

INSPIRED

Streamlined Energy & Carbon Reporting (SECR)

Inspired PLC

FY2024



SECR Highlights

Inspired PLC

Reporting Year: 1st January 2024 – 31st December 2024

Year-on-year Changes

- Building Energy: Energy consumption for Electricity and Natural gas decreased, due to more efficient buildings and rationalisation of the portfolio.
- Inspired PLC have also seen a small reduction in transport due to the increased use of public transport.
- Due to reduced emissions and increased FTE, the overall intensity has been reduced by 20.70%.

Energy Saving Projects: Highlights

- Monitoring and Targeting Improvements
- Updated Net-Zero Targets
- Optimisation A/C

Table 1: Energy Source Breakdown for Total UK and Global Location-Based Emissions.

	Natural Gas	Electricity*	Transport	Total*
FY2024 Carbon & Energy Consumption				
kWh	183,280	195,171	1,136,778	1,515,228
tCO ₂ e	33.52	38.92	253.37	325.81
FY2023 Carbon & Energy Consumption				
kWh	296,661	328,761*	1,185,436	1,810,858*
tCO ₂ e	54.27	68.87*	266.61	389.75*
YOY percentage change (tCO ₂ e)	-38.23%	-43.48%	-4.97%	-16.40%

Table 2: Emission Intensity Breakdown for Total UK and Global Location-Based Emissions.

	Natural Gas	Electricity*	Transport	Total
Carbon Intensity Metric				
FY2024 tCO ₂ e per FTE	0.05	0.05	0.34	0.44
FY2023 tCO ₂ e per FTE	0.08	0.10*	0.38	0.56*
YOY percentage change (tCO ₂ e)	-41.40%	-46.39%	-9.85%	-20.70%

N.B. The reported Scope 1, 2 and 3 emissions have been rounded to two decimal places,. Any year-on year comparison calculations have been conducted using complete unrounded figures.

*FY2023 electricity figures have been restated. See Methodology, page 8.

Contents

A	Executive Summary
B	Annual Reporting Figures
C	Energy Efficiency Narrative
D	Appendix

Executive Summary

SECR disclosures are mandatory for listed and large unlisted UK companies with reporting cycles beginning on or after 1st April 2019.

This report summarises Inspired PLC's (Inspired's) energy usage, associated emissions, energy efficiency actions and energy performance under the government policy Streamlined Energy & Carbon Reporting (SECR). This is implemented by the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018. Mandatory information for compliance is outlined on pages 4, 7 and 8 of this report.

The appendix (page 8) includes the methodologies utilised for all calculations related to the elements reported under energy and carbon.

Under the legislation, Inspired must disclose its energy consumption, emissions, intensity metrics and all energy efficiency improvements implemented for all UK operations. Inspired have also included consumption and emissions for its global operations.

A total of 31.90% of consumption data used for SECR has been estimated to achieve 100% data coverage. This has decreased from the FY2023 estimation level of 50.49%.

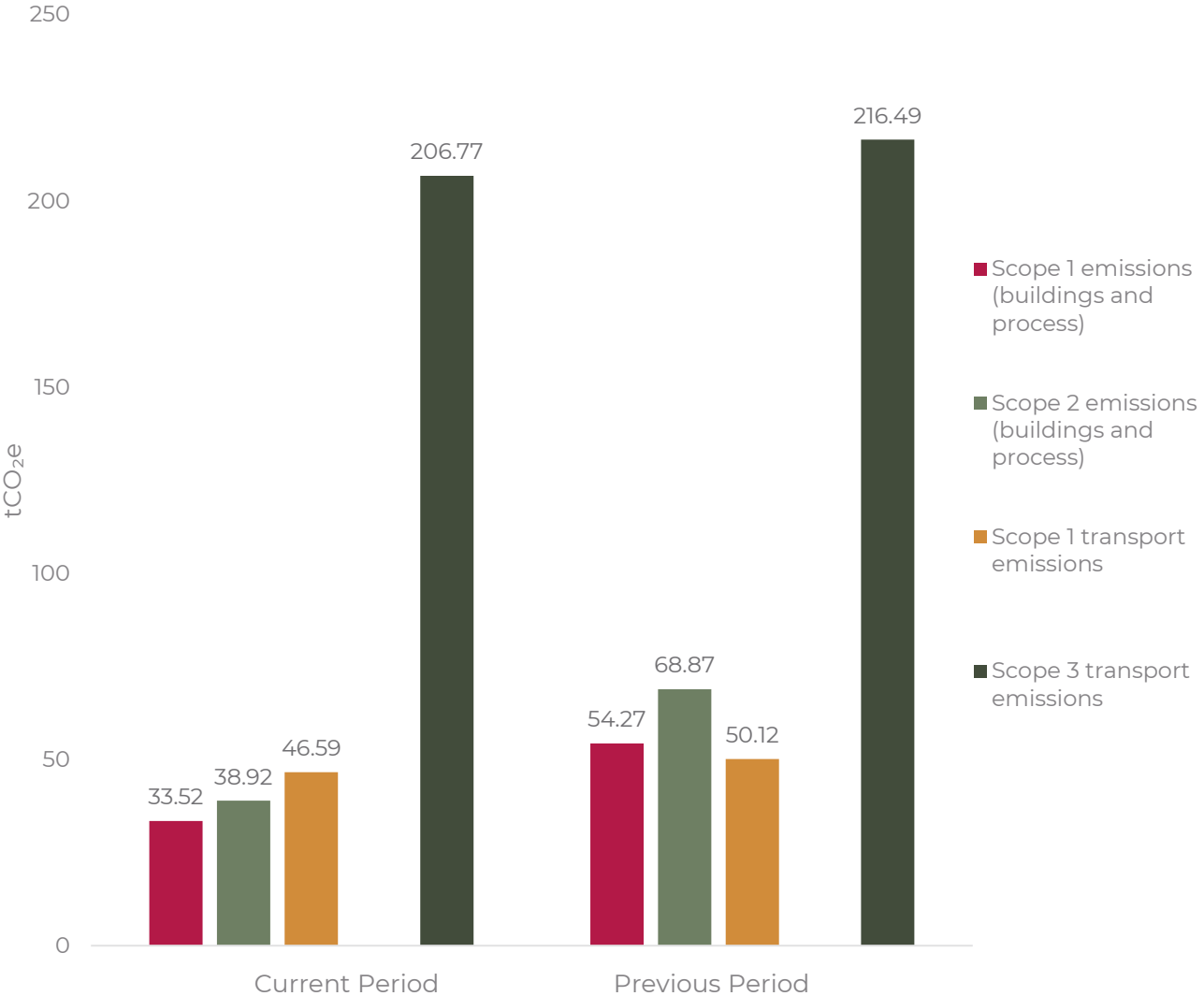
Reporting Year: January 2024 – December 2024

Inspired's Scope 1 direct and Scope 3 indirect emissions (combustion of natural gas and transportation fuels) for this reporting year are 286.89 tCO₂e, resulting from the direct combustion of 1,320,058 kWh. This represents a carbon reduction of 10.59% from last year ending December 2023 (Table 1).

Scope 2 indirect emissions (purchased electricity) for this reporting year are 38.92 tCO₂e, resulting from the consumption of 195,171 kWh of electricity purchased and consumed in day-to-day business operations. This represents a carbon reduction of 43.48% from last year ending December 2023 (Table 1).

Inspired's operations have an intensity metric of 0.44 tCO₂e per FTE for this reporting year. This represents a reduction in the operational carbon intensity of 20.70% from last year ending December 2023 (Table 2).

Figure 1: Scope 1, 2 and 3 emissions (tCO₂e) for this reporting period vs the previous reporting period.



Annual Reporting Figures: Consumption & Location-Based Emissions

Table 4: Inspired PLC Total Energy Consumption (kWh).

Utility and Scope	FY2024 Consumption kWh			FY2023 Consumption kWh*		
	UK	Global (excluding UK)	Total	UK	Global (excluding UK)	Total
Scope 1 Total	392,328	0	392,328	519,526	0	519,526
Natural Gas and Other Fuels (Scope 1)	183,280	0	183,280	296,661	0	296,661
Transportation (Scope 1)	209,048	0	209,048	222,865	0	222,865
Scope 2 Total	188,728	6,443	195,171	315,225*	13,535	328,761*
Grid-Supplied Electricity (Scope 2)	179,655	6,443	186,097	315,225*	13,535	328,761*
Self-Generation (Scope 2)	9,073	0	9,073	0	0	0
Scope 3 Total	927,730	0	927,730	962,572	0	962,572
Transportation (Scope 3)	927,730	0	927,730	962,572	0	962,572
Total	1,508,786	6,443	1,515,228	1,797,323*	13,535	1,810,858

Table 5: Inspired PLC Total Location-based Emissions (tCO₂e).

Utility and Scope	FY2024 Emissions tCO ₂ e			FY2023 Emissions tCO ₂ e*		
	UK	Global (excluding UK)	Total	UK	Global (excluding UK)	Total
Scope 1 Total	80.11	0.00	80.11	104.39	0.00	104.39
Natural Gas and Other Fuels (Scope 1)	33.52	0.00	33.52	54.27	0.00	54.27
Transportation (Scope 1)	46.59	0.00	46.59	50.12	0.00	50.12
Scope 2 Total	37.20	1.73	38.92	65.28*	3.60	68.87*
Grid-Supplied Electricity (Scope 2)	37.20	1.73	38.92	65.28*	3.60	68.87*
Scope 3 Total	206.77	0.00	206.77	216.49	0.00	216.49
Transportation (Scope 3)	206.77	0.00	206.77	216.49	0.00	216.49
Total	324.09	1.73	325.81	386.15	3.60	389.75

*FY2023 electricity figures have been restated. See Methodology, page 8.

The following tables show the consumption and associated emissions for financial years ending December 2023 and December 2024 for all operations.

Inspired has chosen to disclose its consumption and emissions data for the group’s global operations, in addition to mandatory UK consumption and emissions data. Total consumption and location-based emissions are reported in Tables 4 and 5.

Scope 1 consumption and emissions include direct combustion of natural gas, and fuels utilised for transportation operations, for example, company vehicle fleets.

Scope 2 consumption and emissions cover indirect emissions related to the consumption of purchased electricity in day-to-day business operations.

Scope 3 consumption and emissions cover emissions resulting from sources not directly owned by Inspired i.e., grey fleet business travel undertaken in employee-owned vehicles only.

Table 3: Inspired PLC Total Emissions Intensity Metric.

Intensity Metrics	Location-based		Market-based	
	FY2024	FY2023	FY2024	FY2023
Total FTE	740	704	740	704
All Scopes tCO ₂ e per FTE	0.44	0.56	0.34	0.38
YoY Percentage Change (tCO ₂ e)	-20.70%		-9.85%	

Inspired’s dual-report on location-based and market-based emissions factors. Market-based emissions demonstrate the carbon reduction achieved by renewable electricity procurement. Market-based emissions are reported in tCO₂ only, and reflect the specific emissions associated with a supplier-specific fuel mix or residual grid factor. Refer to the appendix for market-based methodology. Total market-based emissions are reported in Table 6.

Voluntary Market-Based Emissions

Table 6: Inspired PLC Total UK and Global Location and Market-based Emissions*.

Utility and Scope	FY2024 Emissions		FY2023 Emissions **	
	Location-based tCO ₂ e	Market-based tCO ₂	Location-based tCO ₂ e	Market-based tCO ₂
Scope 1 Total	80.11	46.63	104.39	50.19
Natural Gas and Other Fuels (Scope 1)	33.52	0.04	54.27	0.07
Transportation (Scope 1)	46.59	46.59	50.12	50.12
Scope 2 Total	38.92	0.00	68.87**	0.00
Grid-Supplied Electricity (Scope 2)	38.92	0.00	68.87**	0.00
Scope 3 Total	206.77	206.77	216.49	216.49
Transportation (Scope 3)	206.77	206.77	216.49	216.49
Total	325.81	253.41	389.75**	266.68

*Scope 1 market-based emissions are reported in tCO₂e and reflect the specific Scope 1 emissions associated with purchasing green gas certificates. Scope 2 emissions are reported in tCO₂ only and are associated with a REGO-backed electricity contract. Please see the Methodology in the appendix for further details.

** FY2023 electricity figures have been restated. See Methodology, page 8.

Subsidiary Reporting

Inspired PLC's subsidiary Inspired Energy Solutions (IES) qualifies for SECR as an individual entity. The consumption and emission figures for the financial year ending December 2023 are detailed in Tables 7 and 8.

Table 7: Inspired Energy Solutions Total Energy Consumption (kWh).

Utility and Scope	FY2024 Consumption kWh		FY2023 Consumption kWh *	
	UK	Total	UK	Total
Scope 1 Total	227,522	227,522	237,142	237,142
Natural Gas and Other Fuels (Scope 1)	37,073	37,073	31,955	31,955
Transportation (Scope 1)	190,449	190,449	205,187	205,187
Scope 2 Total	121,338	121,338	252,074*	252,074*
Grid-Supplied Electricity (Scope 2)	121,338	121,338	252,074*	252,074*
Scope 3 Total	368,827	368,827	399,578	399,578
Transportation (Scope 3)	368,827	368,827	399,578	399,578
Total	717,686	717,686	888,794*	888,794*

Table 8: Inspired Energy Solutions Total Location-Based Emissions (tCO₂e)*.

Utility and Scope	FY2024 Emissions tCO ₂ e		FY2023 Emissions tCO ₂ e *	
	UK	Total	UK	Total
Scope 1 Total	49.23	49.23	51.99	51.99
Natural Gas and Other Fuels (Scope 1)	6.78	6.78	5.85	5.85
Transportation (Scope 1)	42.45	42.45	46.15	46.15
Scope 2 Total	25.12	25.12	52.20*	52.20*
Grid-Supplied Electricity (Scope 2)	25.12	25.12	52.20*	52.20*
Scope 3 Total	82.20	82.20	89.87	89.87
Transportation (Scope 3)	82.20	82.20	89.87	89.87
Total	156.56	156.56	193.91*	193.91*

*FY2023 electricity figures have been restated. See Methodology, page 8.

Year-on-Year Changes

- Building Energy: Energy consumption for Electricity and Natural gas decreased, due to more efficient buildings and rationalisation of the portfolio.
- Inspired PLC have also seen a small reduction in transport due to the increased use of public transport.
- Due to reduced emissions and increased FTE, the overall intensity has been reduced by 20.70%.

Energy Efficiency Narrative

Inspired is committed to year-on-year improvements in its operational energy efficiency. A register of energy efficiency measures has been compiled, with a view to implementing these measures in the next five years.

Measures Undertaken In FY2024

Monitoring and Targeting Improvements

At the end of November 2024 Inspired implemented Circuit-Level Monitoring (CLM), this captures real-time energy data behind the meter every 10 seconds. It's a cost-effective solution for monitoring and targeting consumption at zone, device and asset level. CLM gives you the energy intelligence to reduce energy waste, improve operational efficiency, and monitor Solar Generation.

Updated Net-Zero Targets

This year, Inspired received the Board's sign-off on updated net-zero targets after feedback from the SBTi (Science Based Targets Initiative) and resubmitted them for validation.

Optimisation of A/C

Inspired has optimised A/C to ensure the operating temperature is consistent throughout the office, including operational timings to ensure these are switched off "out of hours"

Continuation of EV Scheme

Inspired has seen a continued decrease in transport across the board due to the continuation of the EV (Electronic Vehicle) Scheme.

Measures To Be Addressed In FY2025

Air Conditioning/ventilation control

In FY2025, Inspired will look to undergo Air Conditioning and Ventilation control upgrades. This will decrease general energy consumption around the offices and minimise excess heat loss/consumption.

Staff Training

In FY2025, enhanced staff training and awareness materials will be distributed to employees. This will initiate behavioural change towards a more sustainable, lower energy-consuming workforce.

Installation of Solar PV for Businesswise Solutions site

In FY2025, Inspired will look at installing roof-mounted solar PV panels at the Businesswise Solutions site to self-generate renewable energy. This initiative will aim to reduce reliance on grid electricity, lower carbon emissions, and contribute to sustainability goals.

Replacement of Gas Boiler

In FY2025, Inspired will look to replace the gas boiler at Calder House with a 125L cylinder boiler. This replacement will mean gas usage at Calder House will be more energy efficient, and therefore, potentially see monetary savings.

Appendix

Compliance Responsibility

This report has been prepared by the ESG division of Inspired PLC for Inspired by means of interpreting the Companies (Directors’ Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 as they apply to information supplied by Inspired and its energy suppliers.

Inspired PLC’s registered CEO and CFO are responsible for complying with the Regulations. They must be satisfied that to the best of their knowledge, all relevant information concerning Inspired PLC’s organisation structure, properties, activities and energy supplies has been provided to Inspired PLC.

This includes details of any complex ownership structures (for example, private equity funds, franchises for private finance initiatives) and electricity/gas usage that is covered by the EU Emissions Trading Scheme (ETS) or Climate Change Agreements (CCA) scheme generated on-site (including Combined Heat and Power (CHP)) or supplied to/from a third party (i.e. not a licenced energy supplier or a landlord/tenant).

Reporting Methodology

This report (including the Scope 1, 2 and 3 kWh consumption and CO₂e emissions data) has been developed and calculated using the *GHG Protocol – A Corporate Accounting and Reporting Standard* (World Resources Institute and World Business Council for Sustainable Development, 2004); *Greenhouse Gas Protocol – Scope 2 Guidance* (World Resources Institute, 2015); *ISO 14064-1 and ISO 14064-2* (ISO, 2018; ISO, 2019); *Environmental Reporting Guidelines: Including Streamlined Energy and Carbon Reporting Guidance* (HM Government, 2019).

Government Emissions Factor Database 2024 version 1 has been used, utilising the published kWh gross calorific value (CV) and kgCO₂e emissions factors relevant for the reporting period 01/01/2024 – 31/12/2024.

Estimations were undertaken to cover missing billing periods for properties directly invoiced to Inspired PLC. These were calculated at the meter level on a kWh/day pro-rata basis.

- For the Cork Horizon Unit, Nelson, and Manchester properties where Inspired PLC is indirectly responsible for utilities (i.e. via a landlord or service charge) or no data is available for the meter, the median consumption for properties with similar operations was calculated at the meter level and applied to the property with no available data.
- For the Cardiff and London properties where Inspired PLC is indirectly responsible for utilities (i.e. via a landlord or service charge) or no data is available for the meter, an average kWh/FTE consumption was calculated at the meter level and was applied to the properties with similar operations with no available data.
- For the Bedford property where Inspired PLC is indirectly responsible for utilities (i.e. via a landlord or service charge) or no data is available for the meter, a typical practice energy benchmark from CIBSE (Chartered Institution of Building Services Engineers) Guide F (2012) was applied to the floor area (m₂) of the property.

All estimations equated to 31.90% of reported consumption.

For the market-based emissions reporting methodology, an emissions factor of 0 tCO₂/kWh was applied to all electricity supplied to Inspired from renewable energy contracts. As 100% of Inspired PLC’s electricity consumption was supplied through renewable energy contracts, total Scope 2 market-based emissions equate to 0 tCO₂. Natural gas market-based emissions have been calculated to account for carbon dioxide savings from the purchase of Green Gas Certificates.

Due to a change in calculation methodology for FY2024, the Grid-supplied Electricity (Scope 2) figure from FY2023 has been recalculated to provide comparable results to track year-on-year progress against emission reduction targets.

Intensity metrics have been calculated using total tCO₂e figures and the selected performance indicator agreed with Inspired PLC for the relevant report period:

- Full-time equivalents (FTE) **FY2024** (FY2023) **740** (702)

Glossary

Scope 1: Emissions associated with gas usage and transportation fuels (under the company's control).

Scope 2: Emissions associated with the consumption of purchased electricity are presented on both a location-based (using country average electricity emission factors) and market-based (considering any purchased renewable generated electricity) approach.

Scope 3: Company's value chain emissions, divided into 15 categories, as established by the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting & Reporting Standard. Under SECR this is limited to emissions resulting from sources not directly owned by the Inspired PLC. For example, grey fleet business travel undertaken in employee-owned vehicles only.

Location-based emissions: Methodology to calculate Scope 1 and 2 emissions using the average grid emissions factor of a region.

Market-based emissions: Methodology to calculate Scope 1 and 2 emissions using emissions factors specific to the contractual instruments in place.

tCO₂: Tonnes of carbon dioxide gas released into the atmosphere. This metric is often used when reporting electricity market-based emissions factors.

tCO₂e: Greenhouse gases have different global warming potentials and are converted to a carbon dioxide equivalent to ease comparison and reporting.

Quality Review

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INSPIRED

Inspired PLC

Calder House,
St Georges Park,
Kirkham,
Lancashire,
United Kingdom,
PR4 2DZ.

+44 (0) 1772 689 250
hello@inspiredplc.co.uk
inspiredplc.co.uk

