

**Sabe Technology**

**One Planet Living<sup>®</sup> Sustainability Action Plan**

A large teal graphic consisting of two triangles meeting at a horizontal line. The triangle on the left is inverted, and the triangle on the right is upright. The text is centered within the white space between the two triangles.

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## One Planet Living® Framework Introduction

The One Planet Living® sustainability framework has been developed by Bioregional in partnership with WWF. The framework is backed by science and many years of hands-on experience, it is highly flexible and can be used by housing developers, businesses, tourist resorts and destinations, schools and communities.

The framework is designed to support the creation of a One Plane Action Plan for each individual, project, business or community, acting as a route map towards a more sustainable future. It comprises:

- Ten simple principles (Figure 1) that cover all aspects of social, environmental and economic sustainability
- Detailed goals and guidance documents with advice and ideas on the goals, actions, targets and indicators for the plan.

	<b>Health and happiness</b>	Encouraging active, social, meaningful lives to promote good health and wellbeing
	<b>Equity and local economy</b>	Creating safe, equitable places to live and work which support local prosperity and international fair trade
	<b>Culture and community</b>	Nurturing local identity and heritage, empowering communities and promoting a culture of sustainable living
	<b>Land and nature</b>	Protecting and restoring land for the benefit of people and wildlife
	<b>Sustainable water</b>	Using water efficiently, protecting local water resources and reducing flooding and drought
	<b>Local and sustainable food</b>	Promoting sustainable humane farming and healthy diets high in local, seasonal organic food and vegetable protein
	<b>Travel and transport</b>	Reducing the need to travel, encouraging walking, cycling and low carbon transport
	<b>Materials and products</b>	Using materials from sustainable sources and promoting products which help people reduce consumption.
	<b>Zero waste</b>	Reducing consumption, re-using and recycling to achieve zero waste and zero pollution
	<b>Zero carbon energy</b>	Making buildings and manufacturing energy efficient and supplying all energy with renewables

Figure 1: The ten principles within the One Planet Living® framework

## Sabe Technology – A Statement of our Values and Intent

Sabe is a technology company founded in July 2019 and led by Gerson Garsed-Brand and Josselin Guillozet. We see our company's youth as an opportunity to do things differently in many of the aspects affecting the business.

We would like to achieve our purpose of becoming a reference in the engineering field of fluid dynamics while respecting the core values we set out. Our decision-making process

should always be guided by these values, the reputation and profitability should be a consequence and never become a driver.

Our Core Values:

- Good Health and Well-Being: the people involved with our activities should be encouraged to have a healthy lifestyle and to achieve a state of physical and mental well-being.
- Fairness, Inclusion and Respect: the relationships across the business must be fair, the workplace must be diverse and inclusive, the company must be respectful of its people's individual circumstances.
- Equality: we must strive to reduce inequalities, particularly related to gender, race and class.
- Community: we must strive to create a positive impact in our local community, choosing to trade locally when possible, supporting young professionals and developing other activities to help empower the local people and local businesses.
- Long-Term Relationships: we strongly believe in the benefits of long-term relationships with our suppliers, collaborators and customers, allowing all involved to grow together robustly.
- Mental Stimulation and Creativity: we must strive to create an environment in which our collaborators can feel mentally stimulated and have the space to produce original, unusual and imaginative ideas.
- Environment: the business should minimize and neutralise its impact in the environment. This should include clean energy usage, sustainable material sources, reducing the need for travel and using low carbon transport, waste reduction, minimizing the carbon footprint and offsetting when required.

We strongly believe the above values are very well aligned with the One Planet Living® framework and we believe the adoption of the framework will strongly facilitate the definition of our goals, the implementation of actions and monitoring procedures, and the review of our performance.

We believe transparency and honesty are key elements for embracing sustainable practices and we acknowledge that we have plenty of work to do to become a truly sustainable business.

The objective of this document is to describe our context assessment, describe our vision within each of the ten principles, set out our broad goals and commitments when applicable.

## Sabe's One Planet Living® Sustainability Action Plan

We see the One Planet Living® Sustainability Action Plan and its implementation as an on-going process within the business. We accept that certain factors affecting our actions within each of the ten principles will evolve as the company grows. We also accept that our goals and actions will need to be adjusted as we learn.

Not all the ten principles can be translated into short-term actions at the current stage of the business. We intentionally chose to state our “broad goals”, these suggest our broad intention within each principle but acknowledge that for many we do not have enough information or the need for formal commitments at this stage.

We are committed to review and re-issue our action plan twice a year. We expect this approach to result in a series of incremental commitments which are fit for purpose at each stage of the business development.

### Health and Happiness

#### Context Assessment:

Sabe is currently an organization with two full-time employees, both of which are company directors. Within this context, both directors have the capacity to make decisions on how to run the business in a way to enhance their health and happiness, formal procedures to make this happen are not required at this point.

A set of formal goals, actions and indicators relative to this principle will be formalised in a later review of our plan, likely to be timed with the need for recruitment. We present below broad goals which reflect our core values within this principle and are likely to be part of future formal procedures.

#### Broad Goals:

- Each of our team members should be made aware of the One Planet Living vision, both at a personal and at a business level
- Sabe should provide a significant level of working hours flexibility to allow our employees to accommodate other activities within their personal circumstances.
- Sabe should actively encourage our employees to have a healthy lifestyle, engage in physical activities, cook and eat healthily, enjoy nature and be social
- Our employees' performance should be judged based on their deliverables (not the number of working hours) while considering their personal circumstances

### Equity and Local Economy

#### Context Assessment:

Sabe Technology's activities rely on a relatively small number of services providers and purchases, the most significant ones being software and cloud computing. We do not feel that establishing a sustainable procurement policy is suitable or required at this point in time. We will, however, keep reviewing the need for such policy as the business grows.

Sabe currently uses HSBC Bank for our financial transactions and uses the workplace pension scheme Nest. Sabe accountancy and financial support is provided by a small local business and a similar link is being established for HR support.

Given that both employees are also directors, a recruitment and pay policy is currently not thought to be required. This will be under review as the business grows.

#### Broad Goals:

- Sabe Technology will continue to consider the sustainability aspects affecting our supply chain, choosing suppliers which are more aligned with our views. We might choose to adopt a sustainable procurement policy in the future if deemed necessary
- The company should create and adopt a fair recruitment and pay policy timed with our recruitment needs.

#### Commitments:

- Sabe commits to switch our business banking to an organization with high sustainability standards which invests in social and environmental projects. The switch should be completed before the next review in the first half of 2021
- Sabe commits to switching our pension scheme to an ethical fund. The switch should be completed before the next review in the first half of 2021.

## Culture and Community

#### Context Assessment:

As described within the Health and Happiness principle, here again both directors have the capacity to make decisions about their involvement in community groups and no formal procedures are thought to be required at this point.

We present below broad goals which reflect our core values within this principle and are likely to be part of future formal procedures as the company grows.

#### Broad Goals:

- Sabe should actively encourage our employees to get involved with their local community, meet new people and volunteer if possible
- Sabe will consider sponsoring our employees to dedicate some of their time to community work while being fully paid

## Land and Nature

#### Context Assessment:

Sabe Technology's direct impact on land and nature is small and no formal goal will be set at this stage.

#### Broad Goals:

- Sabe will encourage our employees to develop gardens in their houses, grow pollinator plants, compost their waste and avoid fertilisers or pesticides that harm wildlife.

### Sustainable Water

#### Context Assessment:

Sabe Technology's direct impact on water is small and formal goals will not be set at this stage.

#### Broad Goals:

- Sabe will encourage our employees to develop sustainable practices regarding water usage in their houses.

### Local and Sustainable Food

#### Context Assessment:

Sabe Technology's reliance as a business on food supplies and catering are very small and formal goals will not be set at this stage.

#### Broad Goals:

- As part of the Health and Happiness principle, Sabe will encourage our employees to eat fresh, eat local and eat healthily
- Sabe will consider as a benefit providing each of our employees with a subscription of weekly deliveries of British grown organic fresh vegetables and fruits.

### Travel and Transport

#### Context Assessment:

A carbon footprint assessment of Sabe's activities during its first year of trading was carried out by Bioregional (see [REPORT](#)). Transport was the dominant source of Scope 1 (direct) emissions. Given that both directors have the capacity to make decisions on how to travel considering the associated costs, we will not establish formal commitments at this stage apart from tracking our transport usage.

The broad goals outlined below describe our overall philosophy on the subject, formal company policies are likely to be implemented as the team grows.

#### Broad Goals:

- Minimize the need for face to face team meetings and associated travelling
- Encourage the staff to walk, cycle or take the public transport for business-related activities when possible

- Encourage the staff to travel by train instead of flying if possible.

#### Commitments:

- Sabe will track the business-related transport methods and distances of our employees.

## Materials and Products

#### Context Assessment:

The list of relevant physical materials required for Sabe Technology's activities is dominated by computer hardware (laptops, monitors, mouse, keyboards and others). The company philosophy is to largely rely on cloud computing for its activities, meaning a reduced amount of on-premise hardware required for our activities

#### Broad Goals:

- The company should maximise the usage of cloud computational power and minimize the amount of on-premise hardware required
- Sabe Technology should choose to buy higher quality equipment with longer life cycle and repair when possible.

## Zero Waste

#### Context Assessment:

Our direct business waste is dominated by the end of life of our computational hardware.

#### Broad Goals:

- The company should attempt to minimize its waste by investing in higher quality equipment with longer life cycle
- The company should adopt a sustainable approach for the disposal of its computer hardware, prioritising refurbishment and recycling.

#### Commitments:

- Create and implement a policy for IT related waste with the objective of ensuring a sustainable approach to the process. The policy should be in place before the next review in the first half of 2021.

## Zero Carbon Energy

#### Context Assessment:

A carbon footprint assessment of Sabe's activities during its first year of trading was carried out by Bioregional (see [REPORT](#)). Only Scope 1 (direct) emissions were considered, these refer to emissions originated from sources owned or controlled by the reporting company, including electricity, gas and fuel consumption as a result of business travel. Indirect



emissions, result from the company upstream and downstream activities, have not been considered.

Sabe’s direct market-based emissions for the 2019-20 financial year was 1.19 tCO<sub>2</sub>e. 95.3% of the emissions were generated by travel, the remaining 4.7% by energy consumption. The emissions breakdown is shown in Figure 2:

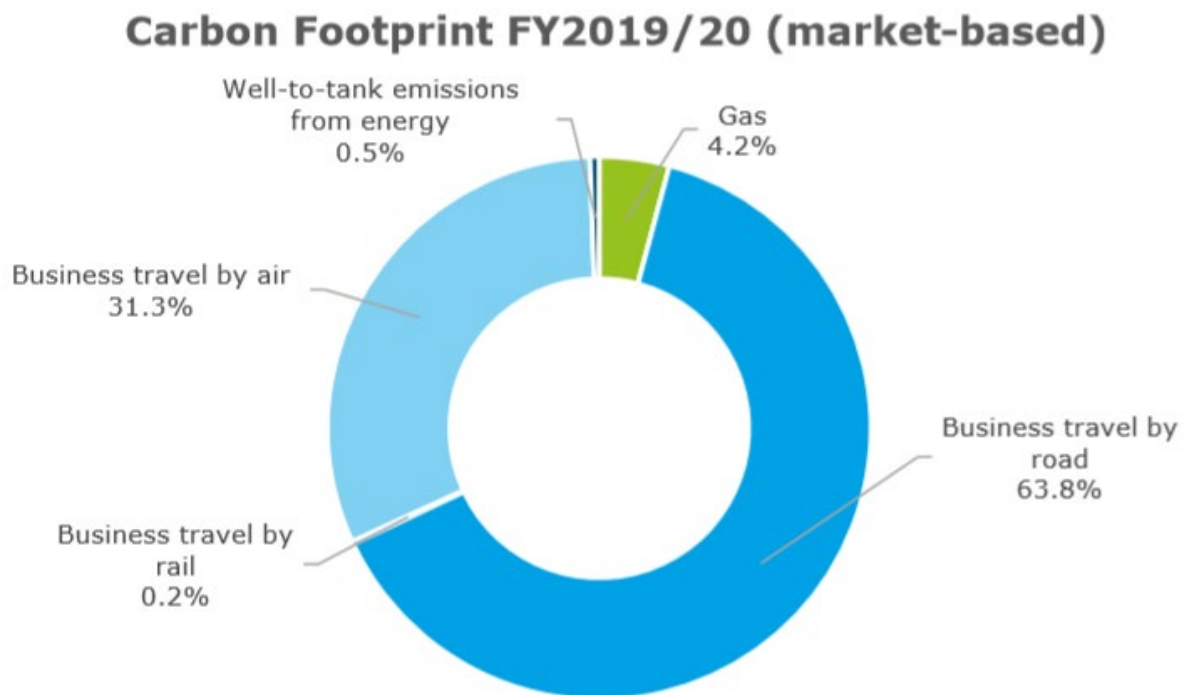


Figure 2: Sabe Technology carbon footprint FY2019/20 (market-based) breakdown

Two main objectives justified the request for the carbon footprint assessment carried out by Bioregional:

- To learn how carbon footprint assessments are carried out and the methodology behind the calculation
- To learn which are the most relevant parameters affecting the emissions and what kind of information the company needs to track for consistent assessments over the years.

Our long-term intent is to minimise our footprint and offset the emissions we cannot avoid. Our view of carbon offset is the financial investment into projects which actively remove carbon from the atmosphere. In our view, investing in green technology future projects should be everyone’s responsibility regardless of their past emissions, this mechanism should not be used as a method to offset our past emissions.

Our most significant source of indirect emissions is cloud computing. We are working towards including this source into our future assessments.

#### Broad Goals:

- Sabe Technology should work towards minimising its direct emissions by reducing travel and encouraging our employees to adopt energy savings measures and choose green energy suppliers
- The company should track the dominant parameters affecting our emissions, including travel details (method and distances) and estimated energy usage
- The company should work towards a methodology to estimate its cloud computing indirect emissions
- The company should establish and invest into a project which actively removes carbon from the atmosphere to offset past emissions

#### Commitments:

- Sabe commits to track the dominant parameters affecting our emissions. The data gathered will be used for future carbon footprint calculation
- Sabe commits to establishing a methodology to estimate its cloud computing indirect emissions. Such methodology should be in place before the next review in the first half of 2021
- Sabe commits to find and invest into a project which actively removes carbon from the atmosphere to offset our past emissions. The definition and investment in such project should be carried out before the next review in the first half of 2021.

Sabe Technology Ltd  
+44 (0) 7780 595556  
[www.sabe.tech](http://www.sabe.tech)

