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2021

ALL-IN WITH THE EARTH

**ALL-IN GLOBAL'S SUSTAINABILITY
AND CLIMATE ACTION
- POLICY & 2021 REPORT -**

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ALL-IN WITH THE EARTH: ALL-IN GLOBAL'S SUSTAINABILITY AND CLIMATE ACTION POLICY

More than 13 years of creating and localizing content in more than 80 languages have given us a global perspective of the diversity and uncertainty that define our humanity and the Earth we belong to.

Language helps us connect. Ideas are born in the human mind with the aid of language and thanks to it, they can travel the world over and be transformed into big and meaningful actions. We believe in the power of collective and aware deeds.

Although our business model allows us to leave a relatively small carbon footprint, we are the first to admit that we need to and can do more.

Therefore, we defined four principles to guide ourselves towards decisive actions to collectively reduce our climate change footprint and gradually become a carbon neutral company, inspiring our stakeholders to contribute together to the goal established in COP26 of limiting global temperature rise to 1.5 degrees.

OUR CLIMATE ACTION PRINCIPLES

Keep learning and experimenting

When it comes to climate action, there's no ultimate truth, and the knowledge about it is growing rapidly. That's why we decide to have a learning attitude towards it, be creative and tinker with new ways of reducing GHG emissions.

Make aware choices

As we learn, we gain awareness of the environmental impact of our decisions. And so we act knowing the consequences of what we do and every time we have the chance to do so, we choose the lowest possible impact in terms of GHG emissions.

Be positive and inspire by example

Between teach and act, we choose to act. We firmly believe that taking initiative and acting courageously in coherence with our principles is the most powerful way to inspire others and even ourselves.

Act collaboratively

Constraining attitudes just bring division, and that is an obstacle to reaching a climate action goal that can only be achieved collectively. We choose to join efforts at both individual and organisational level, to build networks for effective climate action.

TAKING PRINCIPLES INTO ACTION

To transform intentions into sustainable Green House Gas (GHG) emissions reduction, as a company we commit to the following ongoing actions:

1 - Conscious and efficient business travel

We are aware of the impact that this category represents on our overall GHG emissions and therefore we commit to reviewing in detail our yearly agenda for events and our team building activities, making optimal plans for both based on relevance. The good news here is that all that we save in terms of GHG emissions we will also save in expenses, creating a double motivator.



2 - Engage with our team, translators, and copywriters on their climate performance

As our business model is almost entirely digital and we collaborate with a high number of remote workers, all actions dedicated to promoting GHG emissions awareness and habit shift could be highly significant in terms of the environmental impact both of our company and their households. In this regard, we opt to have a participatory approach, where the ideas and initiatives can be suggested and promoted both by the team and the management. Some ideas already mentioned by the team include reduction of cooling/heating and water consumption, waste reduction, promoting the purchase of renewable energy, use of carpooling or bicycles to commute, and engaging in causes that promote sustainability and climate action.

3 - Invest in energy efficiency

We are aware that every small action, as long as it is consistent, adds up to GHG emissions reduction. Our current plans for our office in Porto include: sustaining the use of LED efficient lighting, using smart plugs for monitors and hot/cold water supply, exploring the use of green web hosting services, and ensuring that future purchases for IT and heating/cooling equipment are of top-notch levels when it comes to energy efficiency and climate performance.



TAKING PRINCIPLES INTO ACTION

4 - Purchase renewable energy

From 2022 we commit to purchasing energy exclusively from renewable sources.



5 - Improve the quality of our GHG emissions inventory

Given our “keep learning and experimenting” principle, we choose to actively and continuously learn ourselves -instead of just outsourcing- about methodologies and tools for measuring our climate performance. Therefore, as we learn, we want to gain accuracy and quality in our inventory, especially in our other indirect emissions (scope 3), where most of our GHG impact is concentrated.

6 - Invest in GHG offsets to reach Net Zero emissions

We choose to offset our GHG emissions by funding projects generating CO2 sequestration for our direct and indirect emissions (scopes 1 and 2).



7 - Organise our climate actions focused on energy usage and GHG emissions in an Environmental Management System (EMS)

Our goal during 2022, is to transform the latter six actions and principles into an EMS that provides consistency to our climate action.

All-in with the Earth policy and reports are led by the innovation department of All-in Global. For more information, please contact innovation@all-in.global.

GHG EMISSIONS 2021 REPORT



The information gathered and analysed in this section has been prepared following the reporting principles suggested by the Green House Gas (GHG) Protocol: “presenting **relevant** information that is **complete, consistent, accurate** and **transparent**”.

This is the first GHG emissions report done by All-in Global. We see ourselves on a learning journey and celebrate any suggestions and discussions that could help us align better with these principles.

We consider our **baseline year for GHG emissions to be the fiscal year 2020-2021** (July-June), except for the **business travel category (scope 3), which has been taken from the fiscal year 2018-2019**, given the radical reduction in that category due to the COVID-19 pandemic during 2020 and 2021.



IDENTIFICATION OF EMISSION SOURCES

All-in Global is an independent company that is not part of any corporate group. Therefore, all of the emissions associated with the operations of the company are considered exclusively owned and controlled by it and are therefore not distributed with any other company.

The next section defines the operational boundaries for this report, for direct (scope 1), indirect (scope 2), and other indirect emissions (scope 3), according to the GHG Protocol.

SCOPE 1: DIRECT GHG EMISSIONS



0 KG

HFC



0 KG

**CO₂
EQUIVALENCE**

Between the emissions that occur from sources that are owned or controlled by the company, All-in Global could be accountable only for fugitive emissions, as generation of electricity, heat, or steam, physical or chemical processing, or combustion of fuels in company-controlled vehicles are not applicable.

The company only controls one facility in Porto (Portugal), which has four cooling/heating pieces of equipment with a total capacity of 6120 grams of HFC-32 (R-32). As the refrigerant was returned to the refrigerant producers during maintenance service during the 2020-2021 period, the emissions, in this case, are estimated at **0 kg of HFC, and therefore 0 kg of CO₂ equivalence**. The latter calculation was done using the GHG Emissions Calculation Tool.



IDENTIFICATION OF EMISSION SOURCES

SCOPE 2: INDIRECT GHG EMISSIONS



3672

kWh



916 KG

CO₂

Regarding GHG emissions from the generation of purchased electricity consumed by All-in Global in its owned or controlled equipment, there was a consumption of **3672 kWh**, resulting in an emission of **913 kg of CO₂**, based on the 0.24853 kgCO₂e/kWh rate reported by EDP, the Portuguese utility provider.

IDENTIFICATION OF EMISSION SOURCES

SCOPE 3: OTHER INDIRECT GHG EMISSIONS

Although scope 3 is an optional reporting category, we decided to calculate and report it, as our business relies on a network of linguists all over the world, which according to the GHG Protocol must be reported in this section.

As the GHP Protocol suggests, we focused our reporting for scope 3 on the major GHG-generating activities, which are:

853,865 kg

CO2 emitted

1 - Translation and copywriting operations of our network of linguists

The equivalence of GHG emissions for this item was calculated using the Scope 3 Evaluator tool, based on the expenses associated with it. That results in **853,865 kg of CO2 emitted in the period July 2020 to June 2021.**

35,259 kg

CO2 emitted

(2020-2021)

2 - Business travel and participation in events

This item was also calculated using the Scope 3 Evaluator tool. As in the previous item, the related expenses were the input to calculate CO2 emissions. For the period **July 2020 to June 2021 the CO2 emissions associated with business travel and events were 35,259 kg of CO2.**

As mentioned previously, given the COVID-19 pandemic disrupted business travel, the baseline for this category will be considered the **fiscal year July 2018 - June 2019, where the total amount of CO2 emitted was 114,009 kg of CO2**, using the same calculation method as in 2020-2021.

114,009 kg

CO2 emitted

(2018-2019)

3 - Remote workers

Given the fact that the company had 7 remote workers in the reported period, and that the COVID-19 pandemic demanded an intensive use of remote work for all the team, we included an estimated incremented consumption of electricity and natural gas in households for a total of 17 remote workers, following the methodology suggested on the topic by Anthesis.

This results in a total emission of **12,959 kg of CO2 due to incremented consumption of electricity and natural gas in households for remote workers.**

12,959 kg

CO2 emitted



TOTAL CO2 EMISSIONS

903 ton CO2

Our total CO2 emissions for the period **July 2020 - June 2021** were **903-ton CO2**, distributed as follows: 0-ton CO2 in the scope 1 emissions, 0.91-ton CO2 in the scope 2 emissions, and 902.08 ton CO2 in the scope 3 emissions. The following chart summarises the emissions from each scope and category:

Exclusions to the Emission Calculations

Some administrative and other minor providers were not considered in the calculation process: audits, accountancy, legal, banks, telecommunications, postage, training, cleaning, gifts, and donations.

The former facility in Malta was not considered, as it is only a legal address and the office was closed and not used for business during the reported period 2020-2021.

Employee commuting was also not included, due to the lack of an accurate tool for the low number of employees commuting in the selected periods (below 20 for 2018-2021). This category could be included in future reports, as we get access to a more accurate tool for that.

— 0 t

HFC
REFRIGERANT

— 0.91 t

ELECTRICITY
PURCHASE

■ 853.87 t

LINGUISTS

■ 35.26 t

BUSINESS
TRAVEL &
EVENTS

■ 12.96 t

REMOTE
WORKERS

**Total CO2 emissions in tons for the period
July 2020 - June 2021**



BASELINE YEAR

981.75 ton CO2

The baseline year was calculated with the data reported for the fiscal year 2020-2021, except for the business travel and events category (scope 3) which was taken from the 2018-2019 period as explained previously, due to the COVID-29 pandemic disruption.

In view of the latter, **the total emissions for the baseline year are 981.75-ton CO2**, with a total of **€2,634.95 in revenue per ton CO2** emitted, based on the fiscal year 2020-2021.

Changes in this baseline year could be required after the quality of our GHG emissions inventory is improved in future reports or after any significant organizational change that may happen in the company.

— **0 t**

HFC
REFRIGERANT

— **0.91 t**

ELECTRICITY
PURCHASE

■ **853.87 t**

LINGUISTS

■ **114.01 t**

BUSINESS
TRAVEL &
EVENTS

— **12.96 t**

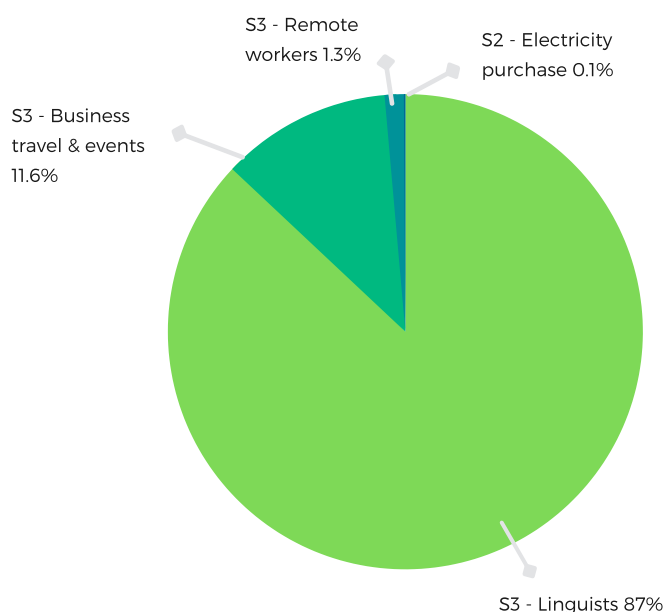
REMOTE
WORKERS

**CO2 emissions in tons for the baseline year
(2020-2021)**

GHG EMISSIONS REDUCTION TARGET

Reduce 50% of our scope 1 and 2 emissions by 2025

Although the revenue per ton CO₂ can be useful as a reference value in case the company experiences growth or reduction, the GHG reduction target is considered from the absolute value 981.75-ton CO₂. The composition of this value according to the categories and scopes in the baseline year is represented in the following chart.



Composition of the emissions for the baseline year

It is to be noted that scope 1 and 2 emissions only represent 0.1% of the total. Our target is to reduce that 913 kg CO₂ to 50% by 2025, to be achieved by purchasing only renewable energy and reducing consumption and acquiring energy-efficient equipment.

Evidently, the majority of the emissions are produced within scope 3 categories, where the company has less control. **The category we can control the most is that of business travel & events. By 2025, we're aiming for a reduction of 30% in this category, being the goal 80-ton CO₂ in business travel & events.**

Also by 2025, we aim to have a higher quality inventory for the scope 3 emissions, particularly for the linguists and remote workers categories. Our goal is to survey their GHG awareness and emissions and to engage with them on their climate performance.

That said, **All-in Global's current commitment is to reduce 50% of our scope 1 and 2 emissions by 2025. If including also scope 3, our target is reducing 3.5% of our overall CO₂ emissions, which is of 34.7-ton CO₂.**

We consider part of our target to improve the quality of our scope 3 inventory, which will allow us to update our target in future reports to include the most impactful category: Translation and copywriting operations of our network of linguists.

FUTURE STEPS

As we learn from our GHG performance and the methodologies and tools available, we are including some steps in our to-do list that we plan to implement as part of our GHG management and reporting:

- Refine our GHG reduction targets by making them science-based targets.
- Identify potential online platforms to publicly report All-in Global's GHG emissions.
- Assess climate-related risks and how they could impact All-in Global.
- Review methodologies for calculating possibly unconsidered fugitive emissions from cooling/heating equipment.



REFERENCES, METHODOLOGIES AND CALCULATION TOOLS

The methodology used was the one presented in **GHG Protocol Corporate Accounting and Reporting Standard** together with the **RAC Guidance**, all of which are present at ghgprotocol.org. The tools used for calculation were:

- [GHG Emissions Calculation Tool](#)
- [Scope 3 Evaluator](#)
- [Calculating Energy Use & Emissions from Remote Work - Anthesis](#)
- [Emission Factors from Cross-Sector Tools](#)
- [Refrigeration and Air-Conditioning Equipment](#)

Other sources consulted were:

- [EPA Corporate GHG Goal Evaluation Model: User's Manual](#)
- [Glasgow Climate Change Conference – October-November 2021 | UNFCCC](#)
- [Science Based Targets](#)
- [The climate impact of hybrid workplaces – Watershed](#)

