CO_2 Strategy & Execution Report

Voys

January 01, 2023 until December 31, 2023

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1. Introduction

In this document, the progress with regard to the scope 1 and 2 CO_2 footprint of Rynd Beheer B.V. is analyzed and the yearly progress of the CO_2 reduction is discussed. The CO_2 footprint for scope 1 and 2 is reported in accordance with ISO 14064-1 (§9.3.1) and the GHG protocol. For communication reasons, Voys will be referred to as 'the organization' in the documentation. Drawing up this yearly report is part of the steering cycle within the energy management system that has been introduced in the context of the CO_2 performance ladder. This document contributes to requirement 3.B.1 for substantiating progress in CO_2 reduction.

Voys supplies telecommunications to SMEs and organizations and also has a large corporate branch called Voys One. Voys One has clients such as municipalities, companies and organizations with complex communication issues. In the future, the CO_2 Performance Ladder will possibly be used to achieve an award advantage. With the CO_2 Performance Ladder, suppliers are challenged and encouraged to be aware of and reduce their own CO_2 emissions. The more an organization makes an effort to reduce CO_2, the greater the chance of awarding a (tender) contract.

The CO_2 Performance Ladder is a CO_2 management system that consists of 5 levels. Up till level 3, an organisation that obtains a certificate on the Ladder reduces its own carbon emissions within the organisation and all its projects. From level 4 and 5, the organisation also aims to reduce CO_2 emissions from the business chain and sector. An organisation that is certified on a certain level (and all previous levels) adheres to the requirements of the CO_2 Performance Ladder. These requirements are based on four angles, namely:

1. Insight: to determine different streams of energy and the carbon footprint of the organisation.
2. Reduction: to develop ambitious goals for the reduction of CO_2 emissions.
3. Transparency: to structurally communicate about organisation policies on CO_2 reduction.
4. Participation: to take part in business sector initiatives with regards to the reduction of carbon emissions.

This periodic report has been prepared by Captain Planet, Anton Mulder. This report summarises the CO_2 reduction policy. It provides a description of the organisation and the calculated emissions. Next to that reduction measures, reduction targets and the progress of Voys will be discussed, as well as the participation in sector and chain initiatives.

2. Basic information

2.1. Description of the organization

Voys has been supplying communication solutions to companies since 2006: from the self-employed to large businesses and everything in between. These communication solutions are developed by the developers of Voys. What started as a sole proprietorship in February 2006 is now, in 2021, a company with 140 colleagues. We offer our services in the Netherlands, Belgium, Germany and South Africa and soon in even more countries. In addition, with our 48percent.org foundation we try to facilitate worldwide access to communication.

Our companies are set up a bit differently than most companies. We work without management and are completely self-managing. That means that there are no bosses looking over your shoulder, but that you work together with equals on beautiful projects. In order to optimally facilitate this self-management, we have developed more and more tools and ways in recent years. This allows colleagues to work as pleasantly as possible and to develop themselves as well as possible.

All our brands and organizations come together in the Voys Circle. We have no board of directors and no management team because the responsibilities are distributed over several roles, each with their own responsibilities. 'The operating system' that we use for this is Holacracy.

Importance of sustainability and CO_2 reduction

'Being a force of good' is one of the important pillars of the entire organization. For us, this includes 'doing no unnecessary harm to the planet'. This means for us not to cause unnecessary damage to the planet while doing our business. The Captain Planet role has been specially created to take serious steps as an organization to reduce our impact on the planet and compensate where necessary. The purpose of Captain Planet role is 'Our company is circular' and the accountabilities are:

- Drawing up reduction plans regarding energy, water and fuel consumption.
- Offsetting the remaining CO_2 emissions.
- Creating awareness in the organization about waste streams
- Responsible for the policy and authorized by the owner

In addition, a new circle (department) has been set-up in 2022 that will focus on reducing the negative impact and increasing the positive impact that we have as an organisation. The 'Planeteers' work in het Social Impact circle to inspire colleagues to take action in the area of sustainability.

2.2. Responsible

Name	Actors
Voys	*Responsible:* Anton Mulder

2.3. Energymangement actionplan

The data below is supplied by the responsible roles to Captain Planet, the CO_2 Performance Ladder project lead. Captain Planet ensures the timely processing (half-yearly) of the data in the CO_2 footprint.

Gauge	Unit	Source	Responsible role	When
Gas	m3	Meter readings Het Kwadraat	Captain Planet	February, September
Car fleet: - Diesel - Gasoline - Electricity	Liters kWh	Reports/ fuel- and charging cards	Captain Planet	February, September
Electricity - Offices - Communal areas office building	kWh	Meter readings Het Kwadraat	Captain Planet	February, September
Business travel	Euro Kilometers	Declarations	Finance	February, September

Table 1: responsibilities data collection

2.4. Base year

Name	Default reference year
Voys	2019

2.5. Reporting period

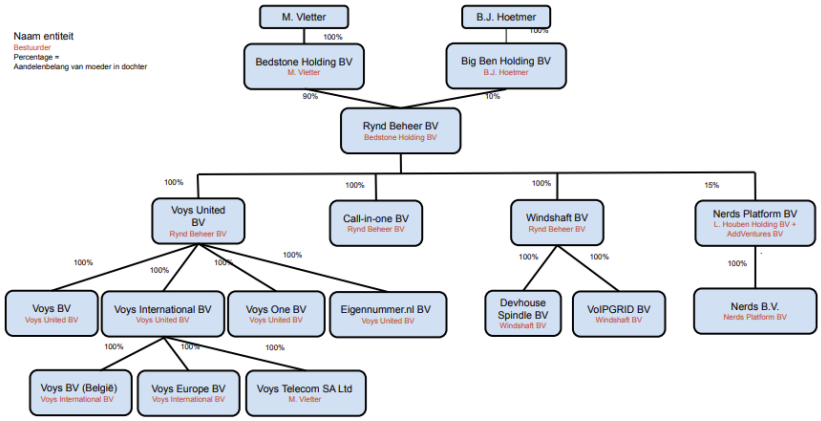
The period this report is about is from January 01, 2023 until December 31, 2023.

2.6. Verification

The CO_2 footprint has not been verified by an external institution. During the audit the verification will take place by the auditor via multiple samples.

3. Boundary

3.1. Organizational boundaries



In this organisation chart ‘Rynd Beheer B.V.’ is set-up under Bedstone Holding B.V. and Big Ben Holding B.V. and has the following corporate relations:

- Voys United B.V.
  - Voys B.V. (34,80 FTE)
  - Voys International B.V.
    - Voys B.V. (België)
    - Voys Europe B.V.
    - Voys Telecom SA Ltd (13,00 FTE)
  - Voys One B.V. (9,4 FTE)
  - EigenNummer.nl B.V.
- Windschaft B.V.
  - Devhouse Spindle B.V. (59,95 FTE)
  - VoIPGRID B.V.
- Call-in-one B.V.

Name	Description	Consolidation percentage
Voys Branch		100%

3.2. Exclusions & clarification

Voys SA will be excluded from certification because:

- Voys Telecom SA Ltd performs operations outside Europe, namely in South Africa. The CO_2 Performance Ladder does not apply in this country.
- The turnover of Voys Telecom SA Ltd is less than 5% of the total turnover of the group.

Clarification regarding Voys Belgium B.V.:

- Since 2023 there is an active office in Antwerp. They lease is inclusive of eletricity and gas and we don't have data for that. The two colleagues, externals, are usually only one week a month in the office.

Nerds:
The Nerds is a different entity and separate from the organization. We have a minor share in this entity.

All activities, apart from Voys SA Ltd, take place from the Groningen branch office.

3.3. Organizational changes

No changes have occurred that cause a change in CO_2 emissions. However the following changes have been implemented:

- There is an entity added in the structure, Call-in-one B.V. This entity has no CO_2 emissions.
- Big Ben Holding B.V. is now included for 10% of the shares in Rynd Beheer B.V.
- South Africa was in 2021 owned for 50% and now for 100% by Voys International B.V.
- We bought 15% of the shares of the Nerds in September 2023.
- We bought also assets from Source2Cloud in October 2023.

3.4. Statement organisation size

Voys' total CO_2 emissions in the year 2023 are 39 tonnes of CO_2. Of this, 24 tonnes come from use of offices and business premises. This puts Voys in the small organisation category in terms of CO_2 emissions (see table 2 below).

	Services	Construction
Small organisations	Total CO_2 emissions do not exceed (≤) 500 tonnes per year.	Total CO_2 emissions from the offices and business premises do not exceed (≤) 500 tonnes per year, and total CO_2 emissions from all construction sites and production locations do not exceed (≤) 2,000 tonnes per year.
Medium organisations	Total CO_2 emissions do not exceed (≤) 2,500 tonnes per year.	Total CO_2 emissions from the offices and business premises do not exceed (≤) 2,500 tonnes per year, and total CO_2 emissions from all construction sites and production locations do not exceed (≤) 10,000 tonnes per year.
Large organisations	Total CO_2 emissions exceed (>) 2,500 tonnes per year.	Total CO_2 emissions from the offices and premises exceed (>) 2,500 tonnes per year, and total CO_2 emissions from all construction sites and production locations exceed (>) 10,000 tonnes per year.

Table 2: categorization organisations according to handbook 3.1 of the CO_2 Performance Ladder

3.5. Projects with procurement advantage

A project with a procurement advantage is a project of an organisation in which the CO_2 Performance Ladder played a role in the tender. Here, it is irrelevant whether or not the procurement advantage was decisive in obtaining the contract, or in what way the CO_2 Performance Ladder was requested in the tender.

With this definition in mind, Voys had no projects with award advantage running in 2023.

4. Calculation method

4.1. Current calculation method and conversion factors

This progress report is based on the requirements of the CO_2 Performance Ladder handbook 3.1.

The emission factors have been determined on the basis of the website CO2emissiefactoren.nl, whereby the amendment list of SKAO is regarded as leading.

There are no removal factors applicable.

4.2. Changes in calculation method

No comments found

4.3. Influential individuals

Within the organisation, no individual person can be named who has such an influence on the CO_2 footprint that behavioural change of this individual person alone would cause a significant change in the CO_2 footprint.

4.4. Exclusions

In Handbook 3.1, the reporting of the CO_2 emissions inventory for all greenhouse gases, expressed in CO_2 equivalents, is not yet mandatory. It is therefore not required to include other gases, other than CO_2 (CH4, N2O, HFCs, PFCs and SF6) that are released during the organisation's operations, in the emission inventory. This also applies to refrigerants (refrigerants).

There are currently no exclusions to mention, other gases are not emitted by the organization.

4.5. Absorption of CO_2

In 2023 Guarantees Of Origin (GVOs) have been purchased to make the electricity purchased and charged green instead of grey.

4.6. Biomass

If biomass is used from the perspective of short-cycle CO_2 emissions, this can be mentioned here. Think of the use of wood waste from the wood processing industry, pruning waste, fermentation of manure or other organic materials.

Biomass from food crops or poorly traceable biomass flows from abroad often have a negative impact on CO_2 emissions or ecology.

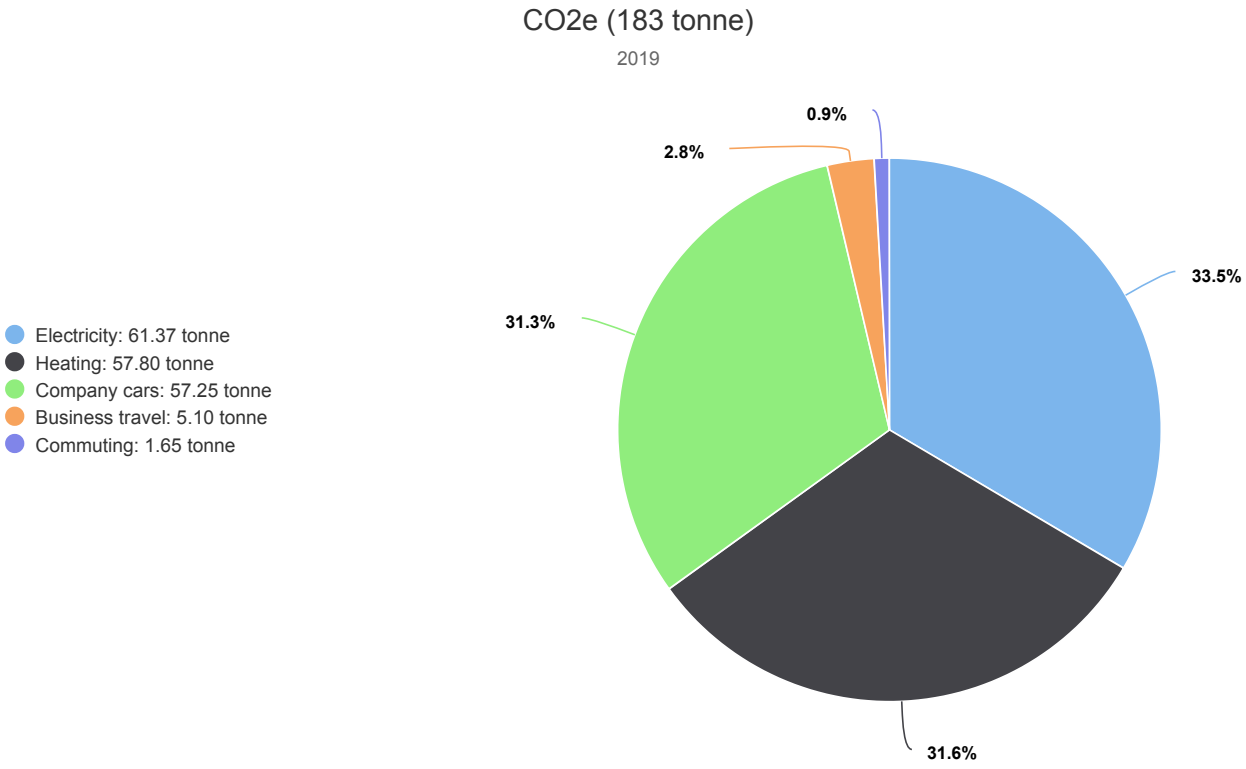
4.7. Uncertainties

The results presented should be seen as the best estimate of actual values. Almost all data used to calculate the CO_2 footprint are based on invoices and/or actual measured numbers. As a result, the margin of uncertainty is very small. However, there are still some uncertainties. These are described below:

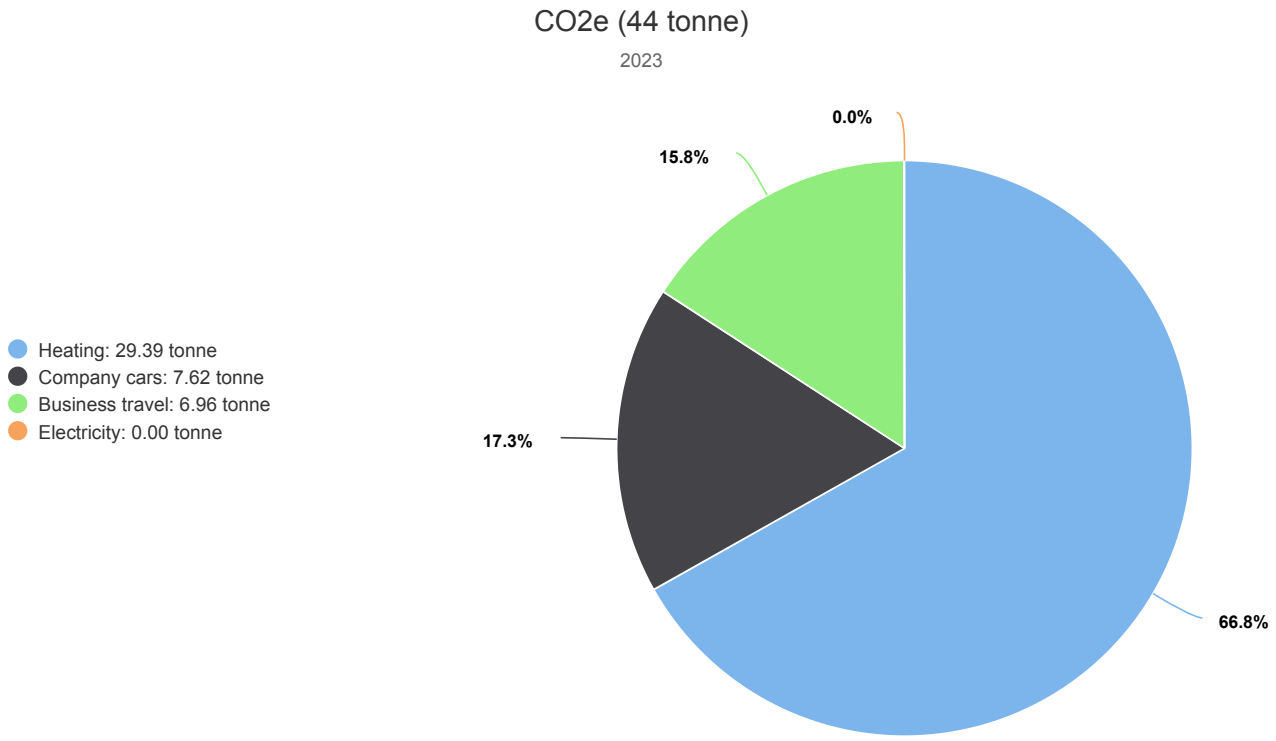
- **Electricity consumption:** in part, our electrical energy consumption is metered separately. In addition, as an organization we pay a percentage based on the number of m^2 rented for general areas. At the moment, we receive an annual overview of this; we would like to move to half-yearly inspection. This is currently not possible other than reading our own consumption meter.
- **Gas consumption:** gas consumption is not metered separately because of a central heating system in the building. As a result, we as an organization pay a percentage based on the number of m^2 rented including a share for the common areas.
- **Subletting:** electricity and gas consumption applies to accommodation the entire organization. Parts of our own accommodation are sublet to third parties, the subtenants' consumption is deducted from our energy consumption on a m^2 basis.
- **Green power vehicle fleet:** the data from the charging passes is present for 2023, however, it has not been calculated what percentage is grey or green. Instead, a conservative assumption has been made and everything has been categorized as grey power. To compensate for this, GVOs have been purchased to still guarantee green power for charging.
- **Flights:** the kilometers flown are a realistic approximation of the actual kilometers flown. The following calculator was used for this purpose: https://nl.distance.to/. The information was obtained by checking the invoice or reservation for the booked flights.
- **Public transport:** business kilometers were made in 2023. In principle, all distances were travelled by train on green electricity, however, we chose to approach these kilometers conservatively and take an average, which results in low CO_2 emissions.

5. CO_2 emissions

5.1. Footprint base year scope 1 & 2: 2019



5.2. CO2 footprint reporting period: 2023

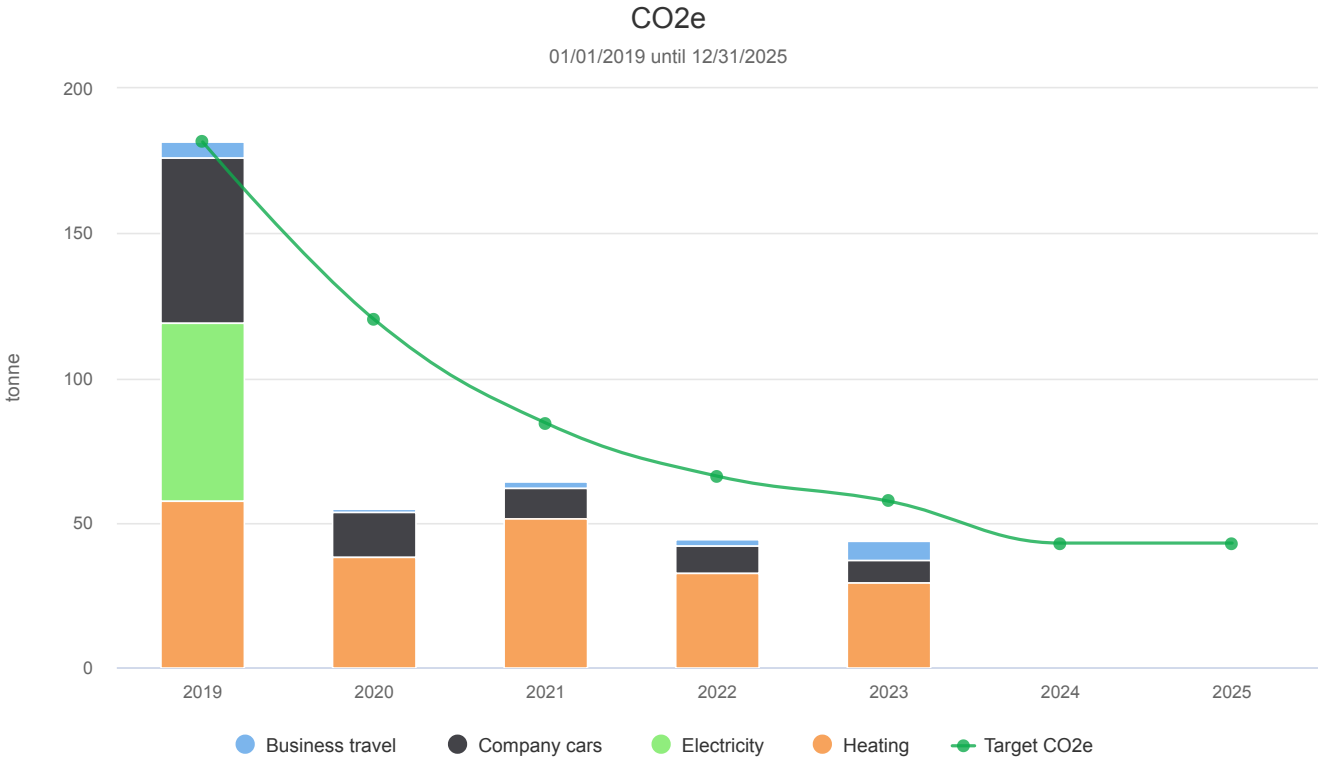


5.3. Reduction goals

Target CO2e Branch Voys

For year	Reference year	Company cars	Electricity	Heating	Business travel
2020	2019	0%	-100%	0%	0%
2021	2019	-60%	-100%	-2%	-5%
2022	2019	-80%	-100%	-10%	-50%
2023	2019	-80%	-100%	-25%	-50%
2024	2019	-80%	-100%	-50%	-50%
2025	2019	-80%	-100%	-50%	-50%

5.4. Progress reduction goals



CO2e (tonne)	2019	2020	2021	2022	2023	2024	2025
Business travel	5.10	0.69	1.93	2.13	6.96		
Company cars	57.25	15.57	10.61	9.71	7.62		
Electricity	61.37	0.00	0.00	0.00	0.00		
Heating	57.80	38.40	51.52	32.61	29.39		
Total	181.52	54.66	64.05	44.45	43.97		
Target CO2e	181.52	120.15	84.39	66.02	57.35	42.90	42.90

The chart above shows that Voys is on schedule with regards to the reduction goals. So far the actual emissions are lower than the goals that the company has set. However, it is expected that the emissions will increase as the effects of corona fade and society changes is that regard.

5.4.1. Business travel

Business travel emissions increased slightly. This mainly comes from flights that have been done and the increased number of physical meetings.

5.4.2. Company cars

The emissions of the vehicle fleet have been reduced to 7,62 tonnes CO_2. This is largely due to replacing the fossil fuel cars with electric cars. In total there are now fewer cars than in 2019. Next to that, Voys purchased additional GVO's for the total amount of kWh's to account for charging the cars with grey electricity. Even though the emissions decreased, the number of kilometers driven has increased. Each year colleagues are going more to customers, this is a trend since Corona.

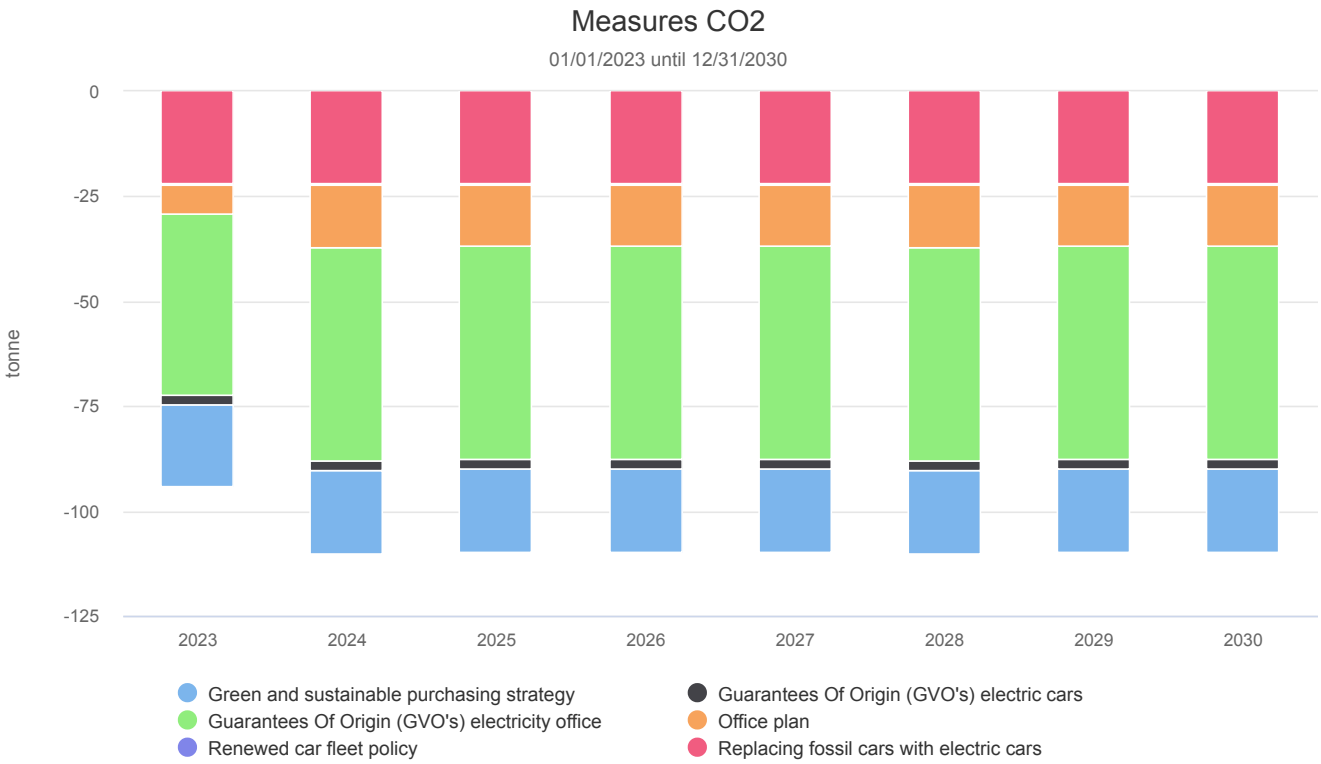
5.4.3. Electricity

Electricity is still at 0 due to the purchase of GVO's. The actual electricity use had been reduced 55.000 kWh due to the reduction is office space.

5.4.4. Heating

Due to investments made in the heating system by the management of the office building and the reduction in m^3 office space, the emissions reduced to 29,39 tonnes CO_2.

5.5. Progress reduction measures



5.5.1. Measures per status

- **Business travel:** emissions in terms of fuel from both fleet and business travel have been reduced. Voys' guiding principle is to maintain this line as much as possible by meeting online wherever possible to reduce travel for business appointments. However, more travel has been done, also a few flights (which were necessary from a business perspective).
- **Renewed car fleet policy:** at the moment we have no poolcars anymore. If a colleague without a company car needs one, he or she can rent a car. This should be an electric vehicle.
- **Purchase of GVOs:** GVOs have been purchased, bringing emissions in terms of electricity for the office and charging of electric cars to zero. We have bought GVO's for all kWh charged by the electric cars, the administrative load to calculate the percentage of grey versus green outweighs the benefits.
- **Electricity consumption:** there has been an increase in terms of electricity consumption at the office, this is as expected because more people are present at the office again. Our net electricity emissions are however zero, because we have bought GVO's.
- **Reduction in gas consumption:** investments were made by the owners of our office building to lower the gas consumption, this has had a positive effect. They are also investing more in 2024, which hopefully lower the output even more.
- **New electric cars:** the fossil-powered cars in the fleet are now mostly replaced by electric cars. This means that the absolute share of grey electricity for charging the cars has increased, but the reduction compared to fuel is so large that it results in CO_2 reduction. In addition, the grey power is offset with GVOs.

- **Climate talks:** the climate talks workshops have been added permanently to the education options at the company.
- **Office plan:** due to the fact that more colleagues are working from home, we have merged our seperate office areas into one in 2023. This will lead to a reduction in emissions for the comming year.
- **Green and sustainable purchasing strategy:** the strategy has been set-up and starts to show it's effects on the purchasing behaviour of colleagues.
- **Set-up planeteers:** the planeteers circle has been set-up in order to gain momentum with regards to sustainability within the organization.
- **CO_2 compensation:** we are compensating our CO_2 emissions to be neutral. This doesn't effect this certifcation, but it does positive things to our mindset.

5.5.2. Measures in detail

Meetings on sustainability with management office building (Approved)

o.a. Vervangen CV

Responsible	Maarten van Brussel
Registrator	Anton Mulder
Stopped on	08/30/2022

Effects

Gauges	Kind	Effect starts on	Effect
Voys / Gas consumption	Relative to 2019	01/01/2020	0%

Replacing fossil cars with electric cars (Approved)

Responsible	Maarten van Brussel
Registrator	Anton Mulder

Effects

Gauges	Kind	Effect starts on	Effect
Voys / Cars gasoline	Relative to 2019	01/01/2020	-60%

Charging cards with GVO's (Approved)

Responsible	Maarten van Brussel
Registrator	Maarten van Brussel
Stopped on	11/14/2022

Effects

Gauges	Kind	Effect starts on	Effect
Voys / Cars grey electricity	Relative to 2021	10/01/2022	0%

Guarantees Of Origin (GVO's) electric cars (Approved)

Compensation for grey electricity in charging electric cars

Responsible	Anton Mulder
Registrator	Anton Mulder

Effects

Gauges	Kind	Effect starts on	Effect
Voys / Cars grey electricity	Relative to 2019	01/01/2022	-100%

Guarantees Of Origin (GVO's) electricity office (Approved)

Responsible	Anton Mulder
Registrator	Anton Mulder

Effects

Gauges	Kind	Effect starts on	Effect
Voys / Electricity office (grey)	Relative to 2019	01/01/2020	-100%

Office plan (Approved)

We are moving into one office instead of 2. After 2024 we will look into new possibilities

Responsible	Maarten van Brussel
Registrator	Anton Mulder

Effects

Gauges	Kind	Effect starts on	Effect
Voys / Gas consumption	Relative to 2021	07/01/2023	-25%

Green and sustainable purchasing strategy (Approved)

Responsible	Anton Mulder
Registrator	Anton Mulder

Effects

Gauges	Kind	Effect starts on	Effect

Gauges	Kind	Effect starts on	Effect
Voys / Food & Drinks (External) Voys / Food & Drinks (internal) Voys / Furniture Voys / Hardware Colleagues Voys / Hardware (Other electric devices) Voys / Logistics (commuting declared + bus) Voys / Other bought stuff (expences) Voys / Other hardware (MVA)	Relative to 2021	01/01/2023	-2%

Renewed car fleet policy (Approved)

We are looking into options to lower the amount of cars we have in our fleet.

Responsible	Maarten van Brussel
Registrator	Anton Mulder

Effects

Gauges	Kind	Effect starts on	Effect
Voys / Cars gasoline	Relative to 2022	04/03/2023	-5%

6. Initiatives

Voys Stichting positieve impact

The Nederland CO2 Neutraal Foundation focuses on inspiring participants, increasing knowledge about CO_2 reduction opportunities and increasing a sustainable network.

Methodologies	Start date	End date
CO2	03/11/2021	

Participation

The Nederland CO2 Neutraal Foundation focuses on inspiring participants, increasing knowledge about CO_2 reduction opportunities and increasing a sustainable network. During the meetings, there are working groups in which knowledge is exchanged on a particular topic.

Subject

Various topics on CO_2 reduction and sustainable business will be discussed during the meetings.

Results

There are records of the meetings from which there is active participation in this initiative.