commitment is our associates

01 Background On Lockton

Formed in 1966 we are the largest privately owned insurance broker in the world. Being privately owned means we are independent and able to take a longer term view on what we do.

7,500 associates work around the world to deliver insurance, risk, employee benefit advice to our clients wherever they are.

Our associates focus their analytical skills on risk and advice and placement in all areas, including Political and Credit, Transportation, Cyber, Property and Casualty, Real Estate and Construction, Professional Indemnity, Energy, Major International Businesses Corporate and Reinsurance.

A worldwide turnover of in excess of \$1.7billion and client retention rates averaging over 96% gives us the confidence that our way of working with our clients is successful.

02 My Background

Mike Kerridge - Senior Vice President
Head of Group Property.

I started in 2000, and the business I joined merged with Lockton in 2007. I have never sold insurance, my background is a mix of civil engineering, construction, building surveying and property operation, covering aerospace to commercial property, via Government Estate and Further Education over some 40 years.

I look after the acquisition and operation of our property across UK, Ireland, Norway, Denmark, Malta and Bermuda, supporting approximately 1,300 associates and giving them the space in which to work and in line with the budget agreed with their business units.



03 *Our Environmental Commitment*

The best way to show our environmental commitment is two simple statements.

We are prepared to lead and make efforts and take decisions that support our belief we should conduct our business in the right way.

This year we have moved forward our commitment one stage further and we are now the only Insurance Broker that is Certified Carbon Neutral.

We produce an annual report, stating our environmental policy, measuring our impact and how we have performed against our targets.



04 Covid-19 does not stop our commitments

We made the decision to send all our associates to work from home in the week before the National Lockdown.

We took every effort we could to remain in close contact with all our associates, with support and guidance on how to work from home, how to adapt what they do, giving management support and offering everyone new chairs, computer screens and operational support to enable their home working to be a success.

Like all businesses we had to rapidly adapt and support video meeting software that was outside the previous “approved” product. Our clients and suppliers all demanded we be able to communicate across multiple platforms including:

Cisco Webex	Skype for Business
Zoom	WhatsApp
Microsoft Teams	Bluejeans ...and many others

05 Our No 1 Commitment is our associates

With everyone working from home in April May and June we had in place protocols that ensured phones were diverted to mobiles, main switchboards were dealt with by the telephone team working from home and all associates could access their email and diary and workplace IT applications and data, whilst remaining GDPR compliant at all times.

All incoming post was scanned and sent on to the business unit and associates

We published supporting videos via youtube,

We requested open communication back from associates about any aspect of the lockdown via email or phone.

At every stage of this support and questioning we gave everyone key information on time management, stress management and how to deal with the mental health aspects of the Lockdown.

We set up and completed an on-line survey and questionnaire for associates of all levels to make comment and give information back to us in a structured way about how they were working, about their concerns as a manager of people and or concerns about their management, or about themselves and any return to working in the office, all the while asking about their ability to support clients and their health and well being.

06 A small return via continued support

- During July we reviewed the feedback from our associates and undertook preparations to enable a very limited number of associates to return to work.
- We made the workplace covid safe and then offered associates who could reach the office without using public transport the opportunity to come into the office to complete work they simply were unable to conduct at home.
- This was taken up and others also took this offer on board - mainly as they were living alone in single bed flats, away from their family and had only had limited social contact via a small phone or tablet or laptop screen for the previous three months and 25- 30 out of our London office total of 825 people took advantage during the end of July and early August.
- August saw the government relax slightly the Lockdown and we reflected this in asking that those associates who could come into the office for one day should try to do so. If childcare, vulnerable people in your household or your own personal health limited this ability then that was also accepted and those associates had no pressure put on them to come in.

07 Our Environment Programme Continued during Lockdown.

Our environment reporting and measurement is tied to our financial year end of 30th April.

Normally this means a period of detailed data gathering in early May and production of our environment report.

The pandemic and lockdown meant that the normal situation was thrown aside.

- We had to meet the requirement of the SECR as we were reporting within the auspices of the new regime.
- We had to measure and report against our targets.
- We had to continue with our commitment to improvement of our environment programme, this year seeking to achieve Carbon Neutrality.
- We had to prepare and submit our CDP disclosure
- We had to prepare and publish our Environment Report, taking onboard all the above and whilst landlords and others were not available to provide information.

08 Two key achievements during Lockdown

May/June

We had to make our first SECR Report.

Streamlined Energy & Carbon Reporting (SECR)

Energy and Greenhouse Gas Report

Lockton Companies LLP has used a tool developed by Carbon Footprint Ltd, a leading carbon and energy management company, to calculate the GHG emissions in accordance with the UK Government's 'Environmental reporting guidelines including Streamlined Energy and Carbon Reporting requirements', and the tool uses the 2019 emission conversion factors published by Department for Environment, Food and Rural Affairs (Defra) and the Department for Business, Energy & Industrial Strategy (BEIS).

Element	2019/20 (tCO ₂ e)
Direct emissions (Scope 1) – natural gas and company car fuel	
Market Based- Indirect emissions (Scope 2) - from purchased electricity	
Location-Based- Indirect emissions (Scope 2) - from purchased electricity	
Market Based Total tCO₂e (Scope 1 & 2)	
Other indirect emissions (Scope 3) – grey fleet travel	
Gross Total Emissions (Market Based) [1]	
Carbon Offsetting Purchased [2]	
Net Total Emissions	
Intensity metric (Gross Emissions): Tonnes of CO ₂ e per employee (Market Based)	
Intensity metric (Gross Emissions): Tonnes of CO ₂ e per £M turnover (Market Based)	
Total energy consumption [3] (kWh)	

[1] Lockton Companies LLP's direct emissions from building energy, company car use (Scope 1 & 2), & grey fleet (Scope 3).

[2] Verified Carbon Standard Carbon Credits – Forest Grow BUD Project, Bristol. Lockton Companies LLP who plants an equivalent number of UK trees with Carbon Footprint Ltd and voluntarily calculates additional scope 1 elements which are offset using carbon credits.

[3] Lockton Companies LLP's direct energy consumption from building energy, company car use (Scope 1 & 2), & grey fleet (Scope 3).

July/August

Accredited Carbon Neutrality



Carbon neutrality certificate for
Lockton Companies LLP

Issued on 14th April 2020 for the reporting period 1st April 2019 to 31st March 2020. It is issued in full PHS 2007 and 2014 and 12120 for the certified commercial 1st Year 2020. Carbon Footprint Ltd declared.

Certificate Issued: 14th August 2020



Carbon
Neutral
PAS 2050

Col Pitt
John Gilling, Managing Director
Carbon Footprint Ltd

This document is the property of Carbon Footprint Ltd. It is issued in full PHS 2007 and 2014 and 12120 for the certified commercial 1st Year 2020. Carbon Footprint Ltd declared.



Rocky Road to Sustainable Recovery form COVID-19

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