



NET ZERO

# Leaving Our Print

CARBON NEUTRAL CERTIFICATION

2021/22 PERIOD

 **BOND**

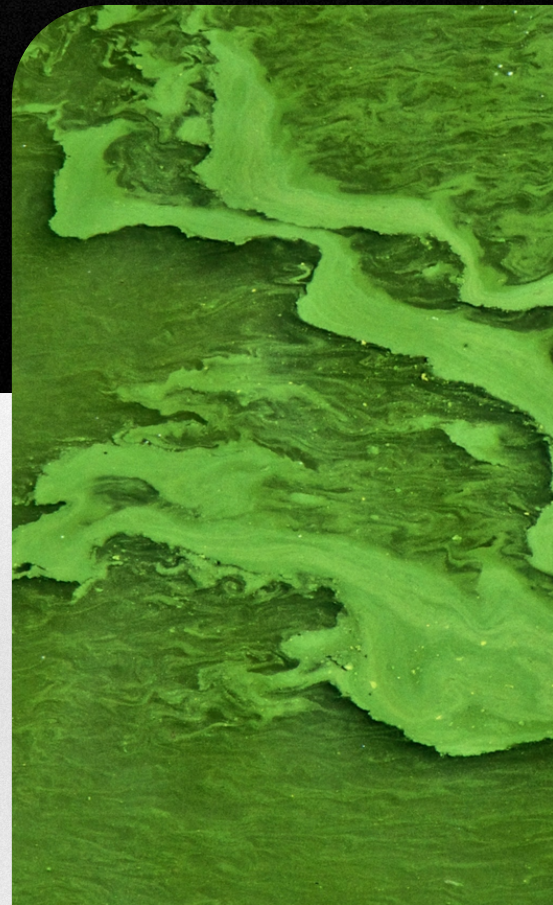




NET ZERO

# The world's 1st certified Net Zero talent solutions company.

Although we may be the world's first, we hope we will not be the world's only for long. We hope taking the lead on carbon policy in the talent sector will inspire others to follow.



Here at Bond, our mission is to leave our print on the planet, helping the visionaries of today build game-changing tech for tomorrow.

We might be biased, but our partners consist of some pretty sh\*t hot companies. Whilst we may not create electric vehicles or fusion energy, we are helping our partners reach their goals to better both the planet and people.

We also have sustainability goals. A commitment to reducing our impact on the environment as we grow a successful business, whilst also doing it authentically. No planting trees for a quick shout on LinkedIn - real, certified action.





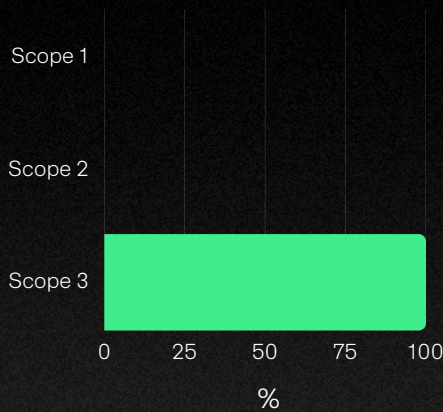
# Our Certification

## Our Provider

When we set out on our journey to Net Zero, we wanted to ensure we were taking legitimate, certifiable action. Our carbon footprint certification is provided by [CarbonNeutral](#), a service led by Climate Impact Partners. The certification is completed against [The CarbonNeutral Protocol](#), and all offsetting projects are verified by global standards such as the Gold Standard.



## Scopes



**100%**  
of our team  
are homeworkers.

**No office.  
No commute.**

## Greenhouse Gases

As set out in The CarbonNeutral Protocol, our carbon footprint is calculated using carbon dioxide equivalent (CO<sub>2</sub>e). The GHGs considered in this assessment follow those of the Kyoto Protocol.

- Carbon Dioxide (CO<sub>2</sub>)
- Methane (CH<sub>4</sub>)
- Nitrous Oxide (N<sub>2</sub>O)
- Hydrofluorocarbons (HFCs)
- Sulphur Hexafluoride (SF<sub>6</sub>)
- Perfluorocarbons (PFCs)





# Our Emissions

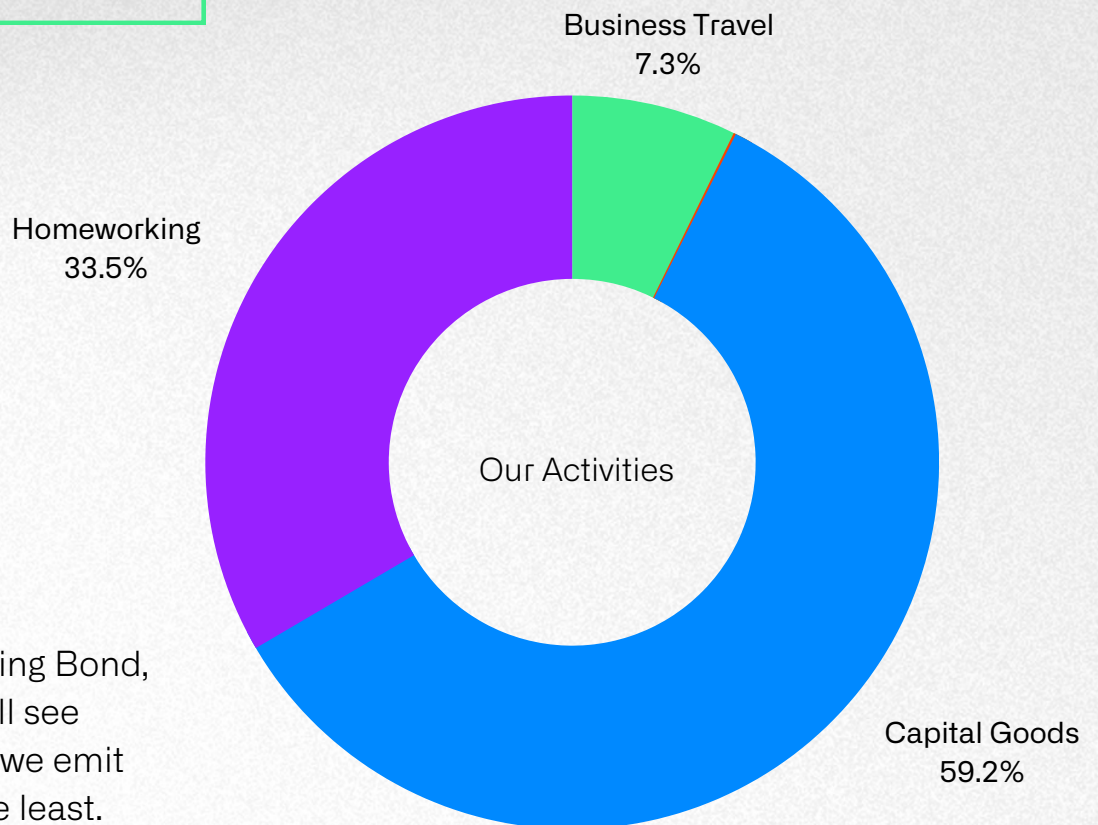
## TOTAL EMISSIONS

21.5

Our total emissions (tCO<sub>2</sub>e) for our 2021/22 assessment period.

During our 2021/22 assessment period, we emitted 21.5 tCO<sub>2</sub>e, an increase of over 126% since our last assessment.

In that time, we've grown by 292%, welcoming over 40 new people to the Bond team. With that came challenges. More equipment, more homeworkers, and ultimately more business travel.



As we're still scaling Bond, our emissions will see changes in what we emit the most, and the least. Take a look further.





# Our Future

## The Challenges We Face

Like with most businesses, there are challenges to becoming and maintaining Net Zero. Bond is no exception.

We're expanding into US markets. That includes international business travel, more people at Bond, and more emissions.

As we fully come out of COVID-19, and two of our annual talent summits fall within the same assessment period, we'll be seeing quite an increase in our hotel stays and business travel.

We're focusing on addressing these challenges, and our overall sustainability awareness by targeting the following:

- Car share initiative
- Our internal Net Zero Promise
- Invest in training and insight for our team
- Go paperless
- Aim to join the Climate Pledge in 2023

## Our Commitments

At Bond, we will strive to:

- Lead the way on sustainability in our sector
- Operate with an authentic, open and transparent approach
- Always certify our footprint
- Look to reduce our own footprint before offsetting
- Openly share best practices so others can follow
- Educate the Bond team on how they can play their part







BOND GLOBAL

[website](#)

[linkedin](#)