



PUBLIC DISCLOSURE STATEMENT

PEOPLE FIRST BANK

ORGANISATION CERTIFICATION


FY2023–24

Australian Government
**Climate Active
Public Disclosure Statement**



An Australian Government Initiative



NAME OF CERTIFIED ENTITY	People First Bank
REPORTING PERIOD	Financial year 1 July 2023 – 30 June 2024 Arrears report
DECLARATION	<p><i>To the best of my knowledge, the information provided in this public disclosure statement is true and correct and meets the requirements of the Climate Active Carbon Neutral Standard.</i></p>  <p>Name of signatory – Andrew Masci Position of signatory – Senior Lead – Sustainability and Climate Strategy Date: 7 January 2025</p>



Australian Government
**Department of Climate Change, Energy,
the Environment and Water**

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Version 9.

1. CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	9,952 tCO ₂ -e
CARBON OFFSETS USED	100% ACCUs
RENEWABLE ELECTRICITY	Total renewables 57.33% (market-based method)
CARBON ACCOUNT	Prepared by: Organisation
TECHNICAL ASSESSMENT	Date: 31 October 2023 Organisation Next technical assessment due: FY 2027 report

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2. CERTIFICATION INFORMATION

Description of organisation certification

This organisation certification is for the business operations of People First Bank, ABN 11 087 651 125, (formerly Heritage and People's Choice) including the head office in Adelaide and Toowoomba and branch operations across Australia.

The scope of this certification includes activities that are associated with the former brands in addition to those classified under People First Bank combined operations (following the merger in March 2023). As outlined in the next section, working from home has been excluded from the emissions boundary. It is also noted that financial products and services provided by People First Bank are not covered by this certification.

This Public Disclosure Statement includes information for FY2023-24 reporting period.

Organisation description

In March 2024, Heritage and People's Choice Limited introduced the new brand, People First Bank, to the market (ABN 11 087 651 125). This follows the merger of Australian Central Credit Union Ltd (trading as People's Choice Credit Union; ABN 11 087 651 125 and Heritage Bank (ABN 32 087 652 024) in March 2023. This single new brand, which is still in the process of a phased roll out across branches, products and digital channels, is one that reflects our new aspirations, as well as the legacies of both Heritage and People's Choice.

People First Bank is Australia's leading customer-owned bank, helping our more than 750,000 (as at June 2024) members across the country to save, borrow and protect their future. Our origins date back to 1875, making us one of Australia's longest-running financial institutions. Today, we remain proudly member-owned and member-focused, with \$24.5 billion in total consolidated assets (member assets including deposits, personal and residential loans), over 2,100 employees, and branches across South Australia, Victoria, New South Wales, Queensland and the Northern Territory (as at 30 June 2024).

An operational control approach has been taken for the boundary approach.

3.EMISSIONS BOUNDARY

Inside the emissions boundary

All emission sources listed in the emissions boundary are part of the carbon neutral claim.

Quantified emissions have been assessed as relevant and are quantified in the carbon inventory. This may include emissions that are not identified as arising due to the operations of the certified entity, however are **optionally included**.

Non-quantified emissions have been assessed as relevant and are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. All material emissions are accounted for through an uplift factor. Further detail is available at Appendix C.

Outside the emissions boundary

Excluded emissions are those that have been assessed as not relevant to an organisation's operations and are outside of its emissions boundary or are outside of the scope of the certification. These emissions are not part of the carbon neutral claim. Further detail is available at Appendix D.

Inside emissions boundary

Quantified

- Accommodation
- Cleaning and chemicals
- Construction materials and services
- Electricity
- Food
- ICT services and equipment
- Land and sea transport
- Machinery and vehicles
- Office equipment and supplies
- Postage, courier and freight
- Professional services
- Refrigerants
- Stationary energy and fuels
- Transport (air)
- Transport (land and sea)
- Waste
- Water

Non-quantified

Optionally included

Outside emission boundary

Excluded

- Working from Home

4. EMISSIONS REDUCTIONS

Emissions reduction strategy

As outlined in the FY23 Climate Active submission, with the joining of the two banks a revised decarbonisation plan has been developed. This follows the new baseline carbon inventory determined as part of last year's submission (FY23 Climate Active submission).

People First Bank has continued the former People's Choice Credit Union commitment to reduce its carbon emissions across its value chain (scopes 1, 2 and 3) by 30% from base year FY2023 to FY2030 (which is estimated to be between 4-5% per year).

The Emissions Reduction Strategy establishes People First Bank's pathway to reducing carbon emissions and focuses on three key themes:

- Reducing operational emissions: Focus on reducing operational impacts including the transition to renewable energy (Scope 1 and 2 emissions).
- Smarter climate choices for its people: Supporting leaders and employees to make better choices; and
- Supplier engagement and responsible procurement: Embedding climate considerations into procurement and collaborating with suppliers.

As part of the merger, a commitment was made to maintain carbon neutral status and to develop a pathway to net zero using the Science Based Target initiative process to validate People First Bank's short- and medium-term emissions target. The target is in its final stage of development at the time of submission.

Following the replacement of People First Bank's southern fleet of vehicles with energy efficient hybrid vehicles, People First Bank will continue to investigate potential for further reduction including action for its Queensland fleet.

People First Bank intends to reduce Scope 2 emissions by converting to renewable electricity and purchasing greenpower where possible by 2030. Since the merger, greenpower now counts for approximately 36% of total electricity consumption (excluding grid based renewables). By transitioning to 100% renewables, this represents a potential reduction of 12% of our current carbon footprint.

With the new combined entity, one of the largest contributors to People First Bank's carbon footprint is "Postage, couriers and freight". People First Bank will investigate sustainable alternatives for these services including encouraging members to opt in for digital statements and communication, reducing the frequency of deliveries to branches and working with carbon neutral suppliers.

Another significant contributor to the carbon footprint was Advertising. Further review and breakdown of this component will be conducted to identify areas for emission reduction including working with carbon neutral providers in this sector.

Emissions reduction actions

To date, across the new entity, People First Bank has driven emission reductions across our head offices and branch locations by:

- **Vehicle fleet transition** – People First Bank has commenced the replacement of the current motor vehicle fleet with all southern vehicles already converted. During FY24, a further 17 hybrid vehicles were added to our fleet, replacing older combustion engine vehicles. A transition to fully electric vehicles is also being investigated. A pilot program to test the feasibility of this transition is underway in both the Queensland and South Australia head offices.
- **Green power** – People First Bank have continued to convert to renewable electricity and purchasing green power where possible. This is a challenge for numerous branches which are in an embedded network. In FY24, five South Australian branches moved to 100% green power (noting this was towards the end of the financial year).
- **Waste separation** – People First Bank have also invested on-site waste separation to not only reduce waste to landfill, but also to raise money through the collection of bottles and cans which uses the containers for change scheme which all proceeds are donated to the People First Charitable Foundation.
- **Paper reduction** – To reduce paper, People First Bank reduced valet locations (paper refill service) in the Adelaide head office. Action was also taken to increase adoption of electronic methods by enabling DocuSign for home and personal loans.
- **Data tracking** – To assist People First Bank in the management and tracking of emission reduction targets, People First Bank has subscribed to Workiva Carbon (formerly Sustain.life), a cloud-based carbon management software-as-a-services. Services provided by this tool include, data management, Science Based target Development, policy and procedure development and Supplier Assessment. People First Bank has increased its use of this tool to improve carbon data quality management and reporting of emissions as well as assess suppliers for Scope 3 emissions. People First Bank continues to work on improving its data governance across the business, particularly as systems are streamlined from the merger.

5. EMISSIONS SUMMARY

Emissions over time

Emissions since base year			
	Total tCO ₂ -e (without uplift)	Total tCO ₂ -e (with uplift)	
2020-21	9656.63	N/A	
2021-22	7228.28	N/A	
New base year/Year 1	2022-23	12,882.59	N/A
Year 2:	2023-24	9,952	N/A

Significant changes in emissions

Significant changes in emissions			
Emission source	Previous year emissions (t CO ₂ -e)	Current year emissions (t CO ₂ -e)	Reason for change
Petrol: Small Car	1,328.27	1,115.53	Decrease due to improved data accuracy with an updated commuting survey showing a decrease in average days commuting to office and decrease in proportion of staff using a car to commute to work in some cities/regions (namely Adelaide and Brisbane which has highest concentration of staff).

Use of Climate Active carbon neutral products, services, buildings or precincts

N/A

Emissions summary

The electricity summary is available in Appendix B. Electricity emissions were calculated using a market-based approach.

Emission category	Sum of Scope 1 emissions (tCO2-e)	Sum of Scope 2 emissions (tCO2-e)	Sum of Scope 3 emissions (tCO2-e)	Sum of Total emissions (t CO2-e)
Accommodation and facilities	0.00	0.00	159.71	159.71
Cleaning and chemicals	0.00	0.00	98.95	98.95
Construction materials and services	0.00	0.00	0.00	0.00
Electricity	0.00	1349.99	166.67	1516.66
Food	0.00	0.00	145.13	145.13
ICT services and equipment	0.00	0.00	783.18	783.18
Machinery and vehicles	0.00	0.00	135.33	135.33
Office equipment and supplies	0.00	0.00	981.37	981.37
Postage, courier and freight	0.00	0.00	1008.25	1008.25
Products	0.00	0.00	0.00	0.00
Professional services	0.00	0.00	1827.04	1827.04
Refrigerants	19.19	0.00	0.00	19.19
Stationary energy (gaseous fuels)	31.25	0.00	6.49	37.74
Stationary energy (liquid fuels)	0.00	0.00	0.00	0.00
Stationary energy (solid fuels)	0.00	0.00	0.00	0.00
Transport (air)	0.00	0.00	1281.39	1281.39
Transport (land and sea)	364.98	0.00	1399.29	1764.27
Waste	0.00	0.00	190.47	190.47
Water	0.00	0.00	2.70	2.70
Grand Total	415.43	1349.99	8185.97	9951.39

Uplift factors

N/A

An uplift factor is an upwards adjustment to the total carbon inventory to account for relevant emissions that cannot be reasonably quantified or estimated. This conservative accounting approach helps ensure the integrity of the carbon neutral claim.

6. CARBON OFFSETS

Eligible offsets retirement summary

Offsets retired for Climate Active certification

Type of offset unit		Quantity used for this reporting period				Percentage of total units used				
Australian Carbon Credit Units (ACCUs)		9952				100.00%				

Project name	Type of offset unit	Registry	Date retired	Serial number	Vintage	Total quantity retired	Quantity used in previous reporting periods	Quantity banked for future reporting periods	Quantity used for this reporting period	Percentage of total used this reporting period
Clovelly Regeneration Project	ACCU	ANREU	15/12/2023	8,998,239,821 - 8998,247,520	2023-24	7700	6875	0	825	8.29%
Mount Alfred Regeneration Project	ACCU	ANREU	24/09/2024	8328819391 - 8328822052	2020-21	2662	0	873	1789	17.98%
Mount Alfred Regeneration Project	ACCU	ANREU	24/09/2024	8327192640 - 8327194657	2020-21	2018	0	0	2018	20.28%
Mount Alfred Regeneration Project	ACCU	ANREU	24/09/2024	3801848489 - 3801850292	2020-21	1804	0	0	1804	18.13%
Mount Alfred Regeneration Project	ACCU	ANREU	24/09/2024	3801847973 - 3801848208	2020-21	236	0	0	236	2.37%
Mount Alfred Regeneration Project	ACCU	ANREU	24/09/2024	3801848209 - 3801848375	2020-21	167	0	0	167	1.68%
Mount Alfred Regeneration Project	ACCU	ANREU	24/09/2024	3801848376 - 3801848457	2020-21	82	0	0	82	0.82%
Mount Alfred Regeneration Project	ACCU	ANREU	24/09/2024	3801848458 - 3801848488	2020-21	31	0	0	31	0.31%
Northwest Arnhem Land Fire Abatement	ACCU	ANREU	24/09/2024	9005894589 - 9005897588	2023-24	3000	0	0	3000	30.14%
						17700	6875	873	9952	100%

Co-benefits

Mount Alfred Regeneration Project

The Mount Alfred Regeneration Project was registered in August 2015. Located in New South Wales and Queensland, these carbon farming projects work with landholders to regenerate and protect native vegetation. The projects help improve marginal land, reduce salinity and erosion and provide income to farmers. Widespread land clearing has significantly impacted local ecosystems. This degradation and loss of plant species threatens the food and habitat on which other native species rely. Clearing allows weeds and invasive animals to spread and affects greenhouse gas emissions. The project areas can harbour a number of indigenous plant species which provide important habitat and nutrients for native wildlife. By erecting fencing and actively managing invasive species, these projects avoid emissions caused by clearing and achieve key environmental and biodiversity benefits.

Arnhem Land Fire Abatement (ALFA) Project

Arnhem Land Fire Abatement — ALFA (NT) Limited — is an entirely Aboriginal-owned, not-for-profit carbon farming business. Established in 2015 by Aboriginal Traditional Owners from Arnhem Land to support their engagement with the carbon industry, ALFA currently supports Traditional Owners and their affiliate ranger programs to deliver six registered fire projects across an area of over 86,000 km².

Arnhem Land in the Northern Territory is prone to extreme, devastating wildfires that affect the landscape, people, plants and animals. These projects are owned exclusively by Aboriginal people with custodial responsibility for those parts of Arnhem Land under active bushfire management. Local rangers conduct controlled burns early in the dry season to reduce fuel on the ground and establish a mosaic of natural firebreaks, preventing bigger, hotter and uncontrolled wildfires later in the season. The projects provide employment and training opportunities for local rangers while supporting Aboriginal people in returning to, remaining on and managing their country. Communities are supported in the preservation and transfer of knowledge, the maintenance of Aboriginal languages and the wellbeing of traditional custodians.

In a landscape defined by this deliberate and nuanced burning, the work performed by ALFA's partners is vital to the continued ecological and cultural health of Country. By combining ancient knowledge with modern technology, their fire management programs address critical environmental solutions at the local, national and global scale. To fund this resource-intensive work, ALFA facilitates engagement with the carbon industry on behalf of its partners, supporting Traditional Owners and rangers from across Arnhem Land to access the funding required to continue delivering global best-practice fire management projects.

7. RENEWABLE ENERGY CERTIFICATE (REC) SUMMARY

Renewable Energy Certificate (REC) summary

N/A

APPENDIX A: ADDITIONAL INFORMATION

EVIDENCE RETIREMENT CONFIRMATION

OFFSET REF 1-B:
LINKED PROJECTS:
 SN832819391 - 8328822052
 SN8327192640 - 8327194657
 SN3801848489 - 3801850292
 SN3801847973 - 3801848208
 SN3801848209 - 3801848375
 SN3801848376 - 3801848457
 SN3801848458 - 3801848488
 SN9005894589 - 9005897588

The screenshot displays the Australian National Registry of Emissions Units interface. It shows transaction details for account AUJ-028, including the transaction ID (AUJ028), current status (Completed), and various dates. It also lists the transferring and accepting accounts, and a table of transaction blocks with columns for Date, State, Transaction Type, Original CP, Current CP, ERF Project ID, NER Facility ID, NER Facility Name, Subplant, Kyoto Project #, Offset, Serial Date, and Quantity.



CERTIFICATE NO. **HTGBNK-0824**
 HERITAGE BANK LIMITED

TEM RETIREMENT REPORT

Retired on behalf of People First Bank (Heritage and People's Choice Limited) to support its FY24 claim against the Climate Active Carbon Neutral Standard.



REF NO.	PROJECT NAME	SERIAL NO.	COUNTRY	PROJECT ID	TYPE	VINTAGE	DATE	UNITS
1	Mount Alfred Regen	SN 8328819391 8328822052	Australia	ERF101304	Regen	2021	24/09/2024	2,662
2	Mount Alfred Regen	SN 8327192640 8327194657	Australia	ERF101304	Regen	2021	24/09/2024	2,018
3	Mount Alfred Regen	SN 3801848489 3801850292	Australia	ERF101304	Regen	2021	24/09/2024	1,804
4	Mount Alfred Regen	SN 3801847973 3801848208	Australia	ERF101304	Regen	2021	24/09/2024	236
5	Mount Alfred Regen	SN 3801848209 3801848375	Australia	ERF101304	Regen	2021	24/09/2024	167
6	Mount Alfred Regen	SN 3801848376 3801848457	Australia	ERF101304	Regen	2021	24/09/2024	82
7	Mount Alfred Regen	SN 3801848458 3801848488	Australia	ERF101304	Regen	2021	24/09/2024	31
8	NWALFA	SN 9005894589 9005897588	Australia	ERF179381	Fire	2024	24/09/2024	3,000
TOTAL								10,000



APPENDIX B: ELECTRICITY SUMMARY

There are two international best-practice methods for calculating electricity emissions – the location-based method and the market-based method. Reporting electricity emissions under both methods is called dual reporting.

Dual reporting of electricity emissions is useful, as it provides different perspectives of the emissions associated with a business's electricity usage.

Location-based method:

The location-based method provides a picture of a business's electricity emissions in the context of its location, and the emissions intensity of the electricity grid it relies on. It reflects the average emissions intensity of the electricity grid in the location (State) in which energy consumption occurs. The location-based method does not allow for any claims of renewable electricity from grid-imported electricity usage.

Market-based method:

The market-based method provides a picture of a business's electricity emissions in the context of its renewable energy investments. It reflects the emissions intensity of different electricity products, markets and investments. It uses a residual mix factor (RMF) to allow for unique claims on the zero emissions attribute of renewables without double-counting.

For this certification, electricity emissions have been set by using the **market-based approach**.

Market-based approach summary			
Market-based approach	Activity Data (kWh)	Emissions (kg CO ₂ -e)	Renewable percentage of total
Behind the meter consumption of electricity generated	0	0	0%
Total non-grid electricity	0	0	0%
LGC Purchased and retired (kWh) (including PPAs)	0	0	0%
GreenPower	1,508,144	0	39%
Climate Active precinct/building (voluntary renewables)	0	0	0%
Precinct/Building (LRET)	0	0	0%
Precinct/Building jurisdictional renewables (LGCS surrendered)	0	0	0%
Electricity products (voluntary renewables)	0	0	0%
Electricity products (LRET)	0	0	0%
Electricity products jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LRET) (applied to ACT grid electricity)	0	0	0%
Large Scale Renewable Energy Target (applied to grid electricity only)	731,205	0	19%
Residual Electricity	1,666,658	1,516,659	0%
Total renewable electricity (grid + non grid)	2,239,349	0	57%
Total grid electricity	3,906,007	1,516,659	57%
Total electricity (grid + non grid)	3,906,007	1,516,659	57%
Percentage of residual electricity consumption under operational control	100%		
Residual electricity consumption under operational control	1,666,658	1,516,659	
Scope 2	1,483,509	1,349,993	
Scope 3 (includes T&D emissions from consumption under operational control)	183,149	166,666	
Residual electricity consumption not under operational control	0	0	
Scope 3	0	0	

Total renewables (grid and non-grid)	57.33%
Mandatory	18.72%
Voluntary	38.61%
Behind the meter	0.00%
Residual scope 2 emissions (t CO₂-e)	1,349.99
Residual scope 3 emissions (t CO₂-e)	166.67
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	1,349.99
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	166.67
Total emissions liability (t CO₂-e)	1,516.66

Figures may not sum due to rounding. Renewable percentage can be above 100%

Location-based approach summary						
Location-based approach	Activity Data (kWh) total	Under operational control			Not under operational control	
Percentage of grid electricity consumption under operational control	100%	(kWh)	Scope 2 Emissions (kgCO ₂ -e)	Scope 3 Emissions (kgCO ₂ -e)	(kWh)	Scope 3 Emissions (kgCO ₂ -e)
ACT	0	0	0	0	0	0
NSW	79,859	79,859	54,304	3,993	0	0
SA	1,249,522	1,249,522	312,380	99,962	0	0
VIC	97,055	97,055	76,673	6,794	0	0
QLD	2,332,362	2,332,362	1,702,624	349,854	0	0
NT	147,210	147,210	79,493	10,305	0	0
WA	0	0	0	0	0	0
TAS	0	0	0	0	0	0
Grid electricity (scope 2 and 3)	3,906,007	3,906,007	2,225,475	470,907	0	0
ACT	0	0	0	0		
NSW	0	0	0	0		
SA	0	0	0	0		
VIC	0	0	0	0		
QLD	0	0	0	0		
NT	0	0	0	0		
WA	0	0	0	0		
TAS	0	0	0	0		
Non-grid electricity (behind the meter)	0	0	0	0		
Total electricity (grid + non grid)	3,906,007					

Residual scope 2 emissions (t CO₂-e)	2,225.48
Residual scope 3 emissions (t CO₂-e)	470.91
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	2,225.48
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	470.91
Total emissions liability	2,696.38

Operations in Climate Active buildings and precincts

Operations in Climate Active buildings and precincts	Electricity consumed in Climate Active certified building/precinct (kWh)	Emissions (kg CO ₂ -e)
N/A	0	0
<p><i>Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their building or precinct certification. This electricity consumption is also included in the market based and location-based summary tables. Any electricity that has been sourced as renewable electricity by the building/precinct under the market-based method is outlined as such in the market-based summary table.</i></p>		

Climate Active carbon neutral electricity products

Climate Active carbon neutral electricity product used	Electricity claimed from Climate Active electricity products (kWh)	Emissions (kg CO ₂ -e)
N/A	0	0
<p><i>Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their electricity product certification. This electricity consumption is also included in the market based and location-based summary tables. Any electricity that has been sourced as renewable electricity by the electricity product under the market-based method is outlined as such in the market-based summary table.</i></p>		

APPENDIX C: INSIDE EMISSIONS BOUNDARY

Non-quantified emission sources

The following emissions sources have been assessed as relevant, are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. They have been non-quantified due to one of the following reasons:

1. **Immaterial** <1% for individual items and no more than 5% collectively
2. **Cost effective** Quantification is not cost effective relative to the size of the emission but uplift applied.
3. **Data unavailable** Data is unavailable but uplift applied. A data management plan must be put in place to provide data within 5 years.
4. **Maintenance** Initial emissions non-quantified but repairs and replacements quantified.

Relevant non-quantified emission sources	Justification reason
N/A	

Data management plan for non-quantified sources

There are no non-quantified sources in the emission boundary that require a data management plan.

APPENDIX D: OUTSIDE EMISSIONS BOUNDARY

Excluded emission sources

The below emission sources have been assessed as not relevant to this organisation's operations and are outside of its emissions boundary. These emissions are not part of the carbon neutral claim. Emission sources considered for relevance must be included within the certification boundary if they meet two of the five relevance criteria. Those which only meet one condition of the relevance test can be excluded from the certification boundary.

Emissions tested for relevance are detailed below against each of the following criteria:

1. **Size** The emissions from a particular source are likely to be large relative to the organisation's electricity, stationary energy and fuel emissions.
2. **Influence** The responsible entity has the potential to influence the reduction of emissions from a particular source.
3. **Risk** The emissions from a particular source contribute to the organisation's greenhouse gas risk exposure.
4. **Stakeholders** Key stakeholders deem the emissions from a particular source are relevant.
5. **Outsourcing** The emissions are from outsourced activities previously undertaken within the organisation's boundary, or from outsourced activities typically undertaken within the boundary for comparable organisations.

Excluded emissions sources summary

Emission sources tested for relevance	Size	Influence	Risk	Stakeholders	Outsourcing	Justification
Working From Home	N	N	N	Y	N	<p>Size: This scope 3 emissions source is likely to be between 100-250 tCO₂-e, which is not large compared to the total emissions from electricity, stationary energy and fuel emissions (2,100 tCO₂-e) or emissions from scope 3 sources (>10,000 tCO₂-e). Working from home rates are not as high in banking as in other sectors owing to the proportion of staff in customer facing roles.</p> <p>Influence: We do not have the potential to influence the emissions from this source as they relate to employee housing.</p> <p>Risk: There are no relevant laws or regulations that apply to limit emissions specifically from this source, the source does not create supply chain risks and is not of significant public interest.</p> <p>Stakeholders: Key stakeholders are unlikely to consider this a relevant source of emissions for our business, however, it is included as a scope 3 emissions source amongst a cohort of Climate Active participants.</p> <p>Outsourcing: People First Bank did not previously include Working from Home within our emissions boundary and comparable organisations do not typically undertake this activity within their boundary.</p>



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