Sustainability Indicators: Our Operations

Metric	Unit	2018	2019	2020	2021	2022
Greenhouse Gas Emissions						
Scope 1 emissions from company vehicles	tCO_2e	*	*	*	*	**9**
Scope 2 emissions from electricity	tCO_2e	2,512	2,257	2,467	2,286	**2,348**
Scope 3 emissions						
Business travel	tCO_2e	33,257	26,819	19,929	323	**2,782**
Corporate events	tCO_2e	471	608	1,161	#	**21**
Data centres	tCO_2e	*	*	*	725	**1,139**
Employee commute	tCO_2e	*	*	*	174	**183**
Waste generated and other sources	tCO_2e	*	*	*	#[1]	**#**
Total absolute emissions (gross)	**tCO_2e**	**36,240**	**29,684**	**23,557**	**3,508**	**6,482**
Purchased carbon offsets	tCO_2e	–	–	(23,557)	(3,508)	**(6,482)**
Total absolute emissions (net)	**tCO_2e**	**36,240**	**29,684**	**Carbon neutral**	**Carbon neutral**	**Carbon neutral**
Total emission intensity (gross)	tCO_2e/employee	49.6	37.2	28.8	4.2	**7.4**
Scope 1 emission intensity (gross)	tCO_2e/employee	*	*	*	*	**#**
Scope 2 emission intensity (gross)	tCO_2e/employee	3.4	2.8	3.0	2.7	**2.7**
Scope 3 emission intensity (gross)	tCO_2e/employee	46.2	34.4	25.8	1.5	**4.7**
Energy Consumption						
Total energy consumption from electricity	kWh	5,715,642	5,176,051	5,727,911	5,357,539	**5,499,106**
Energy consumption intensity	kWh/employee	7,830	6,478	7,011	6,370	**6,249**
Water Consumption						
Total water consumption	m³	9,581	11,313	7,734	2,782	**3,373**
Water consumption intensity	m³/employee	13.1	14.2	9.5	3.3	**3.8**
Waste Generation						
Total waste generated	tonnes	*	*	*	3.4	**11.6**
Materials Use						
Paper consumption	million pieces	5.3	4.9	3.7	1.0	**0.9**

*   Information not available/measured in previous years.

\#   Amount is less than 1 tCO_2e.

[1]   Restated.