



Year 2022

Greenhouse gas emissions report Zeus Packaging Group Limited.

TCFD

GREENHOUSE
GAS PROTOCOL



09/06/2023



Foreword

Congratulations on pursuing your climate journey. Greenly is proud to contribute to Zeus Packaging Group Limited's climate strategy, and support you on a path towards Net Zero.

This report synthesizes the results of your greenhouse gas (GHG) emissions assessment. It is a first step toward identifying reduction actions and helping you plan for the energy transition.

While offering some benchmarks to compare with other companies, a GHG emissions assessment is mainly used to identify ways to improve your global impact and to help you define a reduction trajectory. Achieving your decarbonization targets involves engaging your ecosystem of employees, customers and suppliers who will need to align with your new targets.

The evaluation of your emissions is in line with carbon accounting international standards as standardized by the GHG Protocol.

We are happy to support you on your journey. The entire Greenly team would like to thank you for your outstanding commitment.



Alexis Normand

CEO of Greenly

A handwritten signature in black ink, appearing to read 'Alexis Normand', positioned below the printed name and title.

A handwritten signature in black ink, appearing to read 'Alexis Normand', positioned at the end of the foreword text.

Overview

1

Introduction

- Carbon accounting methodology
- GHG emissions assessment parameters
- Executive summary

2

Emissions report

- Results by scope
- Results by activity
- Focus by activity

3

Conclusion

- Summary of reduction actions
- Conclusion

4

What's next ?

- Next steps
- Greenly score

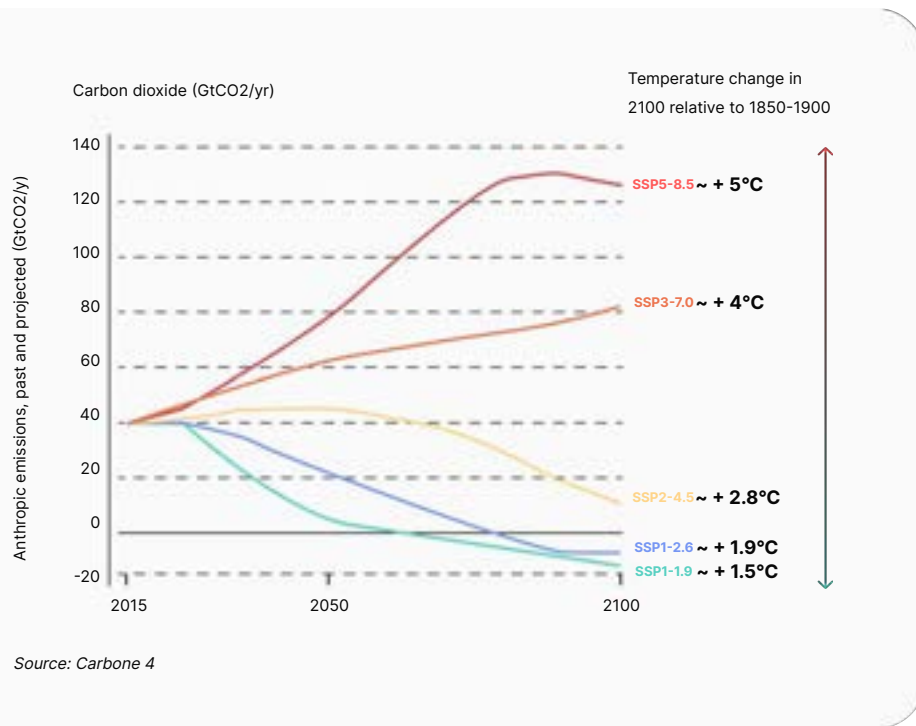
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About Greenly

- Our vision
- Our customers and partners

Why care about the energy transition

Regardless of our management of the environmental crisis, organizations and individuals are heading towards major upheavals that will affect entire ecosystems.



Two types of disruptions



Physical risks and constraints



Transition risks and opportunities

Impacted sectors



Production



Supply chain



Market



Infrastructure



HR



Legislation

| Physical risks...

Definition

Risks related to exposure to the physical consequences of global warming



Average temperature increase and more extreme fluctuation



Intensification of extreme weather events (rain, heat waves/droughts, etc.)



Sea level rise



Scarcity of resources (especially energy), food and water insecurity



Biodiversity collapse

| What are the consequences if I don't commit?

- 1 Deterioration of infrastructure, value chain losses
- 2 Direct economic consequences
- 3 Low resilience to future events and physical constraints (e.g. natural disaster)
- 4 Dependence on an increasingly fragile supply chain (availability and cost of resources, flexibility, fluctuation of fossil fuels)
- 5 Disruptions in living conditions (housing, food, health, transport, etc.)

Transition risks (and opportunities)

Definition

Risks related to the transition to a low-carbon economy



Regulatory developments and mitigation policies



Markets and sectors migrating towards promoting low-carbon value creation:
Opportunities to seize
Associated market risks



Growing stakeholder demands on environmental commitments



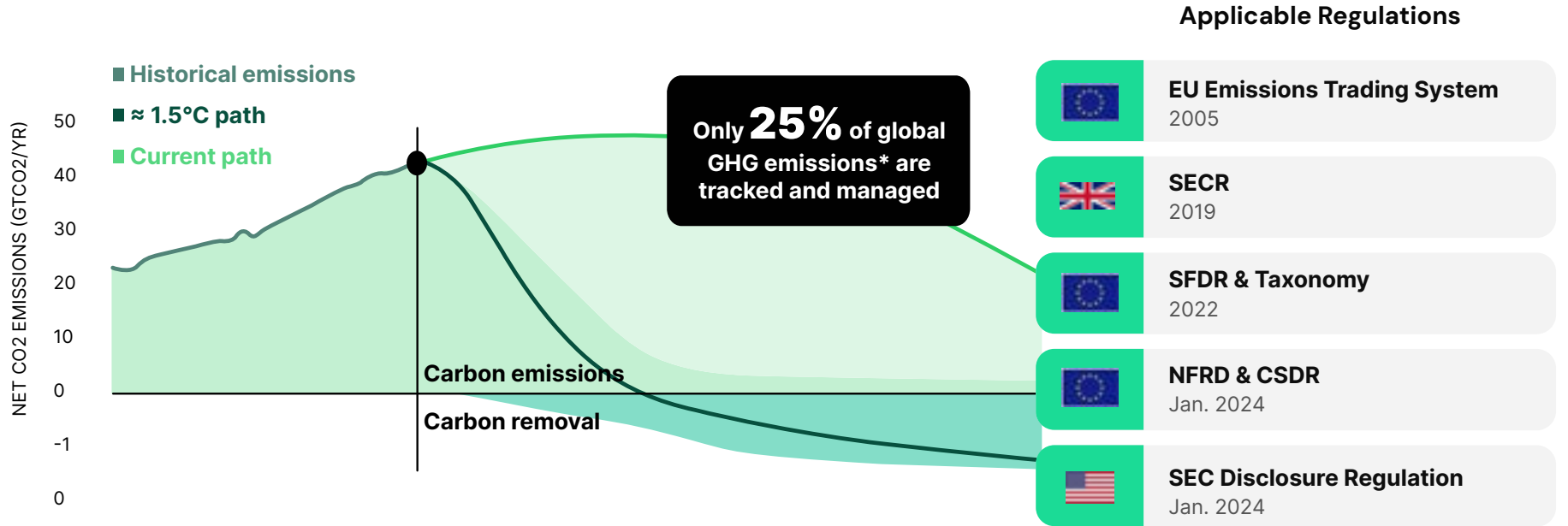
Shifting employee mindsets and expectations regarding the environmental reputation of their employer

What are the opportunities if I commit?

- 1 Optimization of flows and costs
- 2 More sustainable business activity and corporate strategy
- 3 Increased competitiveness within my ecosystem
- 4 Resilience and autonomy of activities in the face of the new socio-economic paradigm
- 5 Lower exposure to legal and financial constraints and sanctions

It is critical to set a course for Net Zero

REACHING PLANETARY DECARBONIZATION GOALS IMPLIES THAT ALL BUSINESSES TRACK THEIR EMISSIONS, REGULATIONS ARE KICKING IN



Source: *Carbon Pricing Leadership Report

Carbon accounting methodology



Scope 1 | Direct emissions

GHG emissions generated directly by the organization and its activities.

Examples: combustion of fossil fuels, refrigerant leaks, etc.

Scope 2 | Indirect emissions related to energy consumption

Emissions related to the organization's consumption of electricity, heat or steam.

Example: electricity consumption, etc.

Scope 3 | Other indirect emissions

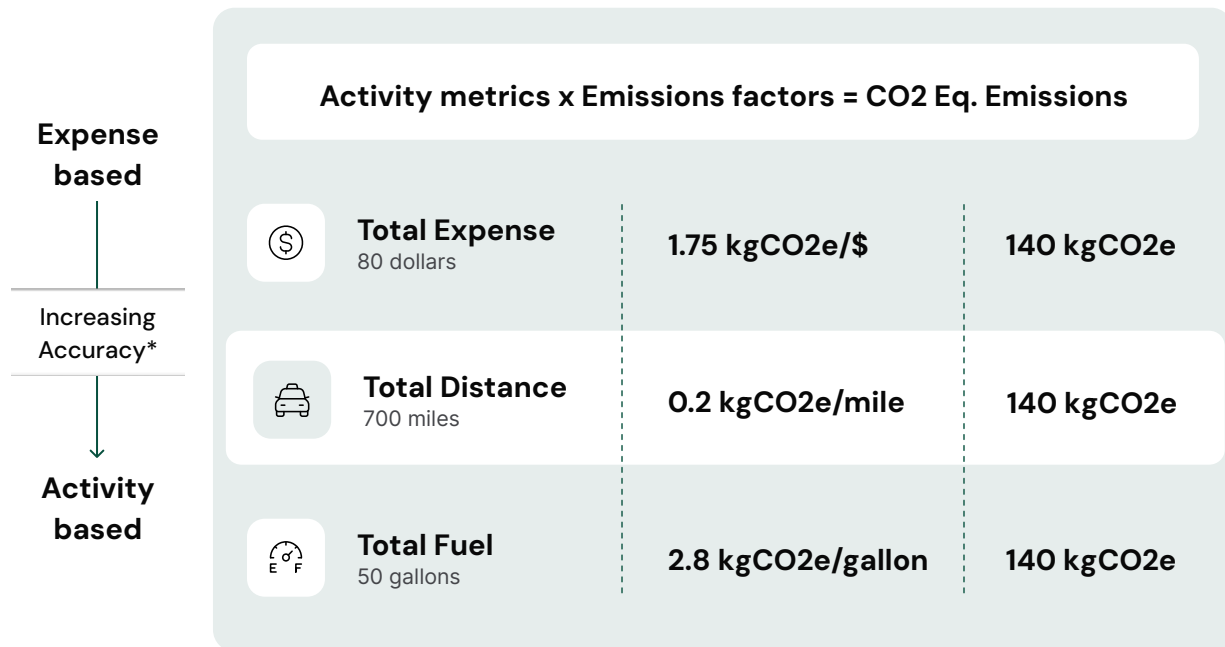
Emissions related to the organization's upstream and downstream operations and activities

Example: transportation, purchased goods and services, sold products, etc.



How are emissions computed?

ANALYZING EMISSIONS, AUTOMATING TRACKING



*depending on the availability of data

Sources of emission factors



exiobase

Fraunhofer



European
Commission
JOINT RESEARCH CENTRE



Department for
Business, Energy
& Industrial Strategy

| GHG emissions assessment scopes

Temporal scope

Year 2022

Measurement scope

All emissions under operational control

Scope 1

Scope 2

Scope 3 except :

- End of life of sold product

Primary data

Accounting files

Employee survey

Activity data for some key emission sources (buildings)

Methodology

Official and approved GHG Protocol methodology: ISO 14064-1

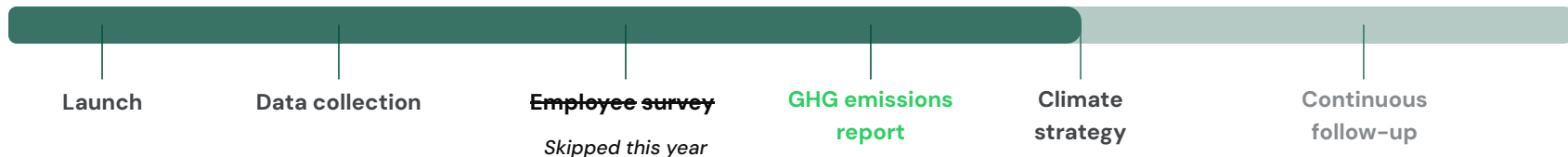
GWP 100

The methodological details of the calculation of each carbon footprint source are available on the Greenly platform



Executive summary

This report summarizes the results of 2022's Zeus Packaging Group Limited GHG emissions assessment based on the information collected and subject to its completeness, correct categorization and validation. **This assessment is useful in identifying the main areas for mitigating your environmental impact.**



GHG emission assessment result

Scope 1 & 2	6.2 ktCO ₂ e	7.8 t/employee	15 t/M€
Scope 3	51 ktCO ₂ e	64 t/employee	126 t/M€
Total	57 ktCO₂e	72 t/employee	142 t/M€

Sector Benchmark

Wrapping & Packaging 99 tCO ₂ e/employee
Scope 1, 2 & 3

Based on 8 companies in the sector

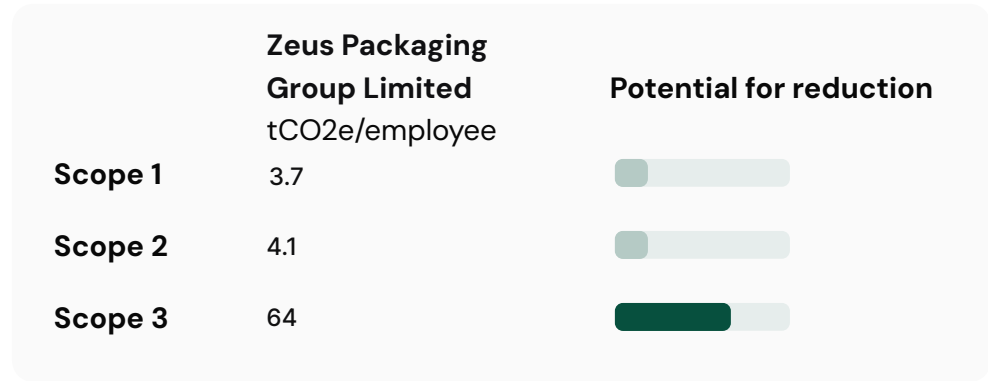
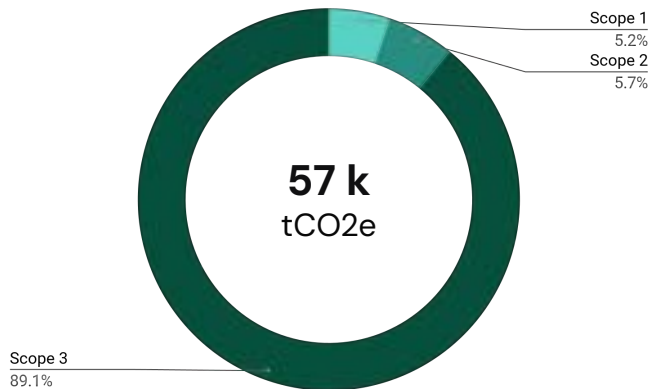


Emissions Report

General overview

RESULTS BY SCOPE

Total emissions of Zeus Packaging Group Limited, by Scope (% tCO₂e)



57 ktCO₂e is equivalent to

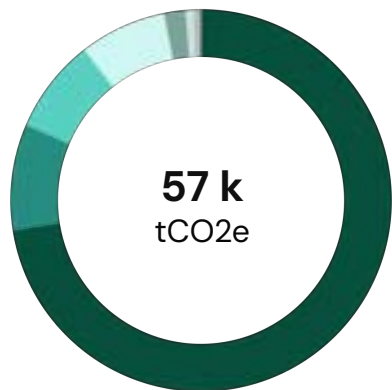
- 1 31 k Paris - New York round trips*
- 2 The annual emissions of 2 500 American people*
- 3 The amount of CO₂ sequestered annually by 5.2 khectares of growing forest*

*Sources: [Labos1Point5](#), [ExioBase](#), French National Forests Office

General overview

RESULTS BY ACTIVITY

Total emissions of Zeus Packaging Group Limited, by activity (% tCO₂e)



- 72.5% - Product purchase
- 9.0% - Freight
- 8.0% - Energy
- 7.4% - Travel and Commute
- 1.8% - Services purchase
- 0.7% - Assets
- 0.6% - Other

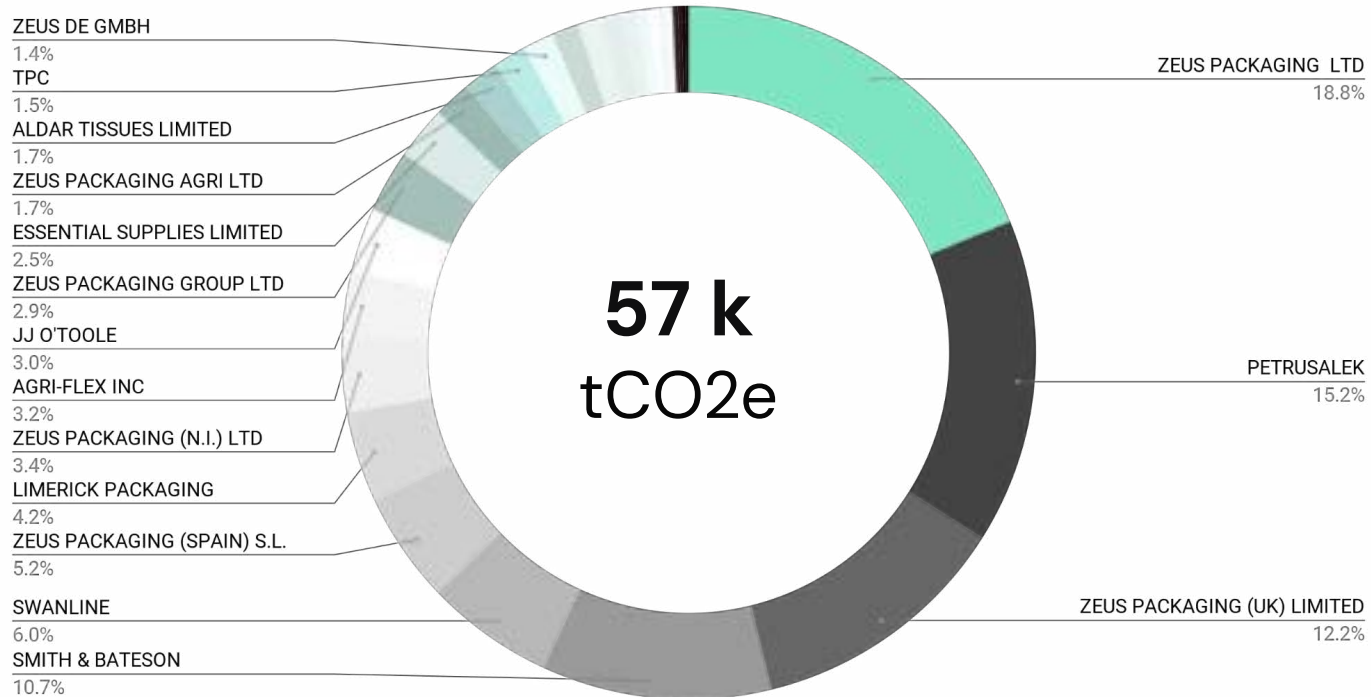
	Zeus Packaging Group Limited tCO ₂ e	Per employee tCO ₂ e/employee
Product purchase	41 k	52
Freight	5.1 k	6.5
Energy	4.5 k	5.8
Travel and Commute	4.2 k	5.3
Services purchase	1 k	1.3
Assets	388	0.5
Others*	356	0.5

* Digital, Waste, Without Impact, etc.

General overview

RESULTS BY ENTITY

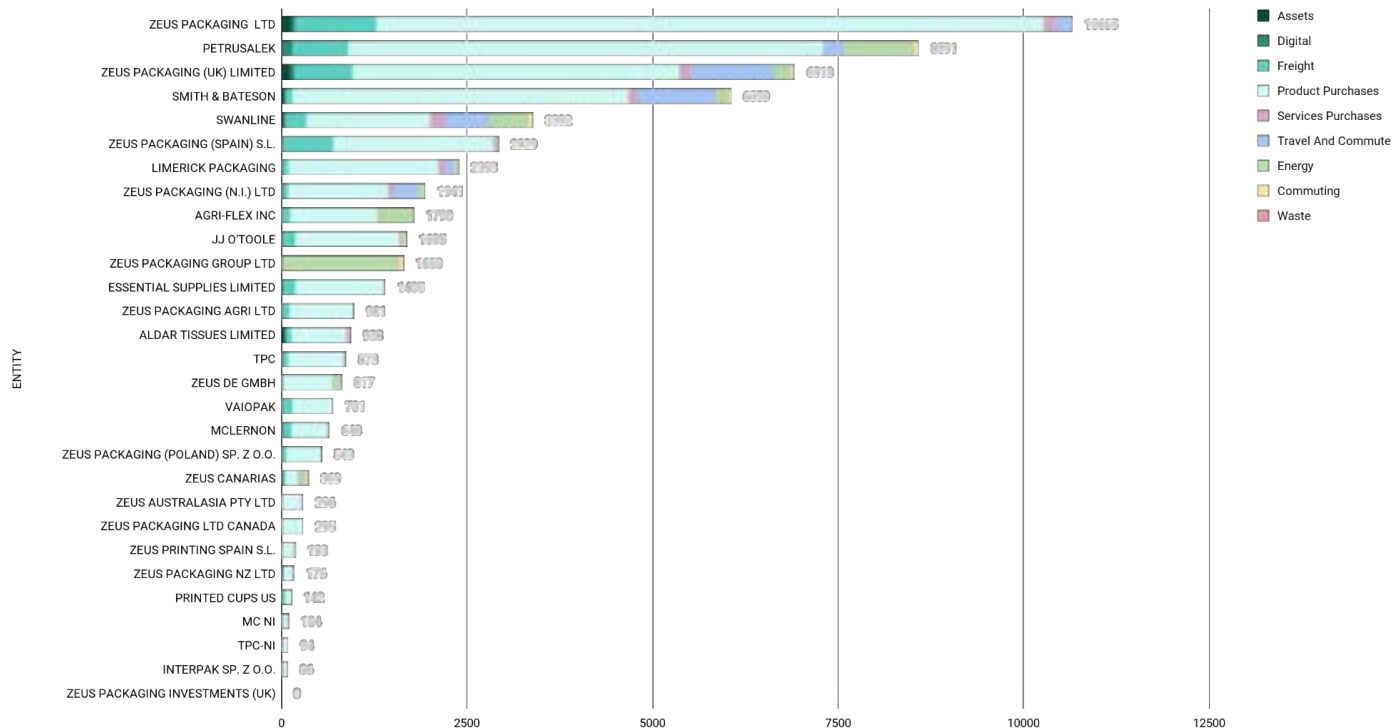
Estimated distribution of emissions of Zeus Packaging, by entity (%tCO₂e)



General overview

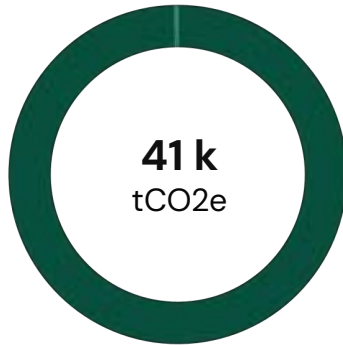
RESULTS BY ENTITY

Estimated distribution of emissions of Zeus Packaging, by entity (tCO2e)



Focus on Product purchase

Product purchase emissions by category (% tCO₂e)



73 % of total

- 99.7% - General packaging purchase
- 0.2% - Office supplies
- 0.1% - Printing services

What is included in this category ?

Product purchase

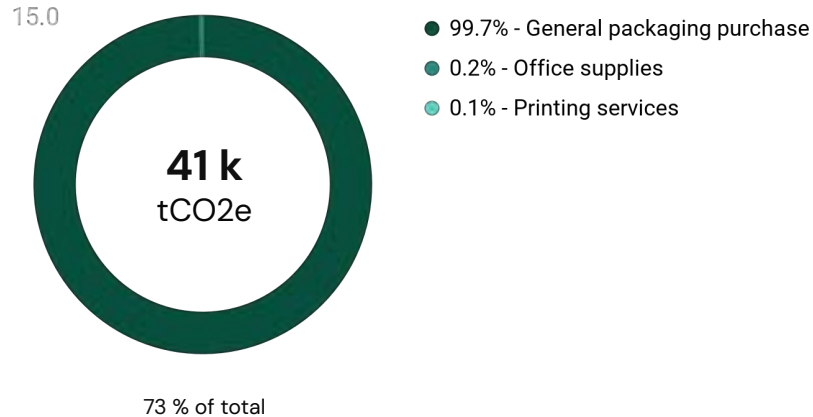
CO₂ emissions from product purchases refer to those associated with the extraction of raw materials and manufacturing processes of products bought by the company. Other emissions associated with these products, such as transportation and disposal, can generally be found in 'Freight' and 'Waste' categories, respectively. The emissions associated with product purchases vary depending on the type of product (materials, complexity, etc.), and its production methods (notably, carbon intensity of energy used).

Methodology

1. Emissions calculated using a monetary approach, by multiplying the price by a monetary emission factor (kgCO₂e/€).
2. Monetary emissions factors (kgCO₂e/€) consist of three types: average carbon intensity per unit of revenue of a group of companies for the concerned sector activity; carbon intensity per unit of revenue for the concerned sector activity (ADEME's monetary emissions factors); monetary emissions factors derived from studies conducted by Greenly.
3. The specific steps involved in calculating the carbon footprint for each source can be found in the methodological details provided on the Greenly platform.

Focus on Product purchase

Product purchase emissions by category (% tCO₂e)



How can we reduce the impact of this category?

Product purchase

[See detailed actions here](#)

Emissions from product purchases are closely tied to your supply chain. To effectively manage them, it's crucial to collaborate with your suppliers. To begin, it's essential to conduct a comprehensive assessment.

Greenly's Supplier Engagement solution can help you gain an accurate picture of your supply chain carbon footprint, and involve your suppliers in developing emission reduction strategies.

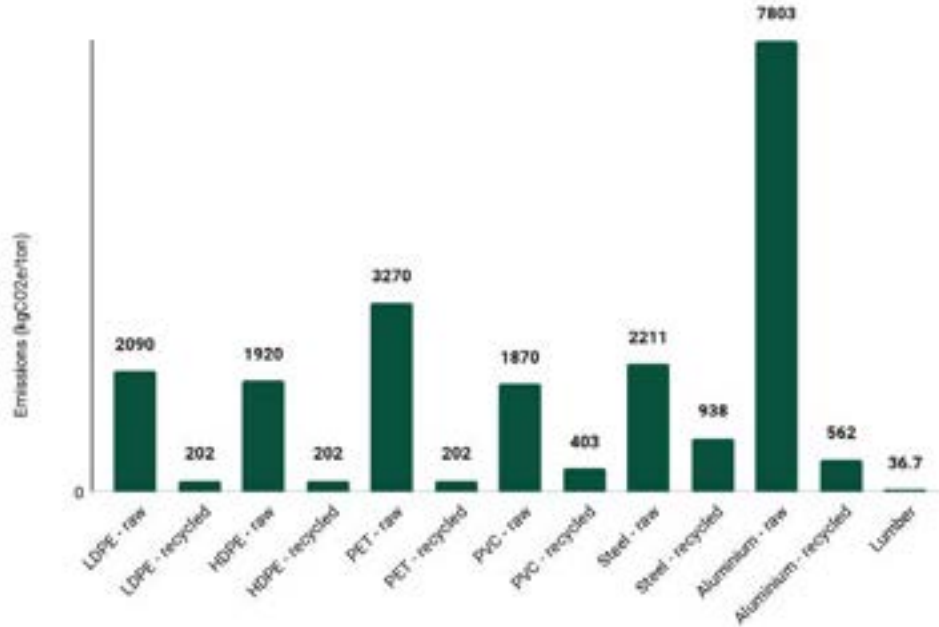
You can then integrate environmental criteria into your purchasing policy, encouraging your suppliers to adopt more sustainable practices. This can include requesting carbon audits and reduction action plans. Additionally, Life Cycle Assessment (LCA) can be a valuable tool for assessing and reducing the emissions associated with product purchases, by identifying the phases that emit the most GHGs, allowing you to focus your reduction efforts on these critical points.

Methodology

1. Emissions calculated using a monetary approach, by multiplying the price by a monetary emission factor (kgCO₂e/€).
2. Monetary emissions factors (kgCO₂e/€) consist of three types: average carbon intensity per unit of revenue of a group of companies for the concerned sector activity; carbon intensity per unit of revenue for the concerned sector activity (ADEME's monetary emissions factors); monetary emissions factors derived from studies conducted by Greenly.
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Focus on Product purchase

Impact benchmark



Manufacturing emission factors of different type of materials (kgCO₂e / ton)

Increase the share of recycled plastic in your purchases

With the emission factors currently in force, switching from 100% new plastic production to 100% recycled production would lead to a reduction in your emissions of 2.2 tCO₂e per tonne of new plastic replaced.

Increase the share of recycled metals in your purchases

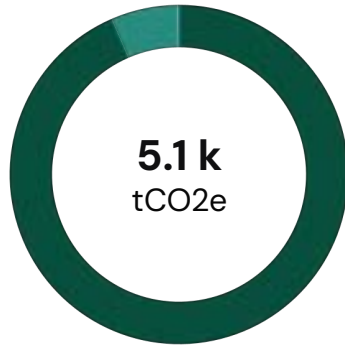
The use of recycled metal makes it possible to divide GHG emissions by 2 for steel and by 12 for aluminum.

Prioritize the use of wood

Wood from eco-managed forests does not encourage deforestation. Its production is low in emissions, and it even contributes to carbon sequestration when it is used for construction.

Focus on Freight

Freight emissions by category (% tCO₂e)



9 % of total

- 93.5% - Land freight
- 6.4% - Storage and ancillary transport services
- 0.2% - Postal services

What is included in this category ?

Freight

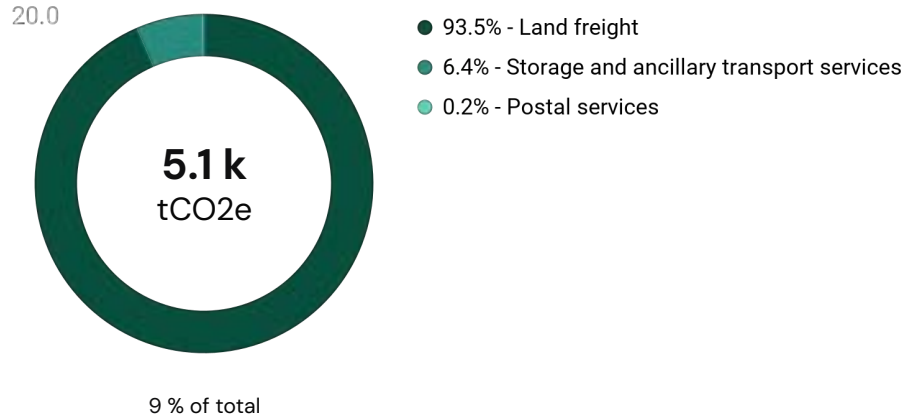
CO₂ emissions from freight relate to the carbon dioxide emissions associated with the transportation of goods and merchandise. This category includes emissions resulting from activities such as shipping, trucking, rail transport, and air cargo. It encompasses both domestic and international freight transport and includes emissions from the combustion of fuels used in transportation, as well as emissions from the production and distribution of those fuels. The emissions from freight can vary depending on factors such as the distance traveled, the mode of transport used, and the energy efficiency of freight vehicles.

Methodology

1. Emissions calculated using a monetary approach, by multiplying the price by a monetary emission factor (kgCO₂e/€).
2. The monetary emission factors (kgCO₂e/€) are based on ADEME's Carbon Base.
3. The specific steps involved in calculating the carbon footprint for each source can be found in the methodological details provided on the Greenly platform.

Focus on Freight

Freight emissions by category (% tCO₂e)



How can we reduce the impact of this category?

[See detailed actions here](#)

Freight

To reduce the carbon footprint associated with freight, it's essential to take a proactive approach. It is advisable to optimize shipment planning by consolidating shipments to minimize the number of journeys. Additionally, prioritizing rail or sea transport whenever possible, generally could lead to a lower carbon footprint than road or air transport.

Another recommendation is to invest in greener vehicles that run on cleaner fuels or consider electric and hybrid alternatives. This step can significantly cut emissions from your operations.

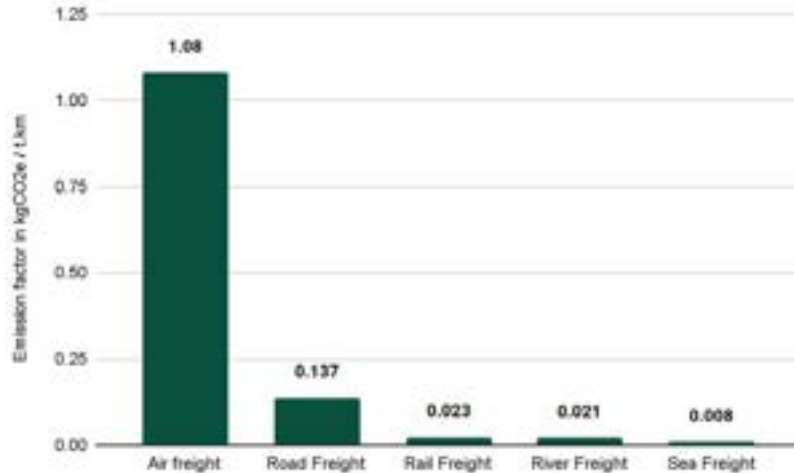
Consider adopting a reverse logistics policy to minimize unnecessary returns and optimize management of freight waste. Finally, regularly monitor and measure your carbon emissions to identify opportunities for continuous improvement in your supply chain.

Methodology

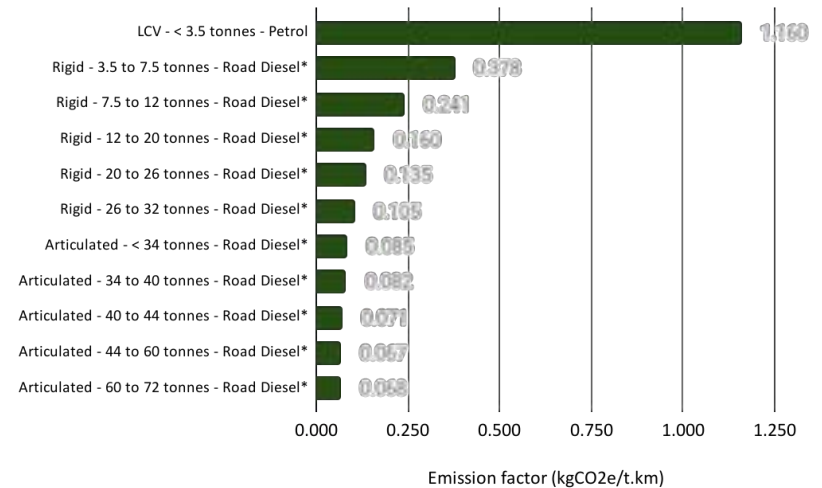
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Focus on Freight

**Freight emission factors
(kgCO₂e / t.km)**



**Greenhouse gases emission by truck type
(kgCO₂e/passenger.km)**



* incorporation 7 % of biogaz

| Focus on Energy

Energy emissions by category (% tCO₂e)



8 % of total

- 48.2% - Electricity | Scope 2
- 23.3% - Heat network
- 14.0% - Electricity | Scope 3
- 9.9% - Natural gas
- 4.1% - Domestic fuel
- 0.5% - Refrigerant leaks (air conditioners)

🔍 What is included in this category ?

Energy

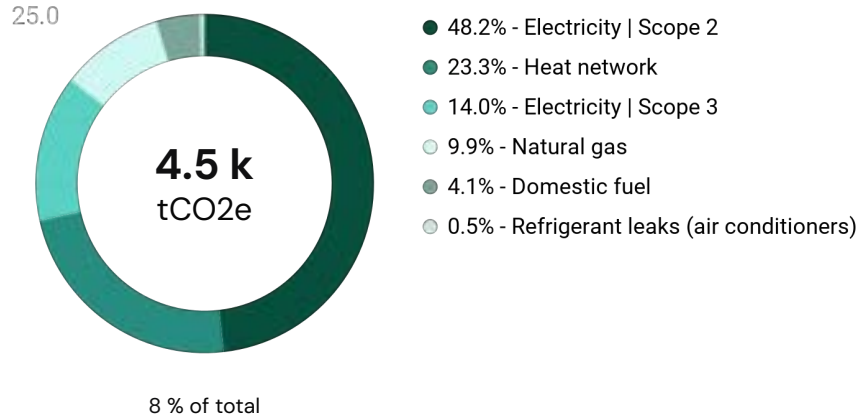
CO₂ emissions from energy are those tied to the production and utilization of energy, encompassing electricity, heat, and fuel. This category covers emissions arising from activities like the extraction, processing, and combustion of fossil fuels, as well as emissions from renewable energy sources. The emissions from energy can differ based on factors such as the type of energy source used, the efficiency of energy consumption, and the carbon intensity of the electricity grid.

| Methodology

1. Emissions are calculated using a physical approach if data is available; using a monetary approach if invoices appear in the transactions, by multiplying the price by a monetary emission factor (kgCO₂e/€); or by default via an average consumption in companies (CEREN data).
2. The carbon intensities of different energy sources are collected from ADEME. For electricity, the country's grid carbon intensity is used (location-based accounting). Average prices are taken from Eurostat or government data.
3. The specific steps involved in calculating the carbon footprint for each source can be found in the methodological details provided on the Greenly platform.

| Focus on Energy

Energy emissions by category (% tCO₂e)



How can we reduce the impact of this category?

Energy

[See detailed actions here](#)

To reduce emissions stemming from energy, there are several key measures you can take. Consider establishing energy monitoring and management practices that enable you to identify areas for improvement and track your progress in reducing carbon impact.

Focus on optimizing the energy efficiency of your buildings. This can be achieved by enhancing insulation, upgrading heating and cooling systems to more efficient models, and transitioning to low-energy LED lighting.

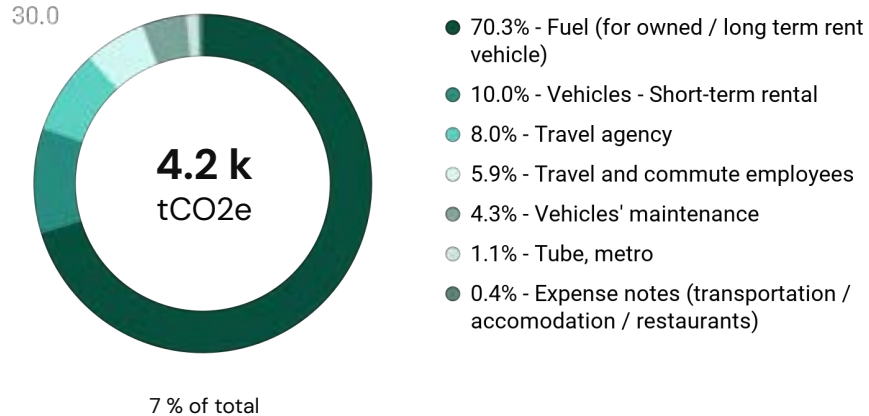
Explore opportunities for improved energy efficiency in your production processes and equipment. If you operate in a region with carbon constraints on electricity generation, prioritize the adoption of renewable energy sources to power your operations whenever feasible. Additionally, consider implementing cogeneration systems to maximize the utilization of waste heat.

| Methodology

1. Emissions are calculated using a physical approach if data is available; using a monetary approach if invoices appear in the transactions, by multiplying the price by a monetary emission factor (kgCO₂e/€); or by default via an average consumption in companies (CEREN data).
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| Focus on Travel and Commute

Travel and Commute emissions by category (% tCO₂e)



🔍 What is included in this category ?

Travel and Commute

CO₂ emissions from travel and commuting refer to the emissions generated during transportation activities, including commuting to work and business travel. This category encompasses emissions associated with various modes of transportation, such as cars, buses, trains, airplanes, and ships. It includes both direct emissions from fuel combustion and indirect emissions from fuel production, distribution, and the manufacturing of infrastructure and vehicles. The emissions from travel and commuting can vary based on factors like the distance traveled, the mode of transport employed, and the fuel efficiency of the vehicles used.

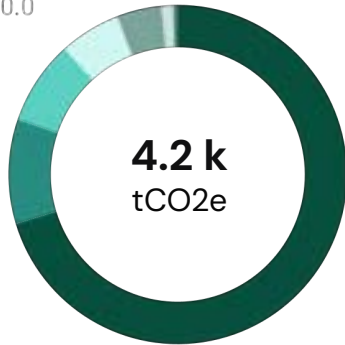
| Methodology

1. Emissions related to commuting are calculated using a physical approach, based on responses to the employee survey: mode of travel, distance, frequency. The emission factors (kgCO₂e/passenger.km) come from ADEME's Base Carbone.
2. Emissions related to business travel are calculated using a monetary approach, by multiplying the price by a monetary emission factor (kgCO₂e/€) coming from ADEME's Carbon Base or studies conducted by Greenly.
3. The specific steps involved in calculating the carbon footprint for each source can be found in the methodological details provided on the Greenly platform.

Focus on Travel and Commute

Travel and Commute emissions by category (% tCO₂e)

30.0



7 % of total

- 70.3% - Fuel (for owned / long term rent vehicle)
- 10.0% - Vehicles - Short-term rental
- 8.0% - Travel agency
- 5.9% - Travel and commute employees
- 4.3% - Vehicles' maintenance
- 1.1% - Tube, metro
- 0.4% - Expense notes (transportation / accomodation / restaurants)



How can we reduce the impact of this category?

Travel and Commute

[See detailed actions here](#)

To reduce the impact of travel within your company, take a holistic approach by developing a mobility plan incorporating several key actions.

Firstly, raise employees awareness on the impact of different modes of transport by organizing information sessions and providing incentives to encourage the use of more sustainable modes of transport.

Secondly, promote sustainable commuting by advocating carpooling, endorsing public transport, establishing bike-sharing programs, or even offering financial incentives for those who opt for low-carbon transport.

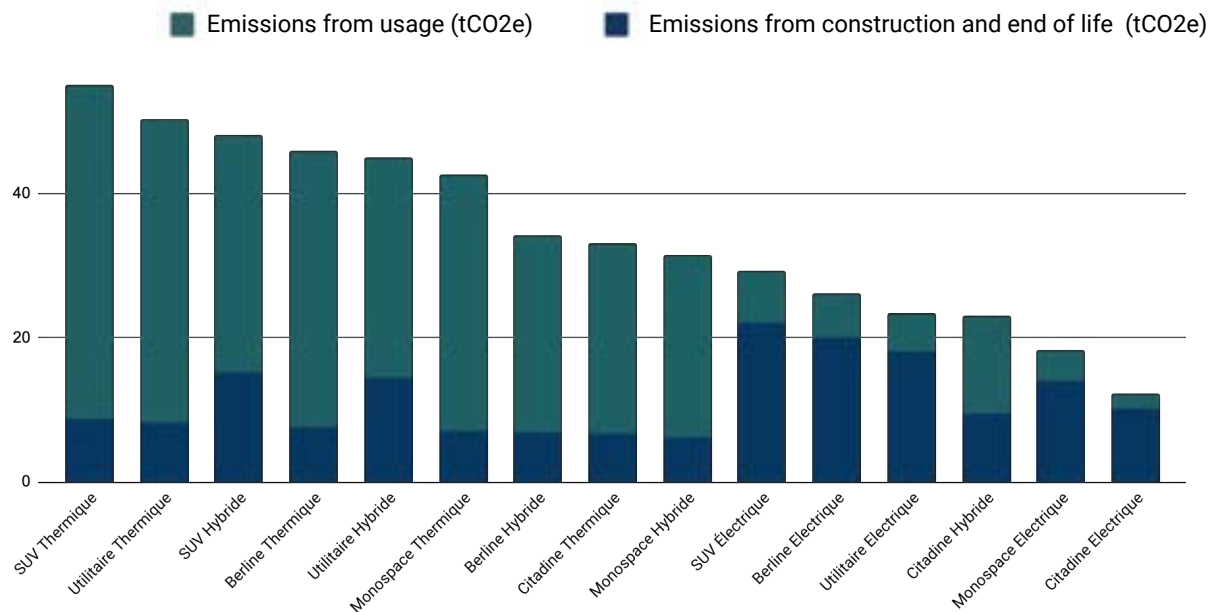
Finally, for business travel, prioritize virtual meetings whenever possible. When travel is unavoidable, choose modes of transport with low environmental impact, such as train rather than plane for regional journeys.

Methodology

1. Emissions related to commuting are calculated using a physical approach, based on responses to the employee survey: mode of travel, distance, frequency. The emission factors (kgCO₂e/passenger.km) come from ADEME's Base Carbone.
2. Emissions related to business travel are calculated using a monetary approach, by multiplying the price by a monetary emission factor (kgCO₂e/€) coming from ADEME's Carbon Base or studies conducted by Greenly.
3. The specific steps involved in calculating the carbon footprint for each source can be found in the methodological details provided on the Greenly platform.

Emissions from leased vehicles and vehicles from loans

Emissions over the life cycle, per type de vehicle (tCO2e)



Sources



FONDATION
POUR LA NATURE
ET L'HOMME
Créée par Nicolas Hulot



carbone4

greenly



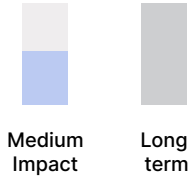
Focus on Action Plans



Implement carbon impact conditions in your purchase policy

PRODUCT PURCHASE

Procuring products and services often contributes to a significant portion of a company's emissions, with supply chains accounting for over 80% in the consumer goods sector. To effectively address this issue, incorporating eco-conditions into your company's purchasing policy is a direct and efficient approach. Consider establishing requirements like the use of recycled materials and conducting a GHG assessment to ensure quantifiable environmental impact. These measures can be applied both with existing providers and during the contract awarding process.



Benchmark



In 2020, several companies joined forces to launch the 1.5°C Supply Chain Leaders with the Exponential Roadmap initiative. It involves management commitment to work with suppliers to halve their GHG emissions before 2030, establishing public targets, and supply chain GHG mapping and prioritization. Livent emphasizes the monitoring and reduction of GHG emissions by its suppliers. As part of the pre-qualification process, Livent assesses suppliers' willingness and ability to meet their requirements through a questionnaire, and reviews answers periodically to ensure adherence.

Estimated Impact

Increased visibility into the carbon footprint of your suppliers and the ability to implement diverse eco-conditions within your purchasing policy can yield a significant impact on your scope 3 emissions in the long run. Can serve as a catalyst to encourage other industries to embark on decarbonization efforts.

Estimated Cost

Variable depending on the resulting changes in the supply chain.

Recommended Service Providers

[Greenly](#) sustainable procurement module automates this process.

Implementation

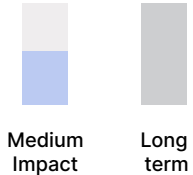
- 1 ESTABLISH** and start monitoring your KPIs (ex. percentage of suppliers that have completed a carbon footprint assessment, percentage of suppliers with a roadmap aligned to the goals of the Paris Agreement for 2030, ex. SBTi certification, etc)
- 2 IDENTIFY** the eco-conditions you want to implement in your purchase policy. Clearly define them, ensuring they are specific, measurable, attainable, relevant, and time-bound (SMART).
- 3 SUPPORT** and recognize suppliers' efforts. If possible, provide them tools, trainings, and resources to help them achieve the objectives. Follow and report suppliers' progress.



Ecodesign your product by conducting comparative LCAs

PRODUCT PURCHASES

The goal of *ecodesign* is to create products that are more environmentally friendly, energy-efficient, and resource-efficient, while still meeting functional and aesthetic requirements. This involves taking into account factors such as materials selection, energy consumption, waste generation, recyclability, and product lifespan. Conducting life cycle assessments (LCAs) allows you to understand where most of the emissions come from in a product's design and avoid/reduce them while keeping up with your operational constraints.



Benchmark



The well-known denim and apparel company has used LCA to evaluate the environmental impact of their products. They conducted an LCA study to assess the water and energy footprint of their jeans and identified opportunities to reduce water consumption, energy use, and CO2 emissions in their manufacturing processes.

The multinational electronics company, has integrated LCA into their product development process. They use LCA to assess the environmental impacts of their products and identify areas for improvement. For example, they conducted LCAs for their LED light bulbs to optimize energy efficiency and reduce carbon emissions throughout the product's life cycle.

Estimated Impact

Highly variable depending on the action implemented and the product.

Estimated Cost

The cost of such a study highly depends on the product, its complexity, the available data, the expertise needed, and the level of detail. It can go from a few thousand dollars to tens of thousand of dollars.

Recommended Service Providers

Greenly can perform dynamic comparative LCAs on your products and provide specific reduction recommendations.

Implementation

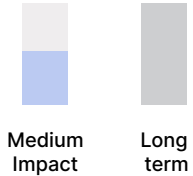
- 1 CHOOSE** the products you want to assess based on the results of your GHG Assessment and your customer's sensitivity to sustainability issues.
- 2 PERFORM** the LCA, and order reduction actions based on their potential impacts and their compatibility with the current product requirements and production methods.
- 3 IMPLEMENT** the action and communicate to your customer the new design choices and their benefits.



Select local suppliers

FREIGHT - Product purchase

By sourcing from local suppliers, the transportation distance for goods is typically shorter, reducing carbon emissions associated with transportation. In addition, collaborating with local suppliers often offers better visibility and control over the supply chain and better communication. It becomes easier to ensure compliance with environmental regulations (ex. Implementing a sustainable purchasing policy).



Benchmark



Danone prioritizes local sourcing, obtaining over 90% of fresh milk and more than 50% of plant-based ingredients within the country of product sales. They are actively expanding local sourcing, particularly for plant-based items, fruits & vegetables, and ingredients like sugar beet. This approach not only reduces carbon impact but also enhances transparency by informing consumers about the origins, producers, and manufacturing processes of their ingredients.

Estimated Impact

The carbon impact associated with freight varies depending on the distance and freight mode used by current suppliers compared to target suppliers.

Sourcing locally may have an additional environmental impact beyond delivery. Different countries have varying levels of environmental regulations. Opting for local suppliers may enable adherence to more stringent environmental standards, positively influencing the way the product is produced. This can lead to reduced emissions and a lower overall environmental footprint.

Estimated Cost

Potential price differences in goods
Reduction in delivery costs (lower distances)

Implementation

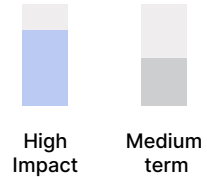
- 1 ESTABLISH** and start monitoring your KPIs (ex. percentage of local suppliers in your procurement portfolio, percentage reduction in transportation emissions).
- 2 CONDUCT** an assessment of your current supplier network and evaluate the feasibility of sourcing locally for different categories of goods.
- 3 START** collaboration with local suppliers.



Connect to a heating network to replace your heating system

ENERGY - Heating

A heating network is a centralized heating system that provides heat to multiple buildings or an entire district from a single energy source, generally a factory whose side product is heat, or a waste-to-energy plant. Connecting to a heating network is one among several low-carbon alternatives to natural gas. Other alternatives are heat pumps, biomethane, electricity, and on-site renewable energy generation.



Benchmark



IKEA has embraced district heating networks as part of their sustainability strategy. Many of their stores and distribution centers are connected to local heating networks that provide heat sourced from renewable or waste energy. By utilizing district heating, IKEA reduces their reliance on conventional heating systems and decreases their carbon footprint.

Estimated Impact

Reduction of approximately 60% of CO2e emissions compared to gas heating. This reduction depends on the local heating network grid and its energy source, and your initial heating method. Depreciated emissions from new infrastructures should be considered, but remain low compared to carbon savings and vary depending on the distance to the network.

Estimated Cost

One of the most cost-effective ways of reducing carbon emissions from heating. Relatively high upfront investment (connection cost and potential retrofit of the building). Usually cost-effective in the long-term (energy savings).

Recommended Service Providers

[Vital Energy](#)

Contact your local government to get an overview of the local, available networks and their installers & operators.

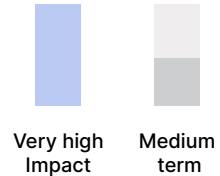
Implementation

- 1 CONDUCT** a feasibility assessment (gather information about available heating networks in your area, estimate costs and long-term potential savings, engage with internal decision-makers such as building owner).
- 2 SELECT** a heating network provider in your area and conduct construction work to install the equipment.
- 3 IMPLEMENT** monitoring solutions to track energy consumption and cost savings.

Replace fossil fuel heating systems with a heat pump

ENERGY - Heating

Heat pumps efficiently utilize ambient heat from the ground, water, or air, requiring less electricity than conventional electric equipment. They offer an energy-efficient alternative to natural gas and can significantly reduce emissions depending on your grid's electricity carbon intensity. Check the electricity map website to assess the carbon intensity of your grid. Heat pumps are one among several low-carbon alternatives to natural gas. Other alternatives are heating networks, biomethane, electric heaters, and on-site renewable energy generation.



Benchmark



Crunchy carrots, a digital media company, replaced their regular electric heating with an air source heat pump and improved insulation of their building. Thanks to these measures, they reduced their carbon footprint associated with energy consumption by 70%.

Estimated Impact

Greater estimated impact in countries with low-carbon electricity. For example, in France, heating emissions can be reduced by a factor of four compared to natural gas. In countries where the carbon intensity of the electricity mix is high, a reduction can still be expected thanks to the efficiency of the system. Keep in mind that the majority of countries worldwide have committed to increasing the share of renewables in their production mix to align with the Paris Agreements targets.

Estimated Cost

Despite the higher upfront cost (range: \$3,000 - \$10,000) compared to fossil fuel systems, the energy savings over time are expected to offset the initial investment.

Recommended Service Providers

Contact your building maintenance supplier or the company that constructed the building, and your current energy provider.

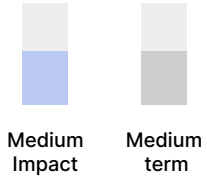
Implementation

- EVALUATE** the feasibility and potential benefits of replacing natural gas with a heat pump (infrastructure and maintenance requirements, available resources, cost implications, environmental impact, etc.). You should also compare alternatives such as heating networks, biomethane, electric heaters, and on-site renewable electricity generation.
- DEVELOP** a comprehensive implementation strategy (detailed plan with steps, timelines, resource allocation, relevant stakeholders).
- IMPLEMENT** monitoring solutions to track energy consumption and cost savings.

Promote low carbon commuting means

TRAVEL AND COMMUTE - Commute

Private transport associated with daily commuting is one of the world's biggest sources of GHG emissions. To deal with this issue, individual car use must be limited. Active modes of transport (walking and cycling), public transport, and shared mobility (carpooling and car-sharing) should be prioritized. To encourage it, you can raise awareness about alternative transportation options and provide infrastructure, facilities, and financial incentives to support these modes. Consider the possibility of your employees commuting responsibly to work when changing locations of workplace.



Benchmark



Arcadis has implemented a comprehensive strategy to address mobility, focusing on six key areas. This approach has resulted in a 49% reduction in carbon emissions related to transportation within a span of nine years. The company relocated all of its offices to main train stations, enabling easy access to public transport for employees. Additionally, every employee received a mobility card, which facilitates the use of public transport and shared bike and car services.

Estimated Impact

Using a bike instead of a car for short trips reduce travel emissions by ~75%.
Taking a train instead of a car for medium-length distances cut emissions by ~80%.

Estimated Cost

Potential costs associated with investment in infrastructures and subsidies.
Savings from lower reimbursement levels for fuel commuting.

Recommended Service Providers

[Flynnch mobility](#)

[Commute](#)

[Green commuter](#)

Implementation

- 1 **ESTABLISH** and start monitoring your KPIs (ex. percentage decrease in individual car usage, percentage reduction in carbon emissions from commuting).
- 2 **DEVELOP** and implement a mobility plan (get inspiration from successful case studies, such as the one of Arcadis, read recommendations such as [this guidebook](#), or work with a service supplier).
- 3 **SOLICIT** employees feedback through surveys, suggestion boxes, or dedicated feedback sessions to gather insights and address concerns.



Conclusion

Summary of best practices in reduction actions



Consult the Greenly platform to explore, launch and track your reduction actions!

**Corresponding
categories**

Product purchase
73 % of total

Freight
9 % of total

Energy
8 % of total

- 1 Implement carbon impact conditions in your purchase policy
- 2 Ecodesign your product by conducting comparative LCAs
- 3 Select local suppliers
- 4 Connect to a heating network to replace your heating system
- 5 Replace fossil fuel heating systems with a heat pump

Conclusion

The GHG assessment made it possible to identify Zeus Packaging Group Limited's main GHG emission sources so as to frame the company's carbon strategy and identify the items that need to be studied in greater depth with the aim of continuously improving the company's environmental impact.

This report assesses the company's direct emissions (Scope 1) and indirect energy-related emissions (Scope 2). These represent a small part of your company's impact, making it essential to tackle Scope 3 emissions by engaging your service providers, employees and portfolio.

The recommended next steps in Zeus Packaging Group Limited's carbon strategy are:

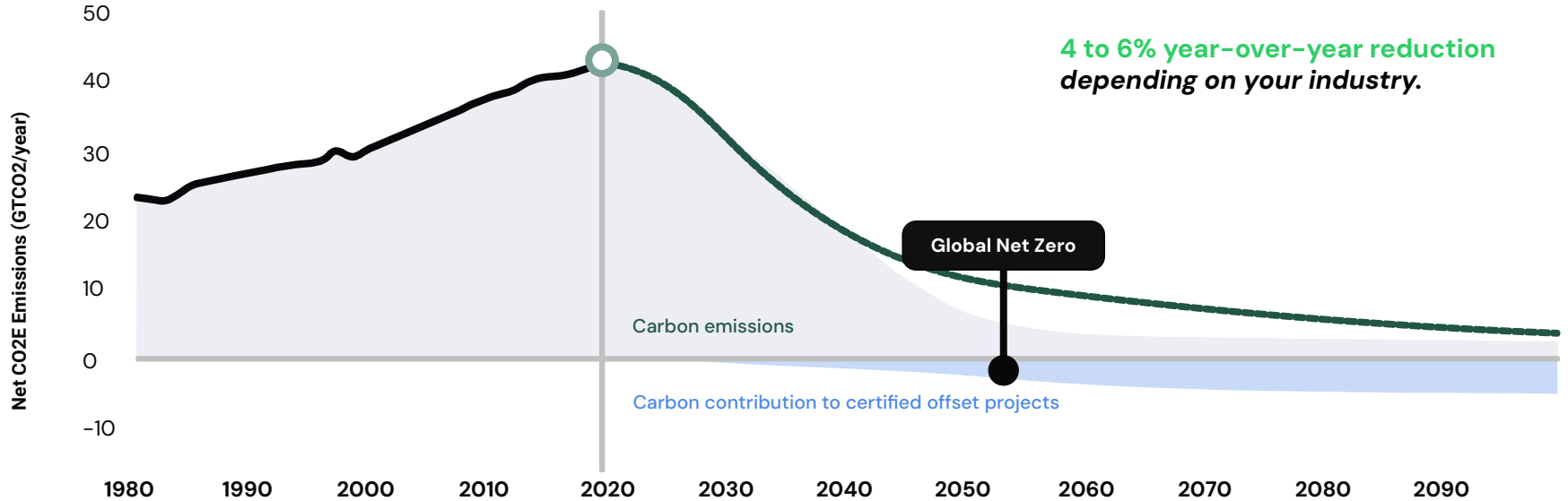
- 1 **Study key emission sources in greater depth**, if you opt for that. Your Climate Expert can help you decide between the different options available!
- 2 **Establish GHG emission reduction targets and implement an action plan** in order to achieve these targets.
- 3 **Engage your suppliers** using the Greenly supplier engagement tool.
- 4 **Engage your employees** using the Employee Survey & the interactive Greenly training quizzes.
- 5 **Communicate with your stakeholders** about your commitment and carbon footprint, your reduction targets and the action plan considered.
- 6 **Contribute to certified GHG reduction / sequestration projects** available on the Greenly platform.



What's next?

Committing to a multi-year decarbonization strategy

A SUSTAINED EMISSIONS REDUCTION BASED ON THE LEVELS REQUIRED BY THE PARIS AGREEMENT



Climate strategy pillars



In 2015, 193 countries signed Paris agreements. According to those, companies should follow these **5 pillars** to limit global warming to 1.5 C° :

1

MEASURE

Follow emissions annually

Detail key emission posts (physical analysis, LCA, greenIT etc...)

2

REDUCE

Set target reduction

Identify your reduction action

3

ENGAGE

Engage suppliers

Engage employees

4

COMMIT

Communicate responsibly

Engage in Net Zero Strategy

5

CONTRIBUTE

10% recommended on the 3 Scopes by ADEME



Setting a path to Net Zero starts with setting clear decarbonization targets

INVOLVING STAKEHOLDERS TO BUILD MOMENTUM



The **Net Zero Contributor Certification** allows stakeholders to roll out their climate strategy following key milestones: setting reduction targets, selecting impactful action plans, engaging suppliers and raising awareness among employees, and helping reduce or remove emissions



Helping others start their climate journey

RESPONSIBLE COMMUNICATION IS CRITICAL TO ENCOURAGE OTHERS TO DISCLOSE THEIR EMISSIONS

DISCLOSING EMISSIONS



BUILDING SUCCESS STORIES AROUND CLIMATE

Smart engages Greenly's support on their mission towards carbon neutrality

Smart is an independent advertising technology company that provides, performs and connects publishers and marketers through programmatic advertising. Our mission is to provide transparency, offer value path optimization, and ensure publishers and buyers are receiving their fair share in the adtech ecosystem.



2006

Date of creation

440

Number of employees

2249

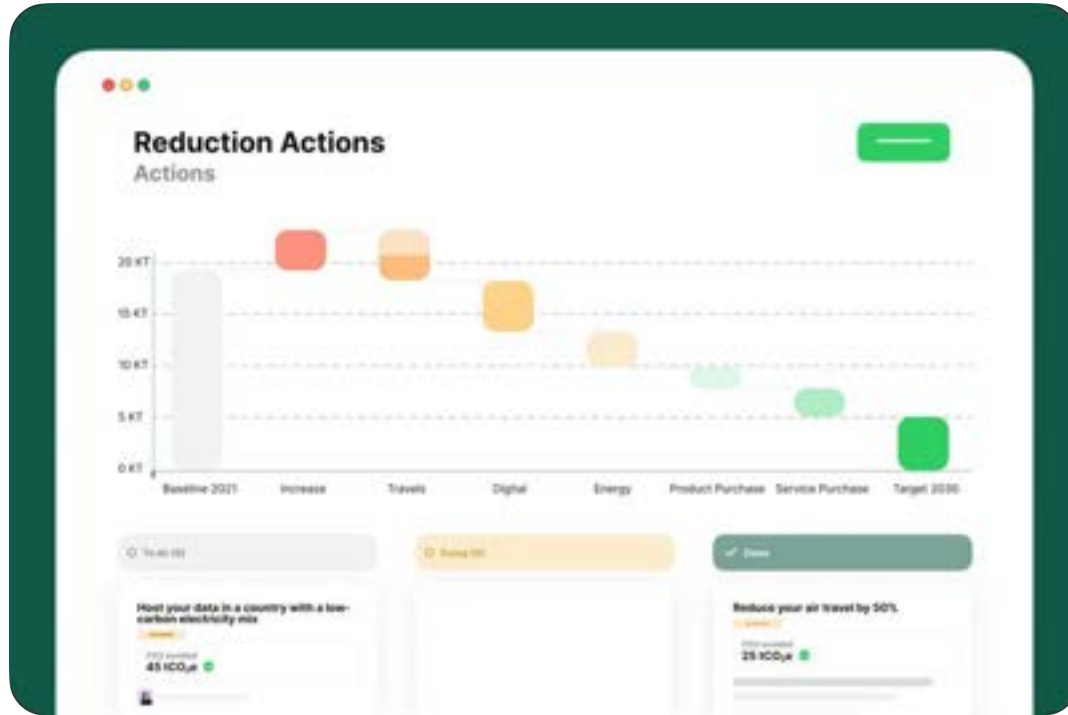
CO2e/year

2020

Year founded

Select, implement and track action plans

REDUCING EMISSIONS STARTS WITH DETAILED DECARBONIZATION SCENARIOS FOR KEY EMISSIONS AREAS



Personalised Action Plans

Personalized recommendations based on your priorities.

Alternatives

Adapted to sector & company profile

Simulations

Assess the impact of your action plans

Customer Success Support

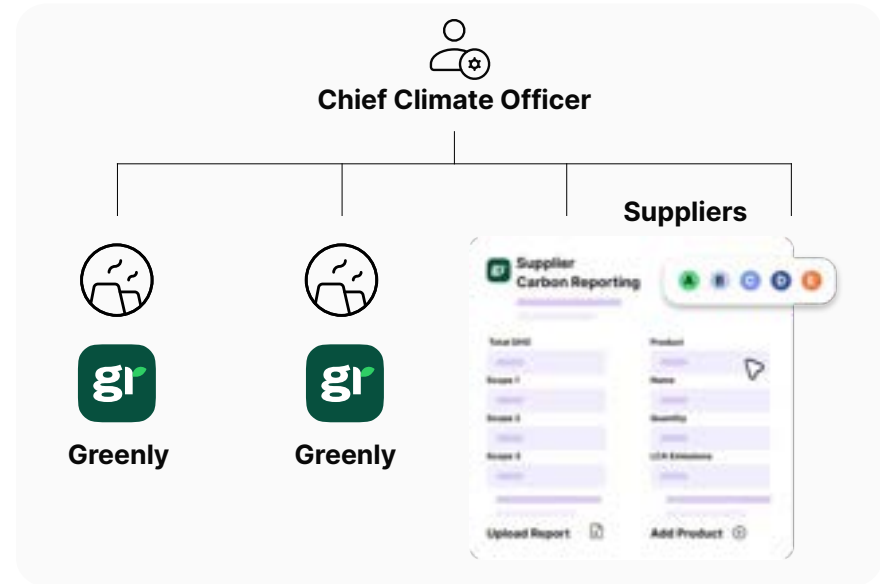
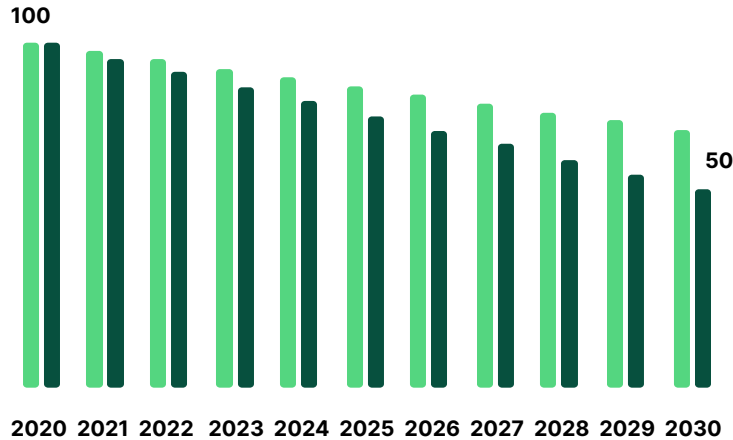
Assess the impact of your action plans

Engaging suppliers to align with the company's Net Zero targets

ENGAGE SUPPLY CHAIN VIA A DEDICATED SUSTAINABLE PROCUREMENT STRATEGY



Reduction Trajectory Science Based Targets Aligned with 1.5°C & Well below 2.0°C



Maturity of your climate strategy

YOUR GREENLY CLIMATE SCORE

Greenly score criteria



Pioneers in the climate transition

< 1% of companies (Score \geq 75)



Responsible companies

5% of companies (Score 55 - 74)



Building a company in transition

10% of companies (Score 30 - 54)



Beginners committed to the transition

25% of companies (Score 5 - 29)

Enthusiasts to awaken

10% of companies (Score 0 - 4)

Lack of interest in the climate

50% of companies

The intermediate Greenly Climate Score of Zeus Packaging Group Limited is Bronze (23 points)



Points are distributed as follows:

Creating & fine-tuning the Greenhouse Gas report: **23** /40

Action plans: **0** /36

Climate targets: **0** /4

Involving your teams: **0** /10

Carbon contributions: **0** /10

The Score will be updated at the Climate Strategy follow-up meeting.

More information on the Score calculation method [here](#)

Statistics were computed on the Greenly supplier database

Engaging employees on Climate Change

OUR MONTHLY TRAININGS



Month 1

Onboarding



Month 2

Quiz 1
Climate
Science



Month 3

Quiz 2
IT



Month 4

Quiz 3
Food



Month 5

Quiz 4
Transport



Month 6

Quiz 5
Energy



Month 7

And more..

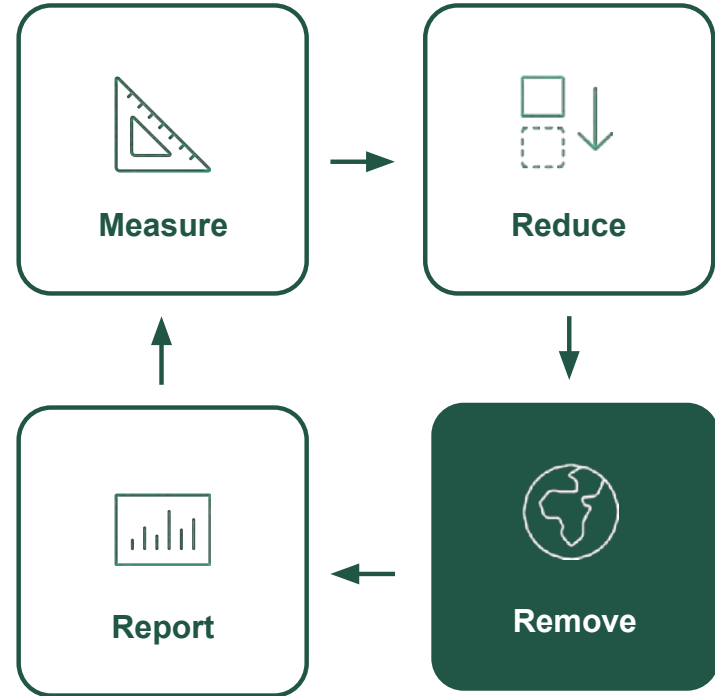


Month 12

A look back
on the year

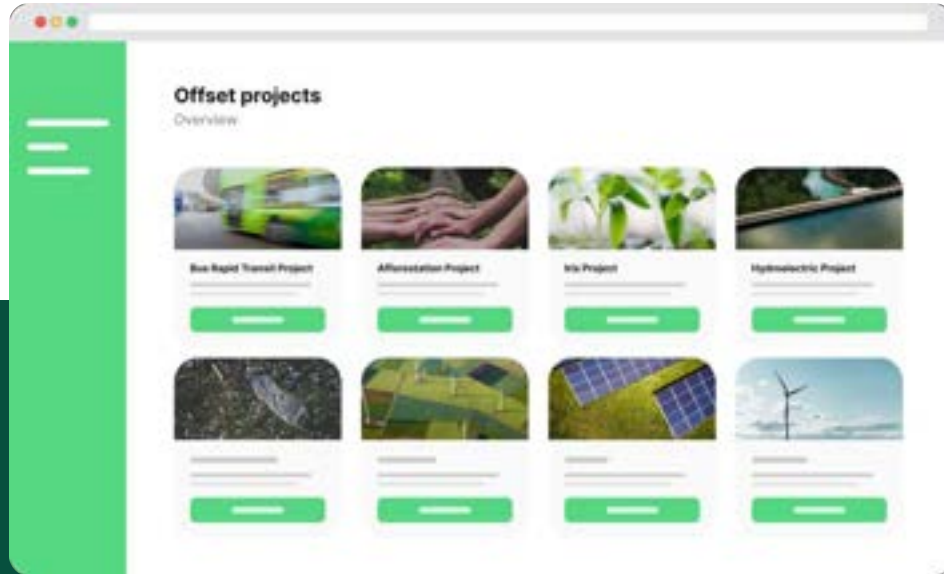
Solving the Climate Equation

KEY ELEMENTS TO BUILDING A PATH TOWARDS NET ZERO



Net Zero Contribution – What to Expect

SOURCING ONLY VERIFIED & CERTIFIED PROJECTS



Ensure projects are certified

We source projects that meet criteria of additionality, permanence, auditability and measurability

Contribute to Net Zero

Ensure you are responsible for more emissions capture that what your organization is emitting

LABEL BAS
CARBONE

VERRA

Gold Standard

| Next steps: support

CLIMATE STRATEGY PROGRESS REPORT MEETING



When?

- | 1 week after the Carbon Journey Overview Meeting: 15 min
- | 1 month after the Carbon Journey Overview Meeting: 45 min



Why?

- | Review of your action plan
- | Update your Greenly Score
- | In-depth review of your climate engagement



Questions?

- | Let's chat and get you answers!

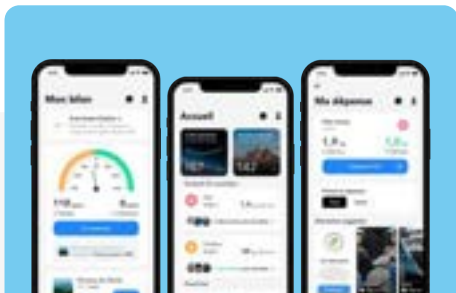




About Greenly

| The Greenly Vision

MAKING CARBON ANALYTICS UNIVERSAL



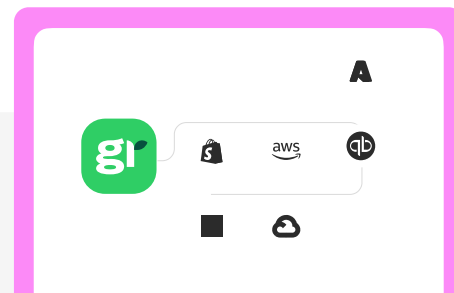
CARBON FOOTPRINT APP & API

First carbon fintech app
launched



CARBON ACCOUNTING SOFTWARE

Launch B2B SaaS for SME Carbon
Footprint (GHG Protocol)



CLIMATE APP STORE

Introducing the first Climate
App Store in 2023

Building up a global tech leader to scale carbon accounting

FOUNDER VISION: HELPING ALL COMPANIES START THEIR CLIMATE JOURNEY TO FAST-TRACK THE ENERGY TRANSITION



Arnaud Delubac
CMO & Co-Founder

INSEEC, Essec - Centrale
Digital Comm at Prime Minister
Office, & Ministry of Digital

 2018-2019



Alexis Normand
CEO & Co-Founder

HEC, Sciences-Po
Ex Head of B2B & Boston
Office at Withings, Techstar
w/Embleema

withings 2013-2018



Matthieu Vegreville
CTO & Co-Founder

Ecole Polytechnique -
Telecom
Ex Data Science
& B2B SaaS at Withings

techstars_ 2018-2019

Everyone should strive to achieve Net-Zero, not just the elite.

Consumers want all companies to implement sustainable changes

Greenly is instigating a bottom-up climate revolution making it simple for all companies & employees to start their climate journey

Working with our initial 1,000 customers, we see that early adoption of carbon initiatives boosts growth and profitability, while helping companies start their climate journey

As regulations make carbon disclosure mandatory, Greenly is building highly-scalable tech to address the enormous influx of mid-market businesses joining the energy transition.

Greenly's product-led growth rests on three pillars: 1- a tech-enabled end-to-end carbon platform ; 2- an outstanding UX to cultivate a growing community of climate leaders: 3- Lastly, a global ecosystem of partners who leverage Greenly to scale carbon accounting over their network.

Greenly is the world's fastest growing carbon management platform

WE ARE SCALING OUR TECH, OUR CUSTOMERS BASE & CLIMATE TEAM

150+

Team with Climate Experts Data Scientists, Data analysts, Data Engineers, DevOps Engineers

1000+

Customers in Tech, Industry, Energy, Logistics, Construction, Real Estate etc.

50k

Emissions sources aggregated from customers & industry databases

10+

Geographies covered with customers in the US, UK, France, Italy, Germany, Nordics...

These companies are tracking their carbon footprint with Greenly

Industries

faurecia  RENAULT  Schlumberger

Tech

 ZOOPLA  PayFit  

Retail

 COURIR   Pernod Ricard

Services

 Capgemini  Mediametrie 

Finance

COATUE  Shell Ventures  EIFFEL INVESTMENT GROUP 

greenly

Greenly's Scientific Council

INDUSTRY, AI & CLIMATE EXPERTS



**Caroline
ALAZARD**



**Dr. Luc
JULIA**



**Nicolas
HOUDANT**



**Peter
FOXPENNER**



**Pr. Yann
LEROY**



**Pr. Antoine
DECHEZLEPRÊTRE**

newmeric

CEO
NewMeric
Ex-CEO
GreenNext



Lab Director
Co-fondateur
SIRI
AI expert

energies

CEO
Énergies demain
Ex
GreenNext

**BOSTON
UNIVERSITY**

Professor
BU University
–
Electricity grid &
Carbon expert



Professeur
Centrale-Supelec
–
Carbon Product
Life-Cycle

LSE

Professeur
LSE
–
Climate change
policy

greenly

Contact us

support@greenly.earth

www.greenly.earth