



Corporate Carbon Footprint 2019



PeoplePath.planetly

Executive Summary

In this project Planetly carried out a corporate carbon footprint analysis of PeoplePath' emissions in 2019. The footprint analysis covers the offices in the United States, Germany and Czech Republic and all internal activities of PeoplePath for Scope 1, 2 & 3 according to the GHG Protocol Corporate Value Chain Standard.

For 2019 **PeoplePath' gross footprint amounts to 372.5 tons of carbon dioxide equivalents** (location-based approach). In 2019 PeoplePath did not purchase renewable electricity and no supplier-specific emission factors were available. Therefore **no emissions can be deducted** (market-based approach). The **net emissions are therefore equal to the gross emissions in 2019**.

The results of this analysis will be used to provide PeoplePath with transparency on its emissions and to enable the setup, implementation and tracking of specific reduction measures. It is planned to start **periodic reporting**. PeoplePath also **offsets all non-avoidable emissions** with high-quality carbon offsetting projects for 2019.

The overall data quality is considered good and comprehensive, with common and statistically insignificant data quality issues. Appropriate and current emission factors are used in the calculation of the footprint. The data completeness was considered good by the team of PeoplePath who provided the activity data to Planetly, and Planetly couldn't anticipate missing processes in the defined scope.

As of January 1, 2020, IntraWorlds joined forces with Conenza. The combined company announced PeoplePath as its new name in December of 2020. The following report was completed in December 2020 and carried out for both IntraWorlds and Conenza. The combined results will be referenced under the name "PeoplePath" in this report even though they operated independently in this year.

About PeoplePath

PeoplePath is a worldwide leading Software-as-a-Service provider of online platform solutions for modern and intuitive relationship management with candidates / applicants as well as with former employees / alumni. The company offers a software platform to manage external talents throughout their career lifecycle, making talent relationship management easy. PeoplePath' approach to candidate and alumni management is centered around automation and user-friendliness, both from an admin and user perspective.

Results Overview

Overall result (2019)	
Scope 1	0.4 tCO ₂ e
Scope 2	65.8 tCO ₂ e
Scope 3	306.3 tCO ₂ e
Total	372.5 tCO₂e

What does the result mean?

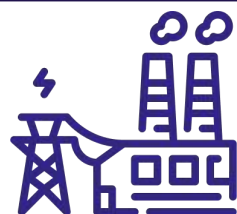
The annual corporate carbon footprint is equivalent to...



... the annual carbon footprint of 76 people (world average).
[MUNTEAN2018]



... travelling 2.395.000 km with a plane in economy class.
[DEFRA2019]



... producing 1.080.900 kWh in the coal power plant.
[DEFRA2019]



... drinking 7.390.900 cups of Kenyan coffee.
[REINHARD2020]

Boundaries and scope

This report contains all information and results for the corporate carbon footprint analysis for PeoplePath in 2019. All relevant Scope 1&2 activities and Scope 3 categories have been considered.

The organizational boundaries include the offices in Seattle (US), Munich (DE) and Plzeň (CZ). For all the locations energy, waste, water, employee commuting and business trips, equipment (capital goods) and consumables have been included in the calculation. In addition the company's fleet and external service providers, cloud based servers, events, customer-interaction via the website and postage are included in the scope.

Biological CO₂ sequestration is not relevant for the operation of PeoplePath.

Base year and recalculation policy

2019 has been selected as the base year, a recalculation may be considered if there is significant methodological progress or an improved availability of emission factors.

Quality of Activity Data

Overall data quality was considered sufficient to calculate meaningful results for most activities. It has to be noted that emissions haven't been collected from suppliers. Due to the high uncertainty of spend-based calculations, the accuracy for purchased services can be improved greatly with supplier engagement.

Scope 1 & 2 Footprint

		CO2e	CO2	CH4	N2O	
Scope 1	Cooling	0.4	0.0	0.0	0.0	tons
Scope 2 (Location Based)	Office Electricity	65.8	60.7	0.2	0.0	tons
Scope 2 (Market Based)	Office Electricity	Not available				tons

Scope 1 Emissions

All locations of the company use district heating and therefore are accounted for in Scope 2. Without a company fleet or internal production no process Scope 1 emissions are relevant for PeoplePath.

The fugitive emissions from air-conditioning associated with the cooling of the office in Plzeň are accounted for in Scope 1. The activity data for cooling consumption is estimated based on conversion factor per respective space area [IPCC2005]. Emission factors for cooling have been used from [IPCC2005].

Scope 2 Emissions

Activity data on district heating consumption was missing and therefore the consumption has been estimated based on conversion factor per respective space area [EC2002]. Emission factors for district heating have been used from [UBA2019].

Electricity consumption has been taken from electricity bills for the locations in Munich and Plzeň. The missing electricity consumption for the office in Seattle has been estimated with [PLANETLY2020-4]. For the Location-Based approach emission factors have been used from [IEA2019].

The supplier- and tariff-specific emission factors are missing for the reporting year 2019. Therefore it was not possible to calculate the Scope 2 emissions based on the Market-Based approach.

Scope 3 Footprint

Category	Activity	SUM (tCO2e)
01 Purchased Goods & Services	Cooling liquid	0.1
01 Purchased Goods & Services	Consumables	9.7
01 Purchased Goods & Services	External Servers	74.8
01 Purchased Goods & Services	External Services	42.8
01 Purchased Goods & Services	Event catering	0.7
01 Purchased Goods & Services	Event location	1.7
01 Purchased Goods & Services	Water	0.1
01 Purchased Goods & Services	Total	129.9
02 Capital Goods	Equipment	3.7
02 Capital Goods	Total	3.7
03 Fuel- & Energy related activities	Electricity Generation / T&D losses	0.6
03 Fuel- & Energy related activities	Heating - other distribution	0.9
03 Fuel- & Energy related activities	Total	1.5
04 Upstream Transport & Distribution	Events catering - transport	0.3
04 Upstream Transport & Distribution	Events materials - transport	0.0
04 Upstream Transport & Distribution	Postage	0.0
04 Upstream Transport & Distribution	Total	0.3
05 Waste generated in Operations	Waste	1.3

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05 Waste generated in Operations	Water Treatment	0.3
05 Waste generated in Operations	Total	1.5
06 Business Travel	Business Travel Flight	93.9
06 Business Travel	Business Travel Hotels	4.3
06 Business Travel	Business Travel Street	5.3
06 Business Travel	Business Travel Rail	1.3
06 Business Travel	Total	104.7
07 Employee Commuting	Commute	38.06
07 Employee Commuting	Tele-Working	0.41
07 Employee Commuting	Total	38.47
08 Upstream leased Assets	Not Relevant	0.0
08 Upstream leased Assets	Total	0.0
09 Downstream Transport & Distribution	Not Relevant	0.0
09 Downstream Transport & Distribution	Total	0.0
10 Processing of sold Products	Not Relevant	0.0
10 Processing of sold Products	Total	0.0
11 Use of sold Products	Online Interaction	0.7
11 Use of sold Products	Total	0.7
16 Other GHG emissions	Event travel	25.5
16 Other GHG emissions	Total	25.5
Scope 3	Total	306.27

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Category 1 - Purchased Goods and Services

Cooling liquid

The amount of cooling liquid was estimated using [IPCC2005] and the emission factor for producing the cooling liquid is used from [CASCINI2013].

Consumables

Consumables are all items needed for operations that are not depreciated. These are commodities, food / beverages for events, print materials, etc.. Data has been estimated based on consumptions per employee, which have then been assessed with emission factors from [SCARBOROUGH2014], [MELVIN2015] and [REINHARDT2020]. As the emissions from consumables are relatively small compared to the main emission drivers, it is considered sufficient to take this approach.

External Servers

The energy consumption and infrastructure of cloud based servers is a relevant factor in overall worldwide emissions. A spend-based model to calculate cloud emissions based on different publicly available information like data center efficiency and electricity emission factors has been developed by Planetly. This model has a moderate degree of uncertainty because most data centers do not disclose detailed information on their emission performance. The calculation is based on total server expenses and [PLANETLY2020-2].

External Service Providers

Several external service providers have been contracted for different types of services, e.g. insurance, auditing, telecommunication, IT, etc. The expenses for these service providers have been assessed with [EXIOBASE2018].

Event location

The electricity and heating consumption have been estimated based on the respective area and duration of the events [PLANETLY2020-4]. The emission factors for electricity is from [EIA2019] and for heating is from [UBA2019].

The cooling of the event has been estimated based on the respective area and duration using [IPCC2005] and emission factors from [IPCC2005].

Event catering

The amount of meals have been provided by PeoplePath and the emission factors are from [SCARBOROUGH2014].

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Water

Water consumption has been estimated based on previous calculations done by Planetly [PLANETLY2020-4]. For the calculation of the effects of the water supply [DEFRA2019] has been used.

Category 2 - Capital Goods

Equipment

All office equipment purchased in 2019 have been collected and are assessed with [PLANETLY2020].

Category 3 - Fuel & Energy related Activities

Electricity transmission & losses and fuels

Upstream emissions for electricity have been calculated based on the most up-to-date emission factors from [IEA 2019]. Fuel production has been calculated with [GLEC2019], for heating gas production [UBA2019] has been used. Production of heating oil has been calculated with [DEFRA2019].

Category 4 - Upstream Transport & Distribution

Event transport

The transport distance of catering and materials was collected with the questionnaire and the emission factors are from [GLEC2019].

Postage

The amount of postage was collected with the questionnaire and the emission factors are from [IPC2019].

Category 5 - Waste generated in Operations

Offices

Information about the amount of waste for the offices was unavailable. Therefore the amount of waste per employee was estimated based on [PLANETLY2020-3]. The emissions were then calculated with emission factors from [DEFRA2019] and scaled with the total number of employees.

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Waste Water

Waste Water is based on the actual or estimated water consumption (see purchased goods and services). Emissions factors are taken from [DEFRA2019].

Category 6 - Business Travel

Flights, Hotels, Rental Cars & Trains

It is important for the corporate carbon footprint to account for PeoplePath' business travel, because especially the mode of transport can be a main driver of carbon emissions.

All train rides and hotel nights have been collected by PeoplePath as well as the driven distance with private cars for business travels. The number of flights was collected with the Planetly commute survey, asking for the number of flights divided in distance (>3 h, 3-6 h and > 6h) and booking class (economy, business and first). Emissions factors have been used from [DEFRA2019], [GLEC2019] and [UBA2020]. For hotels the number of nights per country was extracted from travel management systems. Emissions factors per hotel night were then used from [CORNELL2019].

Category 7 - Employee Commuting

Commuting and Teleworking

Data for Commuting and Teleworking has been collected with an employee survey, which was answered by 66 employees. This survey asks for the number of workdays, home-office hours, and kilometres travelled each day per mode. With this information the total kilometres commuted per year and mode and the total hours spent in home-office are calculated. Commute emissions have then been calculated with [UBA2020]. For home-office the average energy consumption per hour of a standard laptop was used to derive total electricity consumption, which was then translated into emissions with [IEA2019].

Category 11 - Use of sold Products

Online interaction

An important and unavoidable point for carbon accounting nowadays presents online interactions by clients and other Internet users. By spending time on PeoplePath platforms, viewers use electrical energy with their end devices, which in turn generate emissions. Energy consumption emissions then have been estimated based on an average energy consumption of cell phone or laptop chargers and the electricity mix of the respective customers' countries taken from [IEA2019]. The exact consumption data, including the residence country, the number of sessions and the average session length, has been provided by the analytics tool of PeoplePath' website and app.

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Category 16 - Other GHG-emissions

Event travel

Visitors need to travel to be able to attend the events. Therefore the amount of visitors, transport mode and distance were estimated by PeoplePath and emission factors from [DEFRA2019] and [UBA2020] are used to calculate the carbon emissions.

As the emissions from event travel are normally not accounted for in the corporate carbon footprint, it is considered sufficient to take this approach.

Offsetting Projects

PeoplePath is offsetting its emissions for the year 2019 with five high-quality offsetting projects located in Honduras, Peru, Borneo, Rwanda and India. All projects have been certified by the Gold Standard or the VCS Standard and contribute to different Sustainable Development Goals. To account for uncertainties due to assumptions needed for several activities, a security margin of 10 % has been applied.

Project	Compensation Volume (tCO ₂)
Solar Energy Project, India	125 t
Biogas Project, Netherlands	125 t
Amazon Rainforest Protection Project, Peru	160 t
Total	410 t CO₂e

Solar Energy Project, India

India's current electric power systems are highly dependent on carbon-intensive fossil fuels, mainly lignite and coal, as the country continues to face rapid growth in population and demand for energy. Feeding additional renewable energy to the electricity grids across India is therefore crucial to mitigate energy related emissions and reduce air pollution emitted by fossil fuel power plants. The Solar Power Project is a 400 MW solar electricity project, providing renewable energy to the local electricity grid, generating annual emissions reductions of 695,000 tonnes CO₂e per year.

The project created over 80 jobs over the course of 9 months during construction and around 100 jobs in the operational phase. The Project Owner has additionally supported the development of the local infrastructure by funding 20 water purification plants at nearby villages, schools & temples. Additionally, notebooks have been distributed to a school, and water and energy conservation workshops have been held to educate the local population.

The activities carried out are focused on supporting the livelihoods of poor people as it is the poor in the project region who are mostly deprived of basic facilities such as sanitation, education and medical attention.

Registered under the Gold Standard this program is certified to contribute to the UN sustainable development GOAL 7: Affordable and Clean Energy, GOAL 8: Decent Work and Economic Growth and GOAL 13: Climate Action.

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Biogas Project, Netherlands

Agricultural operations have been shaping the landscape and the way of life in the Dutch Provinces of central and southern Netherlands for several hundred years. Until today, this is a mostly rural region with relatively little heavy industry, where agro-swine industry still plays a significant role. This concentration of livestock has already led to a situation in which the excess manure cannot be disposed of on the fields in the region anymore due to the reached nitrogen absorption limit of the soil.

Biogas plants enhance economic growth by expanding the farmers' areas of work from cultivation and farming practices to energy production. Hence, sustainable new economic opportunities are created within the farming sector. Through effective waste management, manure and plant residues collected from different farm operations in the region are fed into biodigesters, where emitted methane gas is collected, producing biogas. The gas is used for electricity generation, which in turn is fed into the local electricity grid, whilst the substrate can be separated to form a fertiliser.

Excessive amounts of pig manure can cause environmental destruction if not treated and applied appropriately, especially when stored in open tanks. Hence, proper treatment of manure is very important. The digestion of manure in a closed and controlled technical system guarantees a significant reduction of methane gas emissions. It also eliminates the odorous emissions that occur during the application of raw manure to the fields, whilst significantly improving air quality.

Carefully selected by Planetly: Finding local carbon offset projects is rare as projects in Europe are limited, whilst demand is high. Working directly with the project developer, we are thrilled to be able to offer this project to support the local environment in addition to contributing to the reduction of CO₂e emissions. The project is accredited under Verified Carbon Standard (VCS), which ensures that the project produces genuine carbon emission reductions and supports the region by offering a renewable energy source as well as effective waste management.

Amazon Rainforest Protection Project, Peru

The Amazonian rainforest is a symbol of this and has found itself at most risk. In 2019 it was measured to be losing prime forest at a rate of three football fields a minute. REDD+ is an acronym for Reducing Emissions from Deforestation and Forest Degradation. United Nations REDD+ projects pursue long-term strategies for addressing the underlying causes of deforestation and degradation. This REDD+ project conserves 182,000 hectares of one of the most threatened ecosystems in the tropical, Peruvian Amazon, through forest management and community programmes. Protecting this area is of critical importance to the survival of Peru's endemic fauna and flora and creates 515,268 tonnes of emission reductions each year.

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Even with the protection of the Peruvian government as one of the nation's Natural Protected Areas, the project area faces intense deforestation, pressure from illegal logging and unsustainable farming practices. Since the mid 1990's a boom in coffee prices has led to surging coffee production and until the implementation of the project in 2008, led to 4000 hectares (7000 football fields) of land being cleared each year. Voluntary conservation agreements with families living in the region have halted deforestation, in exchange for ecological agriculture training, organisational capacity building, Fair Trade certification, and market linkages that have transformed their livelihoods. The project works to provide land security for the families that inhabit the forest and is establishing new approaches to sustainable farming, primarily in the coffee supply chain. Through conservation agreements, communities receive direct technical assistance aimed at improving ecological health and crop yields. The project is helping farmers to realise the economic value of forest protection and modelling a sustainable development pathway for the Government of Peru and civil society stakeholders, who view this project as a leading example of how REDD+ can support the country's broader conservation.

Carefully selected by Planetly: This project effectively benefits both local communities and protects threatened biodiversity and wildlife habitat from being lost forever. The project is accredited under Voluntary Carbon (VCS) and Climate, Community & Biodiversity (CCB) Standards. This ensures that the project produces genuine carbon emission reductions and supports local communities whilst protecting the fantastic biodiversity of the project region.

Conclusion & Next Steps

With this first Corporate Carbon Footprint Report PeoplePath gains transparency on its emissions. All as of yet unavoided emissions have been offset with high quality and certified offsetting projects. It is planned to build a reduction strategy based on the results in this report to reduce all avoidable emissions and to implement a reduction roadmap.

References

Reference	Author	Year	Title
CASCINI2013	Cascini et. al.	2013	Life Cycle Assessment of a commercial refrigeration system under different use configurations
CORNELL2019	Cornell	2019	Greenview - Cornell Hotel Sustainability Benchmarking Index
DEFRA2019	Defra	2019	Greenhouse gas reporting: conversion factors 2019 - full set
ECOINVENT2019	EcolInvent	2019	EcolInvent Version 3.6
EC2002	European Communities	2002	European Communities
EXIOBASE2018	Exiobase 3.4 - Stadler K et. al.	2018	Exiobase 3.4
GLEC2019	Global Logistics Emissions Council	2019	Framework for Logistics Emissions Accounting and Reporting, version 2.0
IEA2019	International Energy Agency	2019	Emission Factors
IPCC2005	Metz et. al.	2005	Safeguarding the Ozone Layer and the Global Climate System
IPC2019	International Post Corporation	2019	Delivery Efficiency
MELVIN2015	Melvin, Joshua	2015	What's the Carbon Footprint of an Email?
MUNTEAN2018	Muntean, et. al.	2018	Fossil CO2 emissions of all world countries - 2018 Report, EUR 29433 EN, Publications Office of the European Union
PLANETLY2020	Planetly	2020	Modelled equipment basket for office employees
PLANETLY2020-2	Planetly	2020	Modelled spend-based emission factors for different cloud providers
PLANETLY2020-3	Planetly	2020	Modelled waste generation by average office employees
PLANETLY2020-4	Planetly	2020	Average consumption of electricity, water and heating, based on previous calculations

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PLANETLY2020-7	Planetly	2020	Modelled Private Car and Fuel Production emissions based on average for gasoline and diesel
REINHARD2020	Reinhard, et. al.	2020	Ökologische Fußabdrücke von Lebensmitteln und Gerichten in Deutschland
SCARBOROUGH2014	Scarborough et. al.	2014	Dietary greenhouse gas emissions of meat-eaters, fish-eaters, vegetarians and vegans in the UK
UBA2019	Umweltbundesamt	2019	Emissionsbilanz erneuerbarer Energieträger
UBA2020	Umweltbundesamt	2020	Vergleich der durchschnittlichen Emissionen einzelner Verkehrsträger im Personenverkehr in Deutschland - Bezugsjahr 2018

About Planetly

Planetly is a technology start-up on a mission to help build a carbon neutral economy. Our Software helps you to introduce and automate carbon management, from data collection to reduction strategies and offsetting measures.

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