

# Talis, Sustainability and the Environment

October 2009



Climate change is one of the most pressing challenges the world faces today, and it is making us think about changing the way we all live and do business. We acknowledge that everyone and every organisation needs to take its share of responsibility in addressing the issues raised. This document summarises the efforts that Talis have taken to date, and outlines our objectives for the coming years.

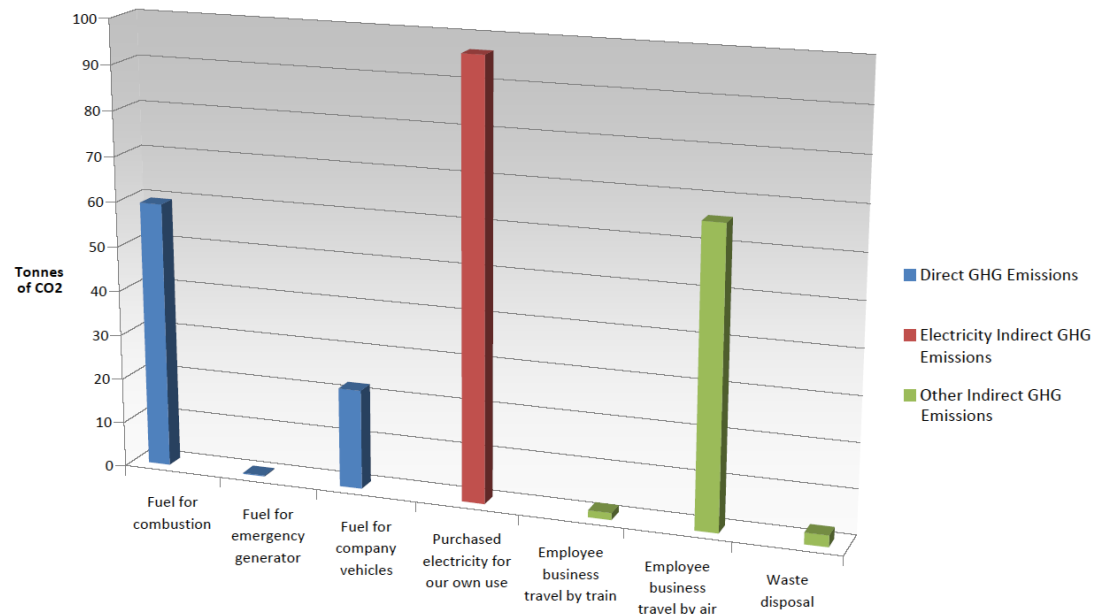
## Our cultural commitment

Our commitment to the environment and sustainability is driven by an ethical consensus that's shared by everyone at Talis. We wanted to ensure that everyone could express concerns, suggest ideas, propose actions and monitor progress. We created a virtual team representing all aspects of what we do, which includes the CEO, directors, senior managers and employees, with 35% of employees contributing in some way. As early as 2004, safety, health and the environment were fundamental considerations when selecting our then-new premises, and they continue to inform our day-to-day operations.

## Measuring our impacts

Any organisation concerned with improving its environmental impact needs to understand the sources of its greenhouse gas (GHG) emissions. We've adopted what is considered to be the authoritative framework for reporting carbon footprints, the Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard<sup>1</sup>. All calculations were completed using the DEFRA 2008 UK Emissions of Greenhouse Gases Relative Impact Factors, and the carbon footprint published via the Carbon Disclosure Project<sup>2</sup>.

Talis Greenhouse Gas (GHG) Emissions 2008-2009



<sup>1</sup> <http://www.ghgprotocol.org/standards/corporate-standard>

<sup>2</sup> <http://www.cdproject.net/sc-results-08.asp>

We have also pledged to improve our environmental performance with The Prince's Trust Mayday Network<sup>3</sup> (the UK's largest group of businesses committed to taking action on climate change) and have submitted our carbon footprint to the Corporate Assessment of Environmental, Social and Economic Responsibility (CAESER<sup>4</sup>). Using the outputs of the above measures, and recognising that simple strategic shifts can have significant long-term benefits, we have identified three target areas to focus our environmental efforts.

## Target 1: Reducing energy consumption

"By enabling our energy saving settings, we'll reduce the power consumption for our laptop and second monitor configuration from 70 watts per hour to 33 watts per hour - a 53% saving in energy."

Kevin Worth, Talis Environmental Steering Group

We aim to beat the UK Government's goal of reducing energy consumption by 12.5% before 2012<sup>5</sup>. Central to our strategy is ensuring that we use the right equipment at the right time. All equipment is maintained to the manufacturer's recommendations so that it operates as efficiently as possible, with any failing equipment replaced with modern, greener alternatives. Crucially, we also ensure staff know how and when to use equipment, and advise on (and encourage) best-practice that discourages wasteful habits. Specific initiatives include:

- Introducing automated controllers to ensure that equipment is only on when needed
- Turning off lights and heating in areas that aren't in use
- Replacing inefficient equipment (including kettles, fridges, desktop PCs, servers, CRT monitors and photocopiers) for more efficient 'A rated' equipment, and replacing our lighting with long life, low wattage tubes
- Optimising thermostat settings for all cooling and heating services (including fridges, air conditioning, data centre cooling, heating and hot water)

## Target 2: Reducing waste and improve waste management

50% of our waste streams - many of which require differing disposal mechanisms - end up at landfill sites. Through a program of waste reduction and improved recycling, we aim to halve the amount sent to landfill by the end of 2010. This has required some creative solutions. For example, more than 20% of waste sent to landfill is green waste from our kitchens, so we've introduced a wormery that converts it to compost for use in the flower beds around the Talis offices. Our more conventional initiatives include:

- Allowing staff to purchase redundant IT equipment with all proceeds donated to Cancer Research UK<sup>6</sup>. Unserviceable equipment is securely recycled
- Segregating and recycling cardboard packaging, newspapers, magazines, pamphlets and redundant company brochures and marketing materials
- Donating inkjet and toner cartridges to raise funds for the Roy Castle Lung Cancer Foundation<sup>7</sup>
- Recycling fluorescent tubes, batteries and metals. CDs are segregated and sent for polymer reclamation

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<sup>3</sup> [http://www.bitc.org.uk/environment/the\\_princes\\_may\\_day\\_network\\_on\\_climate\\_change/index.html](http://www.bitc.org.uk/environment/the_princes_may_day_network_on_climate_change/index.html)

<sup>4</sup> <http://www.caeser.org/>

<sup>5</sup> <http://tinyurl.com/nwxc2>

<sup>6</sup> <http://www.cancerresearchuk.org/>

<sup>7</sup> <http://www.roycastle.org/index.aspx>

## Target 3: Lowering transport emissions

All organisations concerned with their environmental impacts must address the challenge of accommodating company growth whilst limiting emissions. At Talis, we've identified the need to reduce both our own transport emissions and those of our suppliers and customers.

Specific initiatives include:

- Halving the number of company cars by removing the least fuel-efficient models
- Selecting green taxis where possible, in particular for journeys to and from the Talis offices (our preferred supplier provides the only carbon-neutral taxi service in the region<sup>8</sup>)
- Reorganising purchasing policies to make more use of a smaller number of local suppliers, so that fuller loads are delivered across shorter distances
- Introducing home working for Talis employees, reducing the need for daily commutes
- Removing the travel costs of our customers by delivering training, e-learning, and conference calls over the web

## Facing the challenges ahead

Talis recognises the need for all organisations to be constantly reviewing and updating their practices, but we believe our efforts to date have ensured we're well positioned to meet the increasingly demanding environmental challenges that lie ahead. But we want to do more. We therefore need to embed 'sustainability' into every decision we make and every action we take. Furthermore we need to encourage all our customers, our suppliers, our business partners, our families and our communities to also ensure they make sustainability part of their culture. To that end we are choosing our suppliers carefully, we are influencing partners and where we can, encouraging our customers to adopt similar policies.

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<sup>8</sup> <http://www.gcarsgogreen.co.uk/>