



PUBLIC DISCLOSURE STATEMENT

GRIDWARE CYBERSECURITY


ORGANISATION CERTIFICATION
FY2022–23

Australian Government
Climate Active
Public Disclosure Statement



An Australian Government Initiative



NAME OF CERTIFIED ENTITY	Gridware Cybersecurity Pty Ltd
REPORTING PERIOD	1 July 2022 – 30 June 2023 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: Ahmed Khanji Position of signatory: Chief Executive Officer Date: 16 November 2023</p>



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

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Version August 2023.



1.CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	103tCO ₂ -e
OFFSETS USED	100% ACCUs
RENEWABLE ELECTRICITY	N/A
CARBON ACCOUNT	Prepared by: Low Carbon Consulting
TECHNICAL ASSESSMENT	Not required

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2. CARBON NEUTRAL INFORMATION

Description of certification

This carbon neutral certification is for the business operations of Gridware Cybersecurity Pty Ltd, ABN 19617435711.

Organisation description

Gridware was established to help companies beat hackers with preventative strategies and superior security talent that is not available to other vendors on the market. We are a specialised cybersecurity consultancy firm and an emerging global player in the cybersecurity intelligence and advisory field. The company was founded in 2017 and has headquarters in Sydney, Australia. Very quickly Gridware has become a recommended security partner of choice by leading ASX100 companies.

As the threat landscape continues to expand, more doors open for threat actors to explore and attack, putting organisations at immense risk of unauthorised access and loss of data. Gridware is at the forefront of understanding what your organisation needs to do to prevent a cyber security breach, which means you'll have the most talented team available on your cyber security journey. Gridware offer proactive services in cybersecurity including Governance, Risk and Compliance advisory, technical penetration testing, and more reactive services including Digital Forensics and Incident Response (DFIR) services.

Our staff work both from the office and from home, with staff currently located in Sydney, Melbourne and Perth. Gridware promotes a flexible working policy, allowing staff to work remotely as often or as little as they would like - staff can work wherever is convenient.

The operational boundary of our carbon inventory includes Scope 1, 2 and 3 emissions as per the small organisational boundary. Our emissions inventory includes energy use from our Sydney city office, home offices and off-site servers, computer/hardware purchases and business travel.

Gridware is a proud signatory to Pledge 1%, an innovative and ground-breaking new approach to corporate philanthropy. We are proud to commit 2.5% of profits to support Australian charities registered with Australian Charities and Not-for-profits Commission (ACNC) to support organisations making a difference in our community.

3.EMISSIONS BOUNDARY

This is a small organisation certification, which uses the standard Climate Active small organisation 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
- Electricity
- Food
- ICT services and equipment
- Postage, courier and freight
- Professional services
- Refrigerants
- Stationary energy (gaseous fuels)
- Transport (air)
- Transport (land and sea)
- Waste
- Water
- Working from home
- Office equipment and supplies

Non-quantified

None

Outside emission boundary

Excluded

None

4. EMISSIONS REDUCTIONS

Gridware Emissions Reduction Strategy

AIM

The aim of our emissions reduction strategy is to continue to reduce our carbon emissions as much as we can, and hence reduce the number of carbon offsets that we are required to purchase.

TARGET

50% reduction in our emissions by 2030 across all scopes based on our baseline year of FY2021/22.

Measures taken to date

- We encourage staff to use digital forms of documents, to reduce our use of paper and printing. Again this year we used less than one ream of paper!
- We use public transport, cycle or walk to work wherever possible. Staff are encouraged to work remotely to save time on commuting and remove the footprint produced by commuting.
- As a result of our remote working, Gridware generates very small quantities of waste. All paper and cardboard is recycled by building management.
- Bring business services in-house to reduce Professional Services impact. Including but not limited to:
 - Accounting
 - Marketing
 - Sales

STRATEGY

Category	Strategy	Timing	Progress
Electricity	<ol style="list-style-type: none"> 1. Purchase 100% certified Greenpower for office. 2. Charge Tesla with solar energy and/or purchase 100% Green Power. 3. Encourage staff that work from home (WFH) to install solar panels to facilitate power generation whilst working. 4. Investigate moving to a NABERS rated office/more energy efficient office space. 	Next 12 Months	<p>We are in the final process of selecting a new office space with better energy rating.</p> <p>Staff WFH rates have increased, due to increased workforce and more choosing to WFH more frequently.</p>
ICT services and equipment	<ol style="list-style-type: none"> 1. When outsourcing of ICT services and equipment. Opting for providers that are Climate Active certified, or those that offset electricity usage with certified Green Power. Opting for Cloud solutions can allow Gridware to reduce our carbon footprint by using economies of scale. 	Next 24 Months	We are in the process of making changes to our vendor assessment process, to include green assessments as part of the selection process.
Waste and Electronic-Waste (E-Waste)	<ol style="list-style-type: none"> 1. For Electronic Waste (E-Waste) incurred from operations; explore feasibility of donating assets (if still functional) to any one of the following programs: <ol style="list-style-type: none"> a. Asylum Seekers Centre – Donate a device https://asylumseekerscentre.org.au/how-you-can-help/donate-a-device/ b. WorkVentures https://workventures.com.au/donate-technology/ c. Computers4Charity https://www.computers4charity.org/ 	Ongoing	Vendors listed are being used for devices deemed relevant for recycling or need to be disposed of safely.

	<p>2. For E-Waste that cannot be used for groups, charities or disadvantaged communities that would benefit (for reasons including lack of functionality, unsafe, etc.), dispose of waste using one of the following programs:</p> <ul style="list-style-type: none"> a. TechCollect E-Waste: https://techcollect.com.au/about/ b. 1800 EWaste https://www.ewaste.com.au/ c. Ridly https://www.ridly.com.au/services/electronic-waste-disposal-sydney 		
Transport (air)	<p>Where possible, minimise transport. If works can be completed remotely using technology, opt for this over transport if feasible and minimal impact to QoS, relationship with client or other factors.</p> <p>If travel required, offset all flights with airline (direct offset)</p>	Ongoing	Increase in WFH rates have reflected this. Unfortunately for our climate impact, business travel has increased due to business growth and business development activities interstate and abroad.
General	Purchase certified carbon neutral products and services where possible	Ongoing	We are in the process of making changes to our vendor assessment process, to include green assessments as part of the selection process.
Other	<p>Bring business services in-house to reduce Professional Services impact. Including but not limited to:</p> <ul style="list-style-type: none"> • Accounting • Marketing • Sales 	In progress	In the process still of bringing these service lines in-house. This will be completed and is our objective, as the business continues to grow.
Commuting	Continue to encourage staff to use public transport when commuting to work.	Ongoing.	Increased WFH rates.

Emissions reduction actions

At Gridware, we are committed to addressing the urgent challenge of climate change by reducing our greenhouse gas emissions. We recognize the importance of taking immediate and meaningful action to mitigate the impacts of global warming and to create a sustainable future for all.

After our initial submission was made in May 2023, the organisation is taking steps to further reduce our emissions, despite undergoing a period of rapid growth for the organisation. Actions taken so far, and actively in progress include:

1. Greener and more energy efficient

We are exploring greener energy options, in the form of renewable energy sources. As our organisation continues to grow, so will our carbon output. With this in mind, we are looking to greener energy sources. Our current physical working space in Sydney does not support this, so we are exploring modern office space that will support this green initiative, as well as our growing workforce. In addition to this, a new office space will provide the hardware to implement energy-saving measures and adopt eco-friendly

practices throughout our physical working space.

2. Sustainable Transportation

We promote sustainable transportation options for our team. This includes encouraging the use of public transportation, cycling, and walking. If driving is required, carpooling is strongly encouraged. Additionally, employees are highly encouraged to work remotely, which has seen an increase since our last reporting period.

3. Waste Reduction and Recycling

Gridware works to minimise our waste generation by implementing reduce, reuse, and recycle programs across our facilities. For example, all company deliverables are provided digitally, with new internal policies promoted to rule out the use of paper where possible.

4. Employee engagement and education

Gridware is currently engaging our employees in our emissions reduction efforts. Gridware's "Project Green" has been established as an internal working committee to promote awareness campaigns, training programs, and incentives to encourage eco-friendly behaviours for our staff both at work and in their personal lives. This project is the cornerstone of our internal strategy, empowering our team members to actively participate in our mission to reduce emissions.

By taking these decisive actions, we are not only fulfilling our environmental responsibilities but also contributing to a healthier planet for current and future generations.

5.EMISSIONS SUMMARY

Emissions over time

		Emissions since base year	
		Total tCO ₂ -e (without uplift)	Total tCO ₂ -e (with uplift)
Base year/Year 1:	2021–22	71.527	75.104
Year 2:	2022–23	98.04	102.94

Significant changes in emissions

Our overall emissions have increased this year by approximately 27%. This is due to significant business growth as the market increasingly needs our cybersecurity services. Business growth has included employing additional staff and purchasing the associated equipment for their employment.

International and domestic travel also increased, the former was investigating business opportunities overseas and the latter mainly due to induction travel for new employees. We aim to de-couple our growth from increased carbon emissions by implementing more rigorous emission reduction strategies over the coming years.

Commented [LD1]: Nicholas, please review and change/add

Commented [NPD2R1]: Modified accordingly.

Emission source	Previous year emissions (t CO ₂ -e)	Current year emissions (t CO ₂ -e)	Reason for change
Electricity (location-based method, scope 3)	1.892	12.236	Changes in Climate Active allocation of scopes. Electricity overall (Scopes 2 & 3) has increased by 4%
Computer and electrical components, hardware and accessories	9.002	11.114	New staff requiring equipment due to business growth
Advertising services	10.561	12.214	Increased advertising to meet increasing demand for cybersecurity services
Long business class flights (>3,700km)	5.988	11.091	Exploring business opportunities in overseas markets
Short economy class flights (>400km, ≤3,700km)	2.892	10.045	Increasing growth of business and new staff in-person start-up meetings

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

N/A

Emissions summary

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

Emission category	Sum of Scope 1 (t CO2-e)	Sum of Scope 2 (t CO2-e)	Sum of Scope 3 (t CO2-e)	Sum of Total Emissions (t CO2-e)
Accommodation and facilities	0.00	0.00	4.53	4.53
Cleaning and chemicals	0.00	0.00	0.54	0.54
Electricity	0.00	9.75	12.24	21.99
Food	0.00	0.00	1.49	1.49
ICT services and equipment	0.00	0.00	13.00	13.00
Postage, courier and freight	0.00	0.00	0.43	0.43
Professional services	0.00	0.00	17.19	17.19
Refrigerants	0.14	0.00	0.00	0.14
Stationary energy (gaseous fuels)	0.39	0.00	0.10	0.49
Transport (air)	0.00	0.00	28.91	28.91
Transport (land and sea)	0.00	0.00	1.65	1.65
Waste	0.00	0.00	0.83	0.83
Water	0.00	0.00	0.10	0.10
Working from home	0.00	0.00	6.66	6.66
Office equipment and supplies	0.00	0.00	0.09	0.09
Total	0.53	9.75	87.76	98.04

Uplift factors

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.

Reason for uplift factor	tCO ₂ -e
Mandatory 5% uplift for small organisations	4.90
Total of all uplift factors	4.90
Total emissions footprint to offset (total emissions from summary table + total of all uplift factors)	102.94

6. CARBON OFFSETS

Offsets retirement approach

This certification has taken an in-arrears offsetting approach. The total emission to offset is 102.94 t CO₂-e. The total number of eligible offsets used in this report is 103. Of the total eligible offsets used, zero were previously banked and 103 were newly purchased and retired. None have been banked for future use.

Eligible offsets retirement summary

Offsets retired for Climate Active carbon neutral certification											
Project description	Type of offset units	Registry	Date retired	Serial number (and hyperlink to registry transaction record)	Vintage	Stapled quantity	Eligible quantity retired (tCO ₂ -e)	Eligible quantity used for previous reporting periods	Eligible quantity banked for future reporting periods	Eligible quantity used for this reporting period	Percentage of total (%)
Moombidary Forest Regeneration Project - ERF101548	ACCU	ANREU	14 November 2023	8,343,059,708 - 8,343,059,810	2021-22		103	0	0	103	100%
Total eligible offsets retired and used for this report										103	
Total eligible offsets retired this report and banked for use in future reports									0		
Type of offset units		Eligible quantity (used for this reporting period)					Percentage of total				
Australian Carbon Credit Units (ACCUs)		103					100%				

7. RENEWABLE ENERGY CERTIFICATE (REC) SUMMARY

Renewable Energy Certificate (REC) summary

N/A

APPENDIX A: ADDITIONAL INFORMATION

N/A

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 **location-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	0	0	0%
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)	5,233	0	19%
Residual Electricity	22,601	21,584	0%
Total renewable electricity (grid + non grid)	5,233	0	19%
Total grid electricity	27,834	21,584	19%
Total electricity (grid + non grid)	27,834	21,584	19%
Percentage of residual electricity consumption under operational control	48%		
Residual electricity consumption under operational control	10,849	10,360	
Scope 2	9,581	9,149	
Scope 3 (includes T&D emissions from consumption under operational control)	1,268	1,211	
Residual electricity consumption not under operational control	11,753	11,224	
Scope 3	11,753	11,224	

Total renewables (grid and non-grid)	18.80%
Mandatory	18.80%
Voluntary	0.00%
Behind the meter	0.00%
Residual scope 2 emissions (t CO ₂ -e)	9.15
Residual scope 3 emissions (t CO ₂ -e)	12.43
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO ₂ -e)	9.15
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO ₂ -e)	12.43
Total emissions liability (t CO₂-e)	21.58

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	48%	(kWh)	Scope 2 Emissions (kg CO2-e)	Scope 3 Emissions (kg CO2-e)	(kWh)	Scope 3 Emissions (kg CO2-e)
ACT	0	0	0	0	0	0
NSW	27,834	13,360	9,753	802	14,474	11,434
SA	0	0	0	0	0	0
VIC	0	0	0	0	0	0
QLD	0	0	0	0	0	0
NT	0	0	0	0	0	0
WA	0	0	0	0	0	0
TAS	0	0	0	0	0	0
Grid electricity (scope 2 and 3)	27,834	13,360	9,753	802	14,474	11,434
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)	27,834					

Residual scope 2 emissions (t CO2-e)	9.75
Residual scope 3 emissions (t CO2-e)	12.24
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO2-e)	9.75
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO2-e)	12.24
Total emissions liability (t CO2-e)	21.99

APPENDIX C: INSIDE EMISSIONS BOUNDARY

Non-quantified emission sources

None

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

There are no excluded emission sources.



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