



Sustainability Report 2022

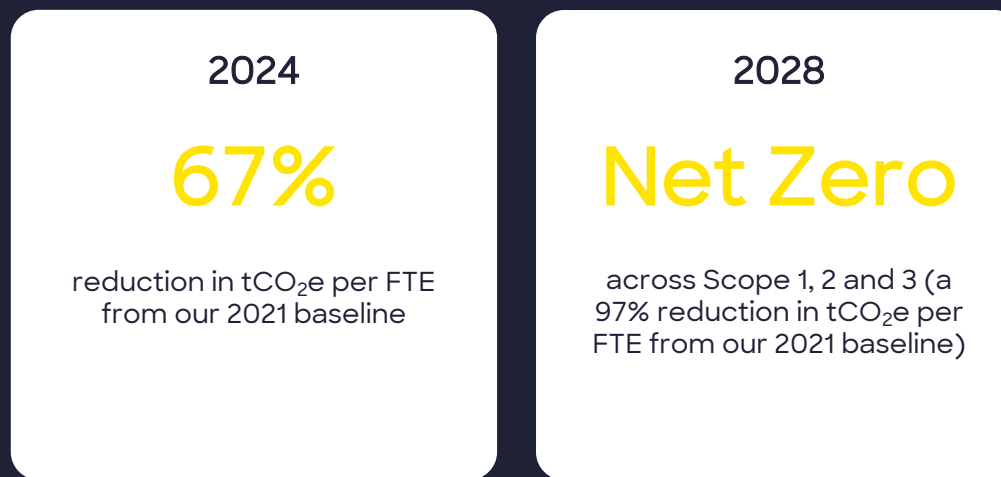
Reducing Our Impact

At Staze, we are committed to reducing our impact on the environment. We are proud to be members of the [Tech Zero](#) coalition of companies and are part of the UNFCCC Race to Zero campaign.

We are committed to achieving Net Zero in line with the Science Based Targets Initiative Net Zero Standard.

As an organisation, we are also proud to support hundreds of companies on their Net Zero journeys by enabling them to minimise, offset and track their [hotel carbon footprint](#).

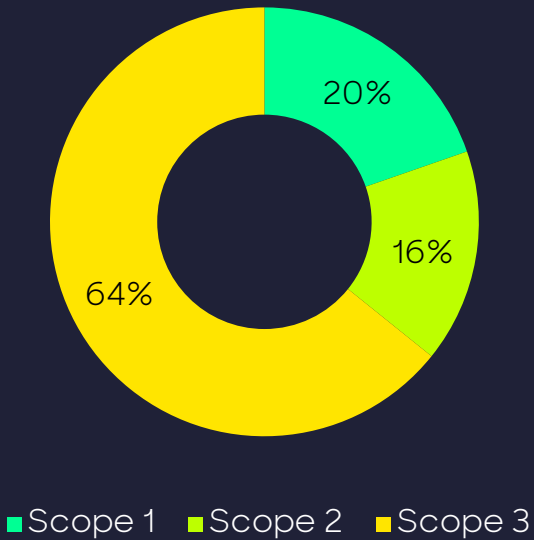
Our science based targets:



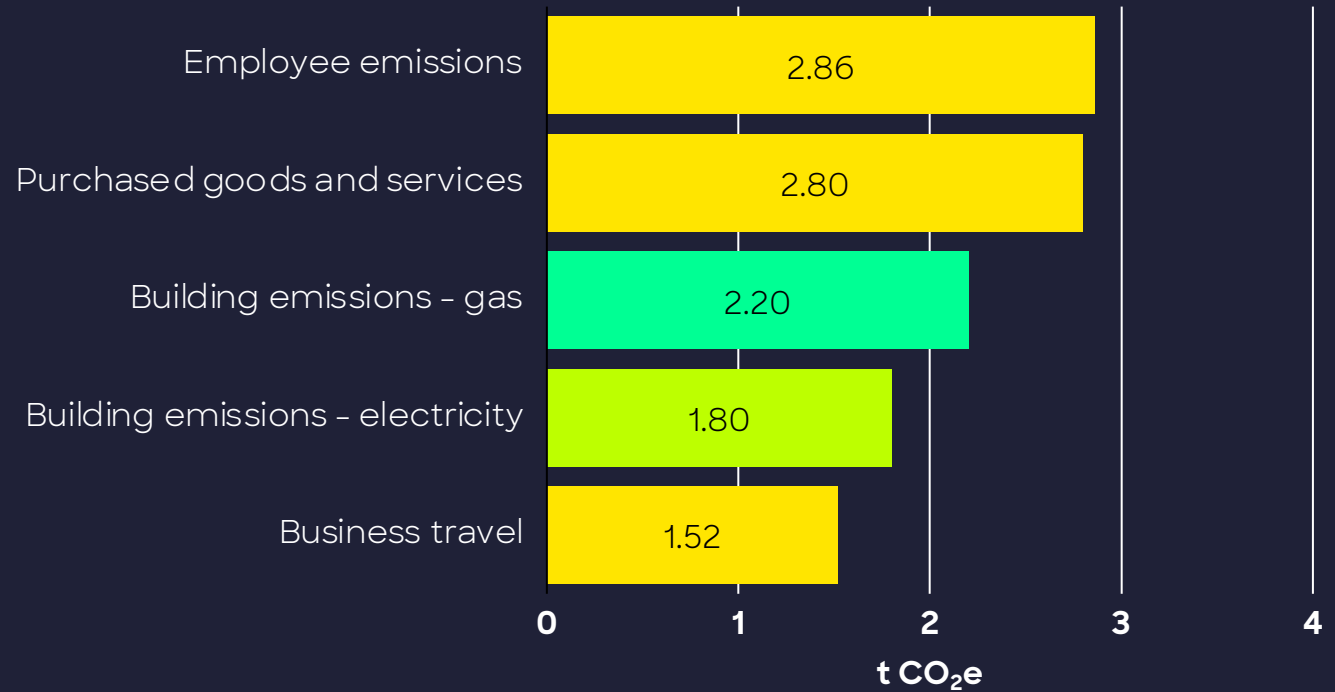
11.18
t CO₂e

Baseline Carbon Footprint: 2021

Carbon Footprint by Scope
Baseline Year (2021)



Carbon Footprint Breakdown
Baseline Year (2021)

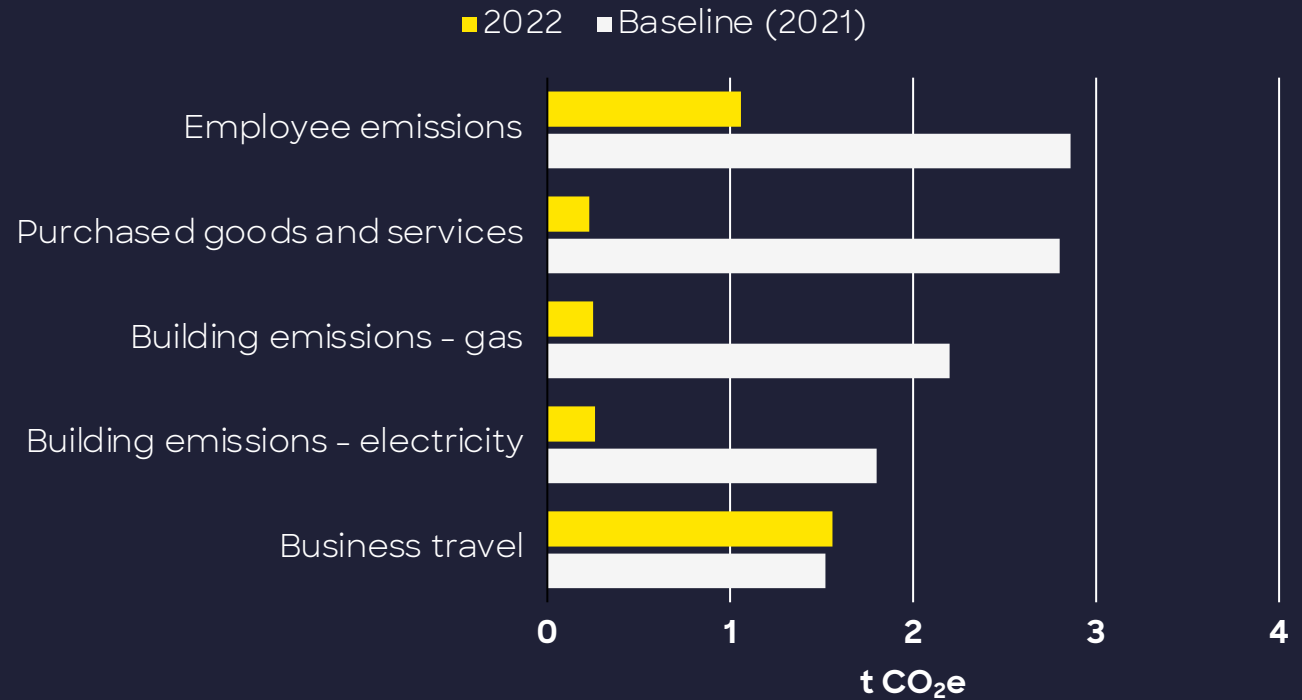


3.36
t CO₂e

Carbon Footprint: 2022



2022 compared to baseline (2021)



In 2022 we reduced our absolute carbon footprint by 70%

Category	Actions Taken	% Reduction in tCO ₂ e from Baseline
Employee emissions	<ul style="list-style-type: none"> - Our number of employees decreased by 2 FTE which impacted our absolute company carbon footprint - We signed up to the cycle to work scheme and all employees who commute to the office walk / cycle - We chose to stay in lower carbon footprint hotels 	63%
Purchased goods and services	<p>We reduced our technical carbon footprint by making our platform more efficient and by choosing where we host our servers (https://cloud.google.com/sustainability/region-carbon)</p>	88%
Building emissions - gas	<ul style="list-style-type: none"> - We moved offices from an office space with no net zero or reduction targets to an office space who are actively reducing their carbon footprint and have set a net zero target for 2027 (https://uncommon.co.uk/wp-content/uploads/2022/05/Uncommon-ESG-Report-Smaller.pdf) 	83%
Building emissions - electricity	<ul style="list-style-type: none"> - In our new office space, we have 3 dedicated desks for a few members of the team rather than a whole office (8 desks) as half of our team now work remotely 	78%

Net Zero Action Plan

The Science Based Targets Net-Zero Standard defines Net Zero as:

“making rapid emissions cuts now, halving emissions by 2030. By 2050, organisations must produce close to zero emissions and will neutralise any residual emissions that are not possible to eliminate”

Short term science-based target: 2024

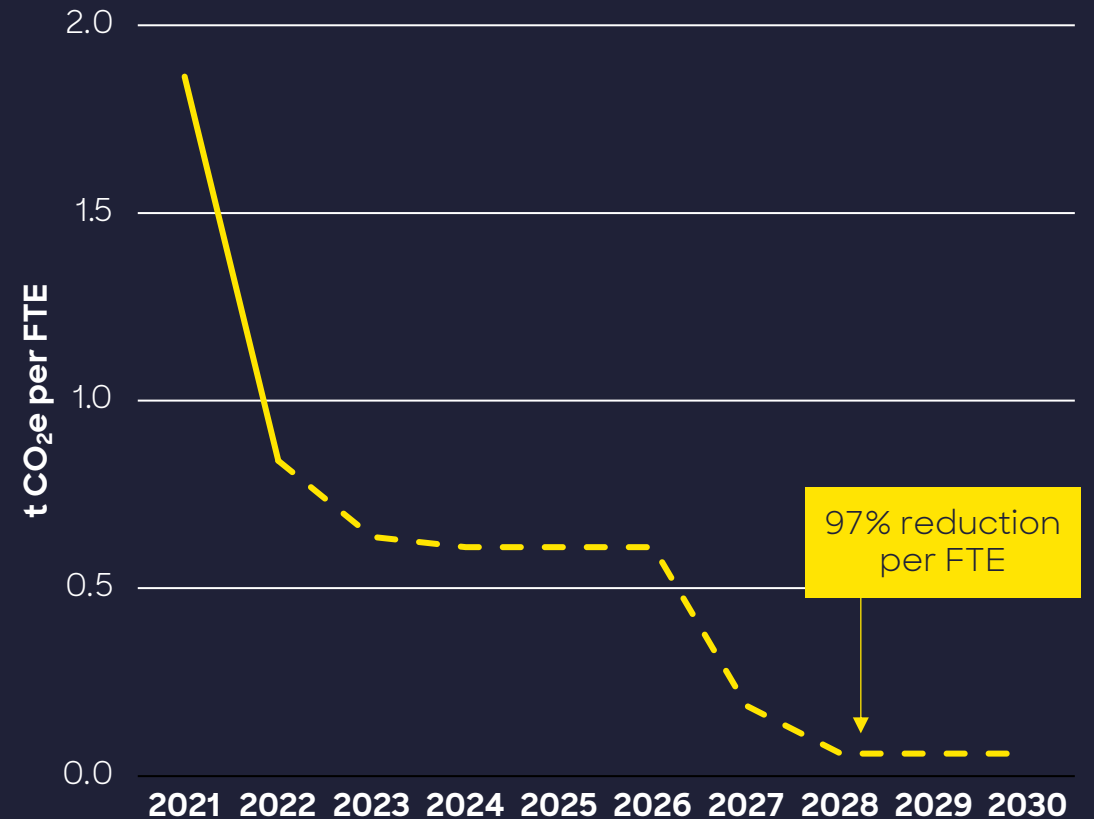
- ❑ 67% reduction from baseline (t CO₂e per FTE)

Long term science-based target: 2028

- ❑ Net Zero across Scope 1, 2 and 3 (97% reduction from baseline (t CO₂e per FTE))
- ❑ Neutralise residual emissions via removals

As a growing organisation, our Net Zero action plan is based on reduction per FTE

Net Zero Plan



Net Zero Action Plan

Category	Actions Taken	Impact Year	% Reduction in tCO ₂ e per FTE from 2022
Business travel - flights	<ul style="list-style-type: none"> - We will halve the number of flights taken in 2023 - We will transition to train only journeys by 2027 	2023 2027	50% 100%
Employee emissions - home-working	We will support our employees to transition to 100% renewable energy at home by 2027	2027	100%
Employee emissions - hotel nights	We will only stay in lower than average carbon footprint hotels	2023	50%
Purchased goods and services	We will continue to reduce our technical carbon footprint by making our platform more efficient and by moving our servers to lower grid intensity regions (https://cloud.google.com/sustainability/region-carbon)	2024	48%
Building emissions - gas	Our office space will be Net Zero by 2027 and will offer members carbon-neutral desks	2027	100%
Building emissions - electricity	(https://uncommon.co.uk/wp-content/uploads/2022/05/Uncommon-ESG-Report-Smaller.pdf)		100%

Our wider impact

Staze is a [hotel booking platform](#) for businesses, enabling them to minimise, offset and track their hotel carbon footprint.

Often an overlooked impact area of business travel, you can reduce your hotel carbon footprint by up to 70% by choosing to stay in lower emission hotels.

We are on a mission to shine a light on the hotels who are (and aren't!) tackling their carbon footprint to help accelerate the decarbonisation of the hotel industry.

We are looking forward to continuing to grow our impact and influence in 2023.

In 2022, we are proud to have supported 500+ companies to:

avoid emitting

1.6

t CO₂e

*Equivalent to buying 20,800
plastic water bottles*

offset

15.7

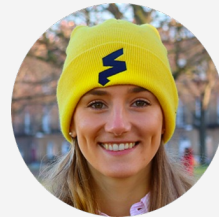
t CO₂e

*Equivalent to driving round the
world 1.4 times in a petrol car*

Staze Sustainability Report 2022

Sustainability is at the heart of what we do, but it's also important that we hold ourselves to account on our own net zero journey.

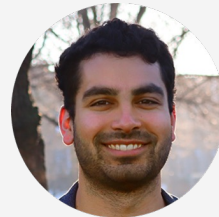
We are proud to be a member of [Tech Zero](#) and are committed to reaching Net Zero by 2028.



Emma Layard-Roberts, Head of Sustainability

A handwritten signature in black ink, appearing to read 'Emma Layard-Roberts', written over a thin horizontal line.

14/12/2022



Jay Olenicz, CEO

A handwritten signature in black ink, appearing to read 'Jay Olenicz', written over a thin horizontal line.

14/12/2022



Learn more at staze.com

Appendix

Appendix - Baseline Year (2021) Carbon Footprint Calculations

- We use [Zellar](#), a platform for SMEs to measure, plan and report our carbon footprint
- You can find our profile here: <https://app.zellar.com/profile/Staze>
- Average employees at Staze in 2021: 6 FTE

Scope	Category 1	Category 2	2021 (t CO ₂ e)	2021 (t CO ₂ e per FTE)	Calculation Notes
1	Building emissions - gas		2.20	0.37	- 1 small office (8 desks) at Spaces, Angel (https://www.spacesworks.com/london/ange-islington/)
2	Building emissions - electricity		1.80	0.30	- Office group did not have a net zero target and did not measure its carbon footprint - Used Zellar's estimate of energy consumption based on office size and location
3	Business travel	Flights	1.50	0.25	- 7 short-haul return flights between London and Amsterdam in 2021 for team gatherings - Used Zellar's estimate of carbon footprint
3	Business travel	Taxis	0.00	0.00	
3	Business travel	Trains & tubes	0.02	0.00	- Calculated miles travelled on trains and used Zellar's estimate of carbon footprint from mileage
3	Employee emissions	Home-working	2.10	0.35	- Used Zellar's estimate of carbon footprint based on number of employees and days working from home
3	Employee emissions	Commuting	0.57	0.10	- Used Zellar's estimate of carbon footprint based on how employees travel to the office, the distance they commute, and how frequently they commute
3	Employee emissions	Hotel nights	0.19	0.03	- Emissions from hotel stays calculated on Staze
3	Purchased goods and services	Servers	2.80	0.47	- We use Google Cloud to measure our cloud carbon emissions
Total			11.18	1.86	

Appendix - 2022 Carbon Footprint Calculations

- We use [Zellar](#), a platform for SMEs to measure, plan and report our carbon footprint
- You can find our profile here: <https://app.zellar.com/profile/Staze>
- Average employees at Staze in 2022: 4 FTE

Scope	Category 1	Category 2	2022 (t CO ₂ e)	2022 (t CO ₂ e per FTE)	Calculation Notes
1	Building emissions - gas		0.25	0.06	<ul style="list-style-type: none"> - 3 desks at Uncommon, Highbury - Uncommon have set a Net Zero Target for 2027 (https://uncommon.co.uk/esg/) - Used Uncommon's carbon footprint to calculate the impact of 3 desks (430 desks total at Uncommon Highbury)
2	Building emissions - electricity		0.26	0.07	
3	Business travel	Flights	1.50	0.38	<ul style="list-style-type: none"> - 7 short-haul return flights between London, Amsterdam and Dublin in 2022 for team gatherings - Used Zellar's estimate of carbon footprint
3	Business travel	Taxis	0.01	0.00	
3	Business travel	Trains & tubes	0.05	0.01	<ul style="list-style-type: none"> - Calculated miles travelled on trains and used Zellar's estimate of carbon footprint from mileage
3	Employee emissions	Home-working	0.94	0.24	<ul style="list-style-type: none"> - Used Zellar's estimate of carbon footprint based on number of employees and days working from home
3	Employee emissions	Commuting	0.00	0.00	<ul style="list-style-type: none"> - Used Zellar's estimate of carbon footprint based on how employees travel to the office, the distance they commute, and how frequently they commute
3	Employee emissions	Hotel nights	0.12	0.03	<ul style="list-style-type: none"> - Emissions from hotel stays calculated on Staze
3	Purchased goods and services	Servers	0.23	0.06	<ul style="list-style-type: none"> - We use Google Cloud to measure our cloud carbon emissions
Total			3.36	0.84	