Bridewell

Bridewell's Zero Carbon Journey

2021-2022 Sustainability Report

Foreword

In the last year at Bridewell, we've taken significant steps to promote sustainability and reduce our carbon footprint. Starting in 2021, we began several initiatives to transform the environmental impact of our business for the better. We moved to renewable energy sources, planted thousands of trees, and decarbonised our supply chain – just to name a few. In 2022, we are proud to have become the UK's first cyber security company to achieve carbon negative status.

This was accomplished through an in-house, staff-driven initiative rather than by necessity. There were no obligations, requirements, or regulations to be met; becoming carbon negative was – and continues to be - a sincere part of

Bridewell's values. Though we are proud of our progress to date, we are committed to further reducing our carbon footprint per head, year-on-year by continuing with these initiatives (and starting a few new ones).

This report covers Bridewell's progress over the last year as we have undergone our journey to carbon negative.

Martin Riley
Director of Managed
Security Services

"Sustainability is core to Bridewell's values – both as an organisation and for us as individuals. Becoming carbon negative wasn't just about creating an environmentally sustainable company, but one that we are all proud to work at. We hope that by leading this change for the UK's cyber security industry, we can encourage other organisations to follow suit. In the future, we expect and hope that becoming carbon neutral or negative will be the norm. Until then, we will continue setting our own standards for sustainability that meet our collective goal to minimise Bridewell's environmental impact."

Introduction

Are You Aware of Your Organisation's Digital Footprint?

Research indicates that the IT industry is estimated to use 20% of all electricity produced and emit up to 5.5% of the world's carbon emissions by 2025.

At Bridewell, we recognise the scope of our digital footprint. Cloud computing is a significant contributor to carbon – and our entire business depends on it. Aside from people and property, it is the area in which we consume the most carbon.

Our customers are also becoming increasingly aware of their carbon impact. We specialise in working with some of the most complex and highly regulated industries, such as critical national infrastructure and financial services, many of which have significantly large footprints. When seeking to ensure the confidentiality and integrity of their systems, environmental sustainability is now firmly on the radar of IT decision-makers.

The recent shift towards green technologies further highlights the interconnectedness of cyber security and sustainability. As systems are modernised and connected to improve efficiency and minimise carbon emissions, they are becoming more vulnerable to cyber attacks. Therefore, security by design is essential to the development of the new technology that climate transformation relies on.

Bridewell has never been shy of setting ambitious goals. We recognise that sustainability and cyber security are two of the biggest challenges facing society and believe they shouldn't be viewed in isolation.

Last year, we embarked on a bold, employee-driven carbon strategy, which has resulted in Bridewell becoming the first cyber security organisation in the UK to reach net zero. So how did we get here?

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Our Journey to Becoming Carbon Negative

At Bridewell, we deliver cyber security services to global businesses, via a distributed, cloud-centric workforce and we're growing rapidly. In 2020 we were a business of 55 people. In 2021 we reached 141, and by the end of 2022 we expect to be at 250.

Inevitably, as we have grown, so too has our carbon usage. However, it was important to us that our CO2e per head continued to reduce.

We've never been short of bold ambitions - in fact it's one of our company values - but more importantly, we've always delivered. And the same can be said when it comes to our approach to sustainability.
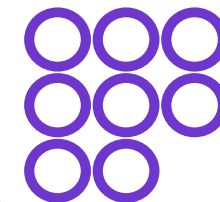
We worked quickly to identify the scope, measure our impact, and find the right partners to work with on initiatives and projects to drive down our carbon footprint.

By making sustained progress in the following areas, our teams are driving and achieving clear environmental, social and governance goals, continually monitoring our carbon footprint and taking direct action to reduce it.

Our Journey at a Glance

1
Calculating our carbon footprint

2
Moving to renewable energy

3
Creating a climate positive workforce

4
Offsetting & planting at scale

5
Embedding a sustainable mindset

6
Decarbonising the supply chain

Step 1: Calculating Our Carbon Footprint

The first step in our journey, and perhaps the biggest challenge, was understanding our carbon footprint.

In 2020, Bridewell had a carbon footprint of 67 tonnes.

We calculated this by assessing all our activity against the three GHG Protocol scopes and emissions across the value chain:

1. **Scope 1** - Direct emissions from owned or controlled sources
2. **Scope 2** - Indirect emissions from electricity purchased and used by Bridewell
3. **Scope 3** - All other indirect emissions that occur in our value chain

This ensured that our processes were comprehensive, reliable, and transparent.

Understanding Our Net tCO2e Emissions by Scope

Scope 1	Scope 2	Scope 3	Offset
0.23354	2.171376	63.70512	0

As a people-led business, we are fortunate in the fact that we are not heavy on scope 3 emissions. However, we do have a large, dispersed workforce, so it was critical that we understood not just carbon emissions from our shared offices, but from staff working at home too.

As the world adjusted to new ways of living and working post-Covid, we used research and cross-referenced government statistics on conversion to tCO2e to better understand the footprint of our remote workforce. This included emissions from employee's time at work, business travel, and their time outside of work.

Step 2: Moving to Renewable Energy

The next step on our journey was reducing the carbon impact of our properties.

As one of the largest footprints for us as a business, we took steps to move all of our buildings to renewable energy. For the offices where we were unable to switch energy supplier, we made the decision to relocate.

Simply changing our office location in Reading to a green electricity provider in 2021 allowed us to drastically reduce our property-based electricity consumption by non-green energy:

Year	Electricity tCO2e
2020	2.17
2021	1.81
% decrease	-17%

Step 3: Creating a Climate Positive Workforce
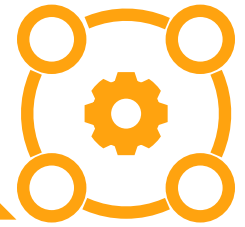
A geographically dispersed team is nothing new to our business. But what the new hybrid and remote working environment does present is an opportunity to rethink how we monitor and measure our carbon impact.

We wanted to create a climate positive workforce and went far beyond what was required within the GHG Protocol, factoring in our people and their 'working from home' energy consumption patterns into our carbon reduction efforts.

As well as the carbon impact of their professional lives, we took steps to calculate, analyse and offset the entire carbon footprint of our employee's personal lives, including emissions from their:

- Home living
- Personal travel
- Hobbies
- Holidays
- Food

In all cases we assumed a worst-case scenario, for example, a large property with no renewable energy. This ensures that regardless of where our colleagues are working or living, they're carbon negative.

Through our research, we found that there is no precedent for this kind of reporting in the current Protocol. Our action is a direct reflection of our shared sense of responsibility and commitment to going above and beyond.

As a cloud-first business, we also encourage a 'teams over travel' mindset, using virtual collaboration tools like Microsoft Teams where possible to reduce our footprint. When travel is required, we actively promote the use of public transport and offer employees a cycle scheme to encourage sustainable travel to work.

This means that despite Bridewell's remarkable growth since 2020, and the recent easing of Covid-19 restrictions leading to more mileage and travel, our changed working habits have significantly reduced company travel overheads.

Year	Mileage tCO2e	Headcount	Carbon footprint per head
2020	9.63	57	0.17
2021	15.63	133	0.12

Step 4: Offsetting and Planting at Scale
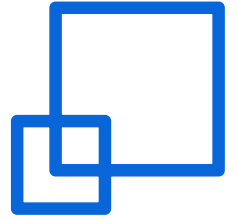
After reducing the climate impact of our buildings and people, our next step was to support the transition to a low-carbon future by offsetting any unavoidable emissions with high-impact carbon credits from gold standard-certified projects.

We are actively supporting overseas climate projects to help protect the rainforest, supply clean drinking water, implement more wind turbines and solar power plans and provide clean cooking stoves to communities. Every pound we spend offsetting creates more value for local communities and ecosystems and contributes in a measurable way to the UN Sustainable Development Goals.

We have also committed to planting a minimum of 10 trees per month globally for every member of staff in the virtual "Bridewell Forest".

Our aim is to plant a minimum 17,000 trees and to have offset over 1,200 tCO2e this year. And we're already well on the way to meeting this target. At the time of writing this report, we have:

- Planted over 10,000 trees in Mozambique, Nicaragua and Madagascar
- Offset over 764.67 tCO2e

Importantly, tree planting does not contribute towards offsetting our footprint. We do it because it's the right thing to do. Doing so helps reduce extreme poverty and restores healthy forests by employing local people to plant trees.

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Step 5: Embedding a Sustainable Mindset

According to one of our partners, Ecologi, sustainability is among the most important attributes for employees. However, success with sustainability isn't just about initiatives and carbon reduction projects, it's about creating a sustainable culture.

Particularly in today's distributed working environment, embedding sustainability into the working lives of employees depends on regular communication and culture. This is something we have done well since our inception.

Having an open culture enabled us to quickly factor sustainability considerations into active and future initiatives, allowing us to create improvements in our overall carbon measures. We don't incentivise staff to drive the improvements, we instead created the right culture to let it happen naturally.

Our initiatives have been well received within the business, but we continue to look for new ways to improve sustainability across the whole workforce.

Step 6: Decarbonising the Supply Chain
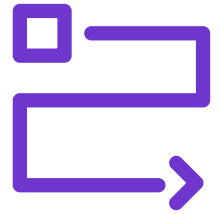
To drive meaningful improvements in carbon efficiency, organisations must also look at their supply chains. However, decarbonising the supply chain is not always easy.

It's a global challenge, not just within the cyber security industry, with plenty of room for improvement in scope 3 emissions and reporting.

As a services business built around our people, we're fortunate in that we only have a few large partners within our supply chain, all of which are driving their own initiatives to make their services more sustainable. Importantly, we are reviewing our suppliers and will aim to transition to like-minded suppliers who are actively taking steps to reduce their carbon footprint.

Cloud computing remains a large contributor to emissions, for Bridewell, so as a member of the Microsoft Partner Pledge, we work closely with Microsoft to ensure we're able to measure our own cloud usage. More importantly, we use that capability to measure our customers' usage and help them offset their emissions as part of their services with us.

We now offer green benefits to new service contracts, such as large-scale tree planting and offsetting, as standard. By offsetting the lifestyle of individuals and embedding it into customer contracts, we are helping our customers become much greener in their own cyber security approach and ensure we're not adding to our customers' carbon footprint in the supply chain.

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Going Above and Beyond

Today, Bridewell is proud to be a carbon negative business. We can confidently say that all our people-driven services are carbon neutral, with offsetting included as standard for any of our managed services.

For us, our journey to net zero was driven by our people – we were not incentivised by external regulatory requirements. We recognise we all have a role to play in the fight against climate change and believe we are one of the first within our industry to be actively benchmarking and achieving these goals.

While many have pledged commitments, we have delivered. More importantly, we have gone above and beyond the normal business scope.

Our success is evidenced in our results. Each month we track how many tonnes of CO2 we have prevented from going into the atmosphere or removed from it. In February, we prevented 118.32 tonnes of CO2 from entering the atmosphere. At the time of issuing this report, we have offset a total of 764.67 tCO2.

We have also reduced our tCO2e and CO2e per head by 10%, decreasing from 1.16 tCO2e per head in 2020 to 1.04 tCO2e per head in 2021. Post Covid-19, we expect to see a further increase in our travel footprint, as events and business travel resumes and it's important we continue to counter this with further projects and initiatives.

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764.67
tCO2
offset to date

Looking Forward

2021 was our first carbon negative year and in 2022 we aim to go even further. Achieving net zero was never the end goal, we will continue to strive to reduce our tCO2e per head year-on year.

As our working lives continue to blur with our home environments, the next focus for us is on promoting greener initiatives at home, including making greener energy accessible and by measuring those that do use it. We also want to further reduce our tCO2e per head by 10%.

Even as we continue to scale and our carbon usage increases, we remain committed to staying carbon negative. We will continue to push ourselves; our goal for this year is to gain recognition for our efforts, ultimately achieving compliance with the international ISO standards in Environment and Energy Management (ISO14001).

We're also looking at initiatives to help our people transition to electric vehicles, as well as to incentivise and encourage them to move to green energy suppliers. And we will continue to make changes to our locations and business premises to achieve further sustainability gains. We will soon open our new Security Operations Centre in Cardiff which will be serviced by all green energy, removing our largest office-based carbon footprint and ensuring all our property-based electricity consumption is from renewable energy.

We have also embarked upon our expansion into the US, with the same approach to sustainability embedded in our operations there. It doesn't matter what country our business operates in or location our employees work from, our focus is on ensuring that we add no carbon emissions into the supply chain of our customers. And we will actively work with them to make a positive impact within their business.

We want our journey to act as a blueprint for other companies that are looking to drive similar improvements. We are already sharing our journey and experiences with other like-minded businesses and want to help our customers embed sustainability into their cyber security strategy.

Although some sustainability regulations do exist, such as the Streamlined Energy and Carbon Reporting (SECR), currently there are no financial penalties for non-compliance. However, this will soon no doubt change. As the world starts to demand and expect more from suppliers when it comes to sustainability, it will be those that fail to transform who will, over time, find it harder to compete.

The entire market is moving in this direction anyway; we just anticipated it and acted faster. We did it because it's the right thing to do, but in the future, we hope it will become an expectation.

It's this proactivity,ethos and culture that has enabled us to become one of the fastest growing cyber security services companies in the UK. It's what we're all about – driving continuous transformation and delivering real business impact.

About Bridewell

Trusted globally by highly-regulated and complex organisations to deliver tailored cyber security, managed security, penetration testing and data privacy services, providing protection against cyber attacks and driving continuous transformation.

Bridewell are a PCI DSS QSA company with NCSC, CREST, ASSURE, IASME Consortium, SOC2, Cyber Essentials Plus, ISO27001, and ISO9001 accreditations. It's award-winning team of experts, comprised of highly trained and certified consultants work closely to understand organisations key challenges and ambitions, creating flexible outcome-focussed solutions to strengthen cyber security posture, ensuring business continuity by keeping them protected and productive from the inside out.

In today's ever-changing digital economy, the importance placed upon critical infrastructure cannot be underestimated, with clients in sectors including transport and aviation, financial services, oil and gas, government and communications. Bridewell can be trusted to deliver solutions that keep critical services running and ultimately deliver real business impact. Together.

For more information, visit www.Bridewell.com

Learn More About Bridewell's Future

As the first cyber security organisation in the UK to reach carbon zero, Bridewell are uniquely positioned to secure your organisation sustainably. We can bring industry leading expertise, technology and methodologies into your organisation without it costing the Earth.

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