



Sintali
Sustainability
Report
July 2022 -
June 2023

Sintali

Contents

INTRODUCTION

A message from the founders	3
About Sintali	4
Our values	5
Our commitments	6

SECTION 1: PEOPLE

Employee support and opportunities	8
Workplace inclusion, diversity and gender equality	9
Diversity statistics	10
Partnerships and collaborations	11

SECTION 2: TRANSPARENCY

Overview	13
Omitted categories	14
Discussion of Scope 3	15
SME discussion and challenges	16
Reductions from EDGE certified projects	17
Carbon impact by country	18
Education and training impact	19

SECTION 3: ACTION

Environmental strategy	22
Social strategy	23
Governance strategy	24
Conclusion	25

ANNEXES	26
----------------	-----------



A message from the founders

We are very proud to be sharing our first sustainability report with our community of colleagues, partners and stakeholders across the world.

Sintali is an organisation committed to doing good in the world in a transparent and verifiable way. What better way to do that than through sharing our journey in what is industry practice now?

As a startup that is just three years old, our reporting requirements are technically minimal. We committed to the SME Net Zero initiative in 2021 to work towards net zero carbon by 2050, and we will share more details later in the report about our progress. But we want to be better and more open about our own journey to transformation.

We know impact doesn't just stick to climate and emissions. It covers a wide range of topics from diversity and inclusion, to skill building to corporate governance to a very large supply chain.

We know we're small, but we are committed to doing what we can and to setting an example for others to lead the way.



In full transparency, we are still at the beginning of our journey. Pulling this first report together was eye opening in our realisation of how much further we can go, and how we can continue to set metrics to improve year on year, especially as we look towards a period of growth. As we look ahead, the next year will be pivotal for the organisation.

Thank you for your continued support.

Eleni Polychroniadou and Tom Saunders

Sintali

About Sintali

Sintali is an environmental verification company, based in the United Kingdom.

Our mission is to make verification of sustainability claims accessible to all.

Our vision is to integrate verification into all sustainability action.

Specialising in the built environment sector, we are pioneering the net zero transition through helping companies, financial institutions and governments validate their progress towards their decarbonisation targets.

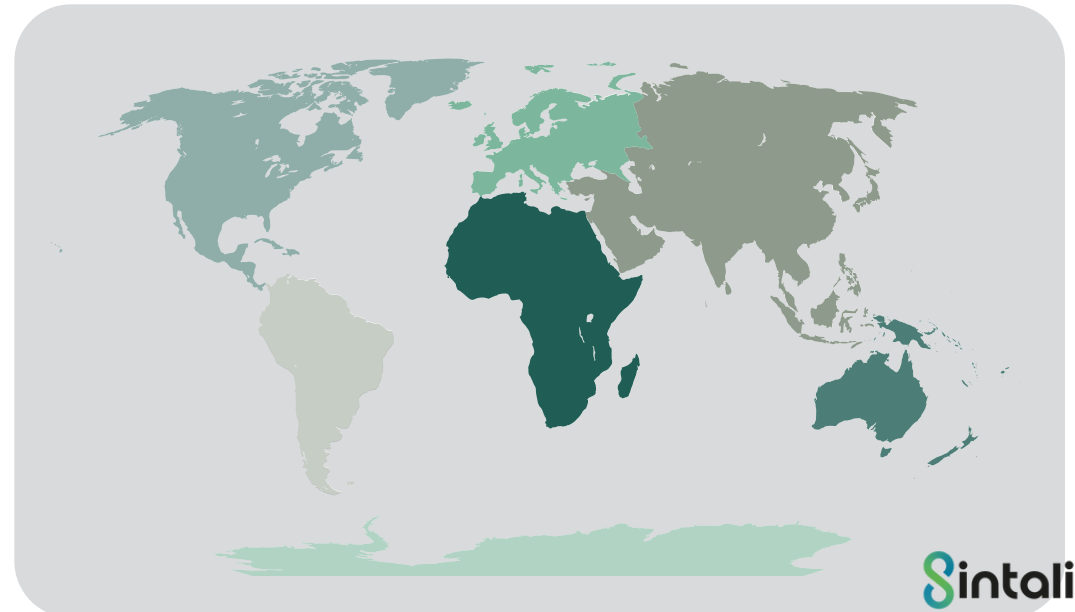
**Our motto is to do
good and be
good.**

80+ Countries

700+ Clients

30+ Partners

9,000+ certificates



Our values

Our values underpin our purpose and define how we work, both internally and externally.



People

We take a people-first approach. Empowerment and collaboration are the foundation to global decarbonisation efforts and we put customers first to simplify their journey.

01



Action

Actions speak louder than words – don't just say it, prove it! As we move closer to net zero by 2050, now is the time to act. We find purpose in inspiring others to act, as well as by taking action ourselves.

02



Transparency

Honesty is the best policy. Environmental verification is all about transparency and we aspire to be honest with our own performance as well as promoting transparency to our clients.

03

Our commitments

Sintali is focused on helping organisations quantify and validate their environmental impact.

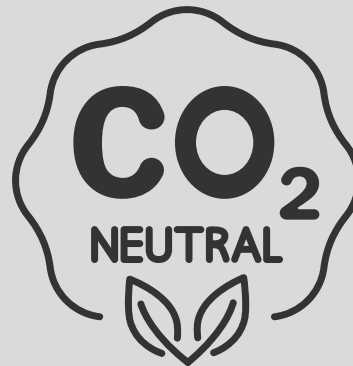
As pioneers in the sustainability realm, it is vital we lead by example and demonstrate our own commitment to sustainability.

In October 2021, we joined the SME Climate Hub, a climate action platform for small and medium-sized enterprises (SMEs) to curb carbon emissions, build business resilience and take climate leadership.

By joining the SME Climate Hub, Sintali has pledged to:



**Halve its carbon
emissions by
2030**



**Achieve net-
zero emissions
before 2050**



**Regularly report on
progress towards
these aims.**



Section 1: People

The following section reflects on the measures we have implemented to support our employees as well as others in the built environment sector.

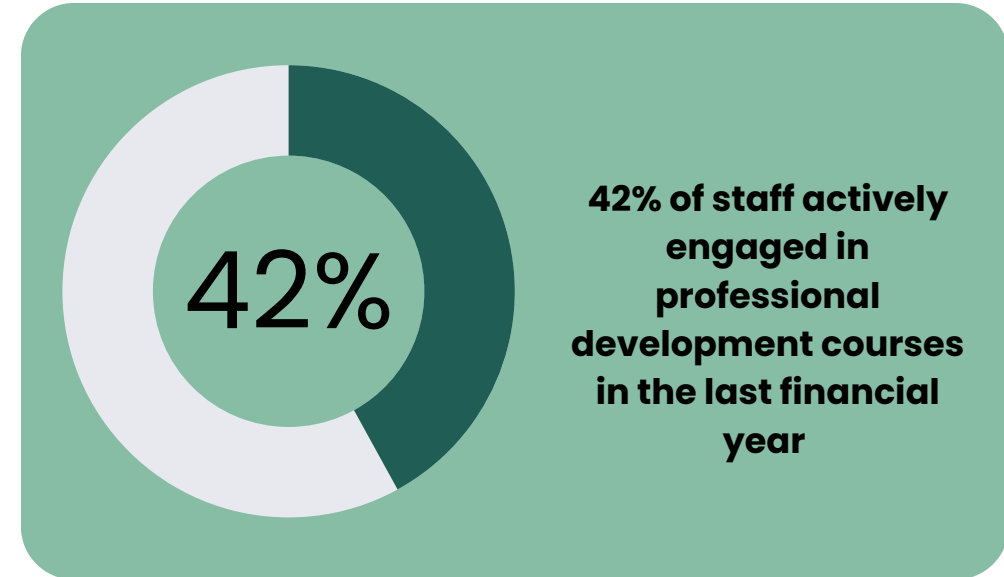
We recognise that as a small company, we still have a long way to go in these areas but through reporting our current initiatives we can track our progress as we grow as a company.

Employee support and opportunities

In the past 3 years we have increased our headcount by over 200%, hiring our tenth employee in August of 2023.

As part of our people-first approach we strive to create a supportive workplace for our colleagues, where they feel recognised for the work they do and have the opportunities to further their career path.

Our turnover rate in the last financial year was 15%. We aim to keep this at a minimum as we grow as a company.



In the past year we have implemented the following measures for staff to improve employee experience:

- As part of mental health month in May, we conducted a workshop about mental health in the workplace to enable employees to share experiences and evaluate how to improve mental health at work.
- All employees have access to Udeemy, an online learning platform, to support their professional development and enable them to diversify their skillset within their work and in their personal lives



Workplace inclusion, diversity and gender equality

We are committed to creating an inclusive and equitable work environment where diversity is valued and there is equality of opportunity.

We also recognise that the climate and ecological crisis disproportionately impacts minority and/or marginalised communities – yet these voices are underrepresented in the sector.

As a player in the sector, we aim to lead by example by setting out a workplace inclusion policy and ensuring that Sintali is a positive and friendly workplace for all.

Workplace inclusion policy

As a company that works on a global level, we value diversity and strive to maintain an inclusive work environment free from harassment and discrimination. We have a strict workplace inclusion policy in place within all employee contracts to make sure there is no unlawful discrimination or harassment by any means.



Diversity statistics



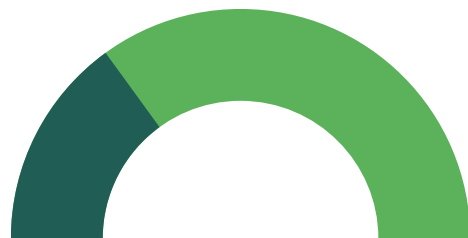
80% of full time staff members are female



30% of board members are female



50% of managers are female



30% full time staff members from ethnic minority backgrounds



40% of full time staff members raised abroad



6 languages spoken fluently

Partnerships and collaborations

Sintali recognises that each member of the value chain plays a role in decarbonisation of the built environment. As part of our focus on people, we aim to create strong partners with stakeholders across the sector to promote decarbonisation. As well as continuing to strengthen our existing partnerships, in the last financial year we launched a number of new partnerships to accelerate the uptake of green buildings:



CADECOCRUZ, also known as the Chamber of Construction of Santa Cruz, was founded in Bolivia in 1985 in order to protect the interests and rights of the Bolivian construction industry. Through this partnership, CADECOCRUZ will act as the local representative in Bolivia and provide support to companies wanting to obtain EDGE certification as well as develop capacity at the local level to increase the uptake of green buildings.



Zero Energy Buildings (ZEB) was established in 2012 based on the institutional framework for Energy Service Companies (ESCO) and has deep knowledge in the study, design and installation services for energy management and saving solutions in non-residential buildings. Sintali and ZEB signed a MoU to promote EDGE. The partnership will provide Greek companies with the expertise and support needed on the ground to reach net zero in a transparent, cost-effective and verifiable manner.

Audit partners

This year we expanded our auditor network in India, working with multiple firms to help service clients across the nation. We welcomed a number of new audit partners across India:

- ALF Green, Hyderabad
- Ecofirst, Mumbai
- ELA Green Consultants, Chennai
- Essential India, Mumbai
- Saga and Associates, Bangalore
- Transgreen, Tirupur
- TechCARE, Indore





Section 2: Transparency

One of our core values is transparency. As part of our SME commitment, we commit to reporting on our environmental impact on a regular basis to show progress against our target.

This next section highlights our environmental performance as a company. Using this year as our baseline, we can use this information for subsequent reports to make sure we are on track to reach our targets.

Overview

In line with the SME Climate hub commitment, we must cut scope 1 and 2 emissions by 50% by 2030 and aim to half scope 3 emissions where possible. As our first year of reporting, this report covers our calculations for our baseline year, which is set at FY22.

Whilst Sintali has been in operation since 2020, we felt that FY22 is more representative of a baseline year of emissions than the year of our founding. In 2020, our organisation had minimal staff and therefore minimal impact. Accompanied by initial setbacks from the COVID 19 crisis, we did not believe reporting on our carbon impact from FY20 or FY21 would give an accurate baseline moving forward.

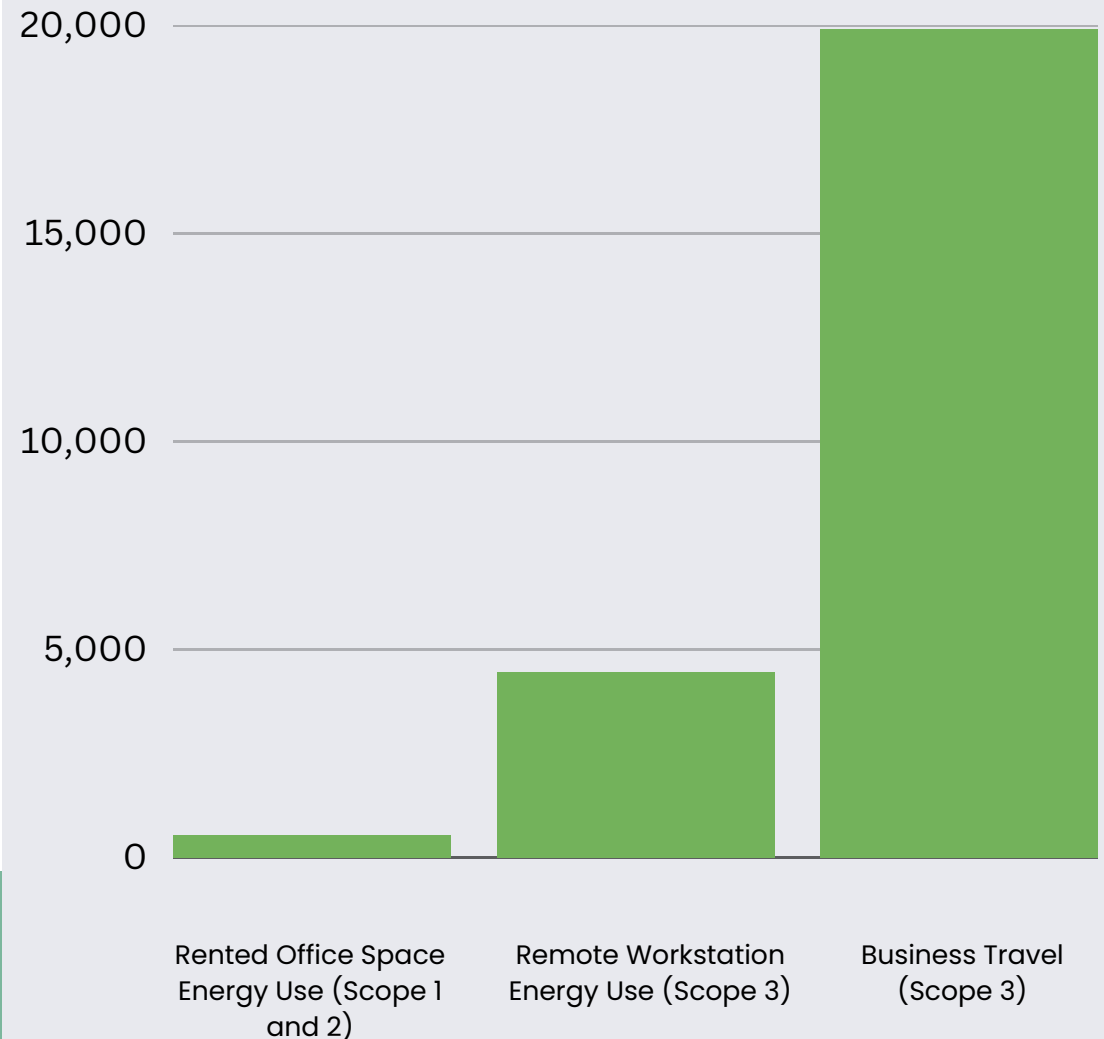
For the baseline calculation, we have aimed to include 95% of our total emissions, with our emissions falling under three categories:

- Rented Office Space Energy Use: Scope 1 and 2
- Remote Workstation Energy Use: Scope 3
- Business Travel: Scope 3

**Sintali's absolute CO2 emissions FY22-23:
24,840.05 kg CO2e**

**Sintali's emission intensity FY22-23:
45.54 kg CO2e / GBP (£) revenue**

CO2e Emissions for FY22-23 (kg CO2e)



Omitted categories

Employee commute

We consider these emissions negligible as 86% of employees worked remotely during the baseline year. On the occasions where we conduct in-person events, it can be assumed that all employees travel via public transport.

Purchased goods and services

We have not yet quantified this category, but we estimate that purchased goods and services contribute to <5% of our emissions. As explained in section 3 below, in future reports, we plan to quantify this using a hybrid method, i.e., a combination of supplier-specific and average data.

Calculations and assumptions

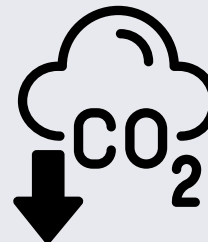
The emissions under each category were calculated using GHG conversion factors from the UK Government GHG Conversion Factors for Company Reporting.

CO₂e is the universal unit of measurement to indicate the global warming potential (GWP) of GHGs, expressed in terms of the GWP of one unit of CO₂.

For more detail on calculations and scope breakdown please see annexes 1-3.



The basic formula used for the calculations can be summarised below:



Activity x Relevant conversion factor from UKGOV= emissions in kg CO₂e

Discussion of scope 3

Inclusion of scope 3 emissions is usually optional. However, as a company that centres itself on transparency as well as providing accreditation on climate impacts, we want to lead by example and report on as many emission categories as possible.

Due to our small employee headcount and remote work setting, coupled with the fact that we do not directly manufacture products, our organisation's scope 1 and 2 emissions remain relatively low. To reduce our emissions as a company, we will need to focus largely on scope 3.

“You can't manage what you don't measure. Inclusion of Scope 3 emissions is valuable to us as a company that centres itself on transparency.”

Tom Saunders, Co-Founder, Sintali



SME Discussion and challenges

As a services business, we recognise our primary impact comes from people, so the best way to limit our impact would be to keep our headcount low. However, as an SME that is delivering sustainability services, we believe that through our growth we can drive climate action through facilitation and validation of global green building efforts.

As operations expand, it is likely that we will see increased energy consumption and higher carbon emissions from the baseline year.

SME Climate commitment states that fast growing SMEs that provide solutions which avoid or remove emissions as their core business do not have to halve their absolute emissions, but should halve their intensity (e.g. CO₂e/net revenue) as a minimum and show that their growth is aligned with the 1.5°C ambition.

Sintali provides solutions to minimise carbon emissions through verifying the carbon impact of built infrastructure projects and encouraging clients to engage in reducing the resource impact of the built environment. Based on the definition within SME climate commitment, our strategy targets reducing intensity instead of absolute emissions.

The next section highlights the impacts in the last financial year of our business operations and presents how we have contributed to reducing the carbon emissions of the construction and built environment sectors.

Reductions from EDGE Certified projects

EDGE certification is our primary offering at Sintali. EDGE (“Excellence in Design for Greater Efficiencies”), an innovation of IFC, is a cloud-based platform that makes it easy to design and certify resource-efficient and zero carbon buildings around the world. To qualify for certification, a building must achieve at least a 20 percent reduction in energy, water, and embodied energy in materials compared to a conventional building.

Total savings from projects certified in financial year 2022 – 2023:

Energy Savings



323,513.1
MWH/Year

Water Savings



12,039,235.8
m³/Year

Carbon Savings



104,445.4
tCO₂/Year

Embodied Energy Savings



18,091,269.4
GJ

4,134,728 sqm

Preliminary certified floorspace (FY22-23)

5,037,595 sqm

Final certified floorspace (FY22-23)

Carbon impact by country

Sintali works globally and the impact of our certified projects can be seen from across the globe. This financial year we certified 965 buildings in over 37 different countries.

List of Countries with projects certified FY22–23

- Brazil
- Burkina Faso
- China
- Colombia
- Cote d'Ivoire
- Cyprus
- Czech Republic
- Egypt
- France
- Ghana
- Greece
- Hong Kong
- India
- Indonesia
- Ireland
- Italy
- Kenya
- Malaysia
- Maldives
- Mexico
- Netherlands
- Nigeria
- Panama
- Poland
- Portugal
- Romania
- Senegal
- South Africa
- Spain
- Sweden
- Switzerland
- Thailand
- Uganda
- Ukraine
- United Kingdom
- Vietnam
- Zambia

Top 10 countries by carbon impact

Country	Sum of CO ₂ Savings(tCO ₂ /Year)
Colombia	29,297.13
Mexico	9,922.84
Ireland	9,725.74
South Africa	9,092.52
Czech Republic	5,690.49
Poland	5,635.66
Spain	4,002.74
Cote d'Ivoire	3,028.76
France	1,729.34
Maldives	1,599.93

Education and training impact

Sintali hosts a range of training opportunities for different stakeholders among the green building ecosystem.

EDGE Expert Training

Sintali hosts EDGE Expert training sessions on a monthly basis. An EDGE Expert is an optional consultant that helps clients who are undergoing the EDGE certification process navigate the EDGE app.

18

EDGE Expert Training Sessions

96

Training participants

3

Training sessions hosted in 3 different languages

36

Participants from 36 countries



EDGE Auditor training

An EDGE auditor is another fundamental part of the EDGE Ecosystem. We provide regular trainings to our auditors to enable a greater EDGE expert service to clients. We conduct quarterly auditor trainings for our network of 50+ auditors.

Education and training impact

Webinars:

Webinars are an important means to communicate the value of green buildings and decarbonisation. In the past year Sintali has hosted a range of webinars targeting different areas across the globe to spread the awareness on the importance of green building.

6

We have hosted 6 webinars in the last financial year

1517

We reached 1,517 people through our webinars

114

We had participants join us from across 114 different countries





Section 3: Action

Looking ahead, we have many initiatives we will be working on in the coming financial year to keep making progress towards our values and climate commitments.

The next sections outlines our strategy to keep us aligned with our net zero goals and values.

Environmental Strategy

Focus Area	Initiative
Emissions reductions	Developing a strategy to ensure business travel is used only when absolutely necessary.
Emissions reductions	Conducting an energy awareness session within the wider team and encouraging employees to switch to a renewable tariff to reduce their emissions related to home working.
Transparency in reporting	Logging the carbon emissions related to purchased goods and encouraging greener choices through purchasing home office equipment from sustainable suppliers.
Transparency in reporting	Reporting on emissions related to travel in our in office days, to provide additional transparency and accuracy to our emissions related to commuting.

Social Strategy

Focus Area	Initiative
Employee engagement	Continuing yearly mental health workshops and training at a minimum 1 staff member as a mental health first aider.
Employee engagement	Continuing Udemy subscription for all employees to broaden their skillset.
Employee engagement	Allowing a minimum 1 yearly feedback session to enable employees to make suggestions to enhance work place environment.
Community engagement	Conducting a volunteer day for all employees to give back to local community.

Governance Strategy

Focus Area	Initiative
Policy development	Making fair purchases by not only measuring how many “green” choices we make but also including information on whether we are buying locally, from SMEs, or from BAME or female-owned businesses.
Sector engagement	Running a subsidised Women’s EDGE Expert training session for female professionals.
Policy development	Upholding our work place inclusion and harassment policy and developing a modern slavery policy.
Policy development	Ensuring we are an equally opportunities employer and reporting on diversity statistics of applications for any new posts.

Conclusion

In our first three years of operation, we are proud of where we have come. Every day our actions contribute to global decarbonisation efforts and we are proud to be a voice of truth in the built environment sector.

But our work isn't over. We have identified many opportunities to improve and as a company, we are committed to constant performance improvement. The journey has just begun.

We are excited for the year ahead and look forward to engaging with our stakeholders on future initiatives.

The Sintali team

Sintali



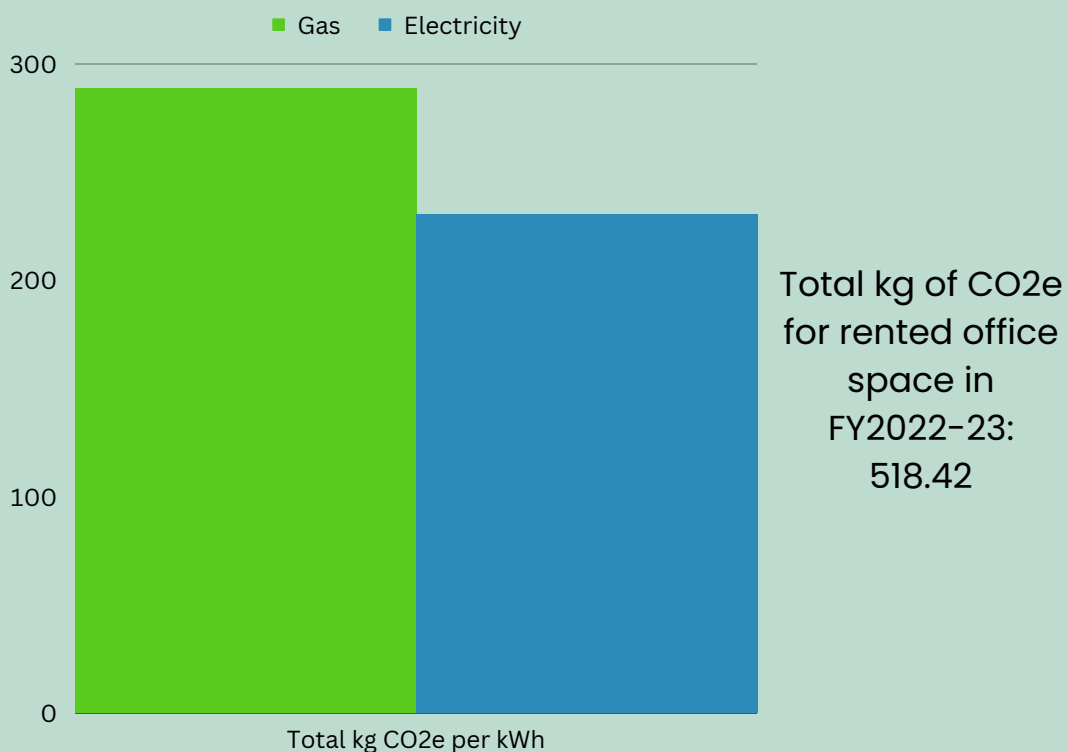
Annex 1

Scope breakdown: Rented office space (Scope 1 and 2)

Whilst Sintali's primary mode of operation is remote work, one Sintali employee rented an office space during the baseline year.

As we do not have operational control of the rented office space, it falls under scope 1 for any natural gas or fuel consumed on site, and scope 2 for electricity use.

Rented Office Space Energy Use Emissions during Sintali's Baseline Year



How we calculated it

An office was leased throughout the entire baseline financial year. Office 1 was leased from July to September of 2022, and Office 2 was leased October 2022 to June 2023. Both offices were in the same building.

We were able to obtain gas and electricity consumption data for the office building for each month of 2022, using actual data for the months July – December 2022 and using projected data for the months leased in 2023. We assumed that the energy consumption during the months January – June of 2022 were equivalent to the corresponding months of 2023.

We then used an energy consumption by area method. The spaces that Sintali rented took up 4 m² (Office 1) 9m² (Office 2) of the 2360m² building. We calculated the energy consumption for the whole building during the months leased, before estimating Sintali's energy use per square meter.

We assume that the Sintali employee uses a mixture of available facilities in the building. This method accounts for all areas of the building, including business lounges, communal kitchens and private office spaces. This method of estimation optimises accuracy since it is not possible to measure the exact energy consumption of the office space.

When choosing a conversion factor for gas fuel consumption, we were unable to identify the exact type of gas used. We have assumed that the building uses natural gas fuel (net CV), as this has the highest conversion factor, and so any inaccuracy would result in a slight overestimation of emissions.

Annex 2

Scope breakdown: Remote station energy use (Scope 3)

During our baseline year, 86% of employees worked from their homes. This helps us to reduce commuting emissions. However, this results in additional energy consumptions to consider for each remote workstation.

Total kg of CO₂e for remote workstation in FY2022-23:
4430.89



How we calculated it

We do not currently have actual individual energy consumption data for remote working stations. This is difficult to obtain as employee homes are also likely consuming energy for non-work-related activities.

The homeworking conversion factors we have used are based on average UK values for energy consumption per FTE working hour.

We calculated the number of FTE employees during the baseline year. This number is not an integer as some employees were only employed for a proportion of the year. Each FTE employee works 1880 hours per year. We used these values along with the conversion factor to estimate the total kg CO₂e emitted from remote workstation energy use.

Annex 3

Scope Breakdown: Business travel (Scope 3)

We recognise that air travel has a substantial climate impact- both directly and indirectly. The chart below indicates that business travel (all air) formed the majority of company emissions during the baseline year. As such, we felt it necessary to include within our report.

Total kg of CO₂e for business travel in FY2022-23:
19,890.74

How we calculated it

We have chosen to use the conversion factor which includes radiative forcing (RF). This means that our estimation accounts for both the direct and indirect climatic effects.

We collected data for all flights during the baseline year, including class (economy, premium economy, business etc) and haul (international, long-haul, short-haul etc) as these affect the conversion factor used.

We used an online distance calculator to estimate the km travelled per flight. The GHG conversion factor used also includes a distance uplift of 8% to compensate for planes not flying using the most direct route. Based on these data points, we have estimated business travel emissions in kg of CO₂e.



CO₂e Emissions for FY22-23 (kg CO₂e)

