

# Sustainability report

2023/2024



# Introduction

Sharesource is an impact-driven, ethical offshoring company committed to creating positive change through our business practices. With our mission of democratizing opportunities, we are passionate about helping talented individuals from around the world work on projects that matter, particularly in the climate tech and purpose-led industries. Our business model emphasizes fairness, sustainability, and positive social impact.

As a proud B Corporation, Sharesource is held to the highest standards of verified social and environmental performance. B Corp certification ensures that we are transparent in our efforts to create meaningful change, challenging us to continuously improve and prove that we're doing good, not just saying it. Being a B Corp is integral to our culture, ensuring that we foster a workplace where our team members thrive while contributing to a better world.

Sustainability is at the heart of Sharesource. We are committed to reducing our environmental footprint and creating long-term, positive impacts. Our sustainability goals include reaching net zero emissions by 2050, reducing our supply chain emissions by 50% by 2030, and driving awareness about sustainability both within and beyond our business. These goals align with our vision of building a fairer, greener world by using business as a force for good.

This report covers the period from July 2023 to June 2024, aligning with the Australian end of the financial year (EOFY).

# Measuring our Sustainability Progress

To track our progress toward sustainability, we have adopted a comprehensive approach to measure our greenhouse gas (GHG) emissions across the three scopes defined by the Greenhouse Gas Protocol:

## Scope 1

Direct emissions from owned or controlled sources. For Sharesource, these emissions are minimal due to our hybrid working model and absence of significant physical infrastructure.

## Scope 2

Indirect emissions from the generation of purchased electricity. We ensure that our energy use, primarily in our operational hubs, is as efficient as possible by using energy-efficient equipment and practices.

## Scope 3

All other indirect emissions that occur in our value chain, such as employee commuting, purchased goods (like IT equipment), and business travel. Measuring our supply chain emissions is crucial for understanding and reducing our overall carbon footprint.

## Measurement tools

We use different tools to measure our emissions for each scope, ensuring accuracy and reliability in our data collection:

- Scope 1 and 2 Emissions: Measured using the Business Carbon Calculator by Normative. This tool helps us quantify the direct emissions from our operations and energy consumption, allowing us to make decisions to optimize energy use and reduce our environmental footprint.
- Scope 3 Emissions: Measured using the Mantaray Climate platform, which enables us to assess and track the emissions within our supply chain and value chain activities. This deeper insight helps us identify key areas to collaborate with suppliers and reduce overall emissions.

By leveraging these tools, we are able to gather robust data that informs our sustainability strategy and helps us take meaningful steps toward our climate targets.

# Company Emissions Overview

Sharesource is committed to transparency in reporting our environmental impact, and we use rigorous tools to measure our emissions across all scopes. For the reporting period from July 2023 to June 2024, we have calculated our total emissions to be 193 tonnes of CO<sub>2</sub>e. This data is critical for guiding our sustainability strategy as we work toward reducing emissions and achieving our long-term climate goals. Below is a detailed breakdown of our emissions, divided into Scopes 1, 2, and 3, highlighting key sources such as electricity use, business travel, and purchased goods.

Category	Source	% of Emissions	Tonnes CO <sub>2</sub> e
<b>Scope 1</b>	Fuel combustion	100.0%	2.76
<b>Scope 2</b>	Heat	21.5%	16.1
	Electricity	78.5%	58.6
<b>Scope 3</b>	Business travel	53.2%	61.5
	Upstream transportation and distribution	2.2%	2.56
	Purchased goods and services	44.5%	51.5
<b>Total Emissions</b>			<b>193.0</b>

Our total emissions of 193 tonnes of CO<sub>2</sub>e are predominantly driven by Scope 2 (electricity use) and Scope 3 (business travel and purchased goods). With 263 employees at the end of the financial year (June 30 2024), this is equivalent to approximately 0.73 tonnes of CO<sub>2</sub>e per employee.

# Commitments and Targets

Based on our emissions overview for the reporting period of July 2023 to June 2024, Sharesource has identified key areas where we can make the most significant impact in reducing our carbon footprint. Our total emissions of 193 tonnes of CO<sub>2</sub>e are predominantly driven by Scope 2 (electricity use) and Scope 3 (business travel and purchased goods). Addressing these areas will be the foundation of our strategy as we work toward our long-term sustainability goals.

Sharesource is committed to achieving net zero emissions by 2050, in line with global climate goals. To reach this target, we will focus on reducing emissions across all scopes, with a particular emphasis on Scope 3, which accounts for the largest portion of our emissions. A key milestone on this journey is our 50% reduction in supply chain emissions by 2030, targeting emissions from purchased goods and services as well as upstream transportation.

Our specific commitments include:

- **Reducing Scope 2 Emissions:** With electricity accounting for 78.5% of our Scope 2 emissions, we will continue implementing energy efficiency measures such as using laptops instead of desktops and exploring renewable energy options for our hubs. These efforts will significantly lower our energy consumption and emissions.
- **Cutting Scope 3 Emissions:** The bulk of our Scope 3 emissions come from business travel (53.2%) and purchased goods and services (44.5%). We are committed to reducing travel-related emissions by encouraging remote work and using sustainable transportation options. Additionally, we will collaborate with suppliers to enhance sustainability in procurement processes, aiming to cut emissions tied to the goods and services we rely on.
- **Ongoing Monitoring and Improvement:** We will continuously track our emissions through platforms like the Business Carbon Calculator by Normative and the Mantaray Climate platform, ensuring that we have accurate data to guide decision-making and assess progress.

By taking these actions, Sharesource aims to create a sustainable future while leading by example as a purpose-driven, ethical business.



# Future Actions to Reduce Emissions

Sharesource is focused on key initiatives to reduce our carbon footprint, including working with suppliers, improving energy efficiency, and engaging employees in sustainability practices. These actions will help us achieve our emissions reduction goals. Below is a summary of our planned actions and their expected outcomes:

Action	Description	Expected Impact
Measuring Supply Chain & Working with Suppliers	We will continue to assess and track emissions from our suppliers and engage with them on ways to reduce their carbon footprint.	Significant reduction in Scope 3 emissions by 2030.
Purchasing Laptops Instead of Desktops for all members	By choosing energy-efficient laptops over power-hungry desktop computers, we minimize the energy consumption of our employees and office hubs.	Reduction in Scope 2 emissions related to electricity use.
Impact Advocates & Employee Sustainability Training	Our Impact Advocates Group will continue to promote and educate employees on sustainability best practices, ensuring sustainability becomes an intrinsic part of our company culture.	Increased awareness and action on reducing personal and company emissions.
Employee Emissions Measurement	We plan to implement a program to measure and address employee-related emissions, such as commuting and remote working energy use.	Reduction in employee Scope 3 emissions related to work activities.