



PUBLIC DISCLOSURE STATEMENT

GRIDWARE CYBERSECURITY PTY LTD

ORGANISATION CERTIFICATION


FY2023–24

Australian Government
Climate Active
Public Disclosure Statement



An Australian Government Initiative



NAME OF CERTIFIED ENTITY	Gridware Cybersecurity Pty Ltd
REPORTING PERIOD	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><i>Signature here</i> </p> <p>Name of signatory: Ahmed Khanji Position of signatory: Chief Executive Officer Date: 24 December 2024</p>



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

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Version 9.

1.CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	63 tCO ₂ -e
CARBON OFFSETS USED	100% ACCU
RENEWABLE ELECTRICITY	N/A
CARBON ACCOUNT	Prepared by: Low Carbon Consulting
TECHNICAL ASSESSMENT	Next technical assessment due: Not required

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2. CERTIFICATION INFORMATION

Description of organisation certification

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

The calculation of our footprint is divided in to Scope 1, 2 and 3 emissions, based on an operational control boundary. We lease office space in Sydney and include tenancy electricity (Scope 2) as well as electricity from our offsite servers (Scope 3). We include work from home emissions for our staff in Victoria, NSW and Western Australia. We also include emissions from computers and hardware, office supplies, waste, refrigerants, professional services and couriers. A full list of inclusions can be found in the emissions summary section of this report.

This Public Disclosure Statement includes information for the 2023 - 2024 financial year reporting period.

Organisation description

Gridware Cybersecurity (ABN 19617435711) 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 using the operational control approach. Our emissions inventory includes energy use from our Sydney city office, home offices and off-site servers; professional services; computer/hardware purchases; waste 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
- Carbon neutral products and services
- Cleaning and chemicals
- Electricity
- Food
- ICT services and equipment
- Professional services
- Office equipment and supplies
- Postage, courier and freight
- Refrigerants
- Stationary energy and fuels
- Transport (air)
- Transport (land and sea)
- Waste
- Water
- Working from home

Non-quantified

None

Optionally included

None

Outside emission boundary

Excluded

None

4.EMISSIONS REDUCTIONS

Emissions reduction strategy

AIM

The aim of our emissions reduction strategy is to continue to reduce our carbon emissions as much as is feasible, to reduce our environmental impacts. Over time we aim to reduce the number of carbon offsets that we are required to purchase as our emissions reduce.

TARGET

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

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 24 months	<p>In the process of selecting a new office space with better energy rating. Delays means this is likely to occur late 2025/early 2026.</p> <p>Staff WFH rates have increased slightly over the past 12 months</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 12 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 	Ongoing	Vendors listed are being used for devices deemed relevant for recycling or need to be disposed of safely. In

	<p>following programs:</p> <ul 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/ <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 		2024 we donated several pieces of IT
Transport (air)	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.	Ongoing	In 2023/24 we offset many of our flights with airline carbon neutral programs. We reduced our number of long haul international flights significantly

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. This should be finalised in early 2025
Other	Bring business services in-house to reduce Professional Services impact. Including but not limited to: <ul style="list-style-type: none"> Accounting Marketing Sales 	Ongoing	Some sales and marketing is now done in house with assistance of specialist providers e.g. web development
Commuting	Continue to encourage staff to use public transport when commuting to work.	Ongoing	WFH rates remained steady. Slightly more people commuted in to the office with cars in 23/24

Emissions reduction actions

- We continue to encourage staff to use digital forms of documents, to reduce our use of paper and printing. We use very little paper, this year again using only on reem of A4 paper
- In 2023/24 we significantly reduced our number of international and domestic flights, saving over 17tonnes CO₂-e. We also offset 16,538pkm (passenger kms) of flights through airline Climate Active carbon neutral programs. This is equivalent to a further 4tCO₂-e.
- We continued to 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. In 23/24 our work from home rates remained steady
- As a result of our remote working, Gridware continues to generate very small quantities of waste. We sent several electronic items for re-use this year
- We brought some of our marketing services in-house this year

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
Year 3:	2023-24	59.46	62.43

Significant changes in emissions

There were no reportable significant changes in emissions, but we have overall reduced our emissions by 17% from our base year. Year 2 was higher due to increased business travel and a growing team. This year we significantly reduced our travel and accommodation, and we also reduced our purchase of computer hardware. We had some increases in emissions from food and catering and car use from employee commuting.

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

Certified brand name	Product/Service/Building/Precinct used
Qantas/Jetstar	Service - Fly Carbon Neutral
Virgin Australia	Service – Fly Carbon Neutral

Emissions summary

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

Emission category	Scope 1 emissions (tCO ₂ -e)	Scope 2 emissions (tCO ₂ -e)	Scope 3 emissions (tCO ₂ -e)	Total emissions (t CO ₂ -e)
Accommodation and facilities	0.00	0.00	1.21	1.21
Cleaning and chemicals	0.00	0.00	0.21	0.21
Climate Active carbon neutral products and services	0.00	0.00	0.00	0.00
Construction materials and services	0.00	0.00	0.00	0.00
Electricity	0.00	10.35	1.72	12.07
Food	0.00	0.00	3.15	3.15

Horticulture and agriculture	0.00	0.00	0.00	0.00
ICT services and equipment	0.00	0.00	2.63	2.63
Machinery and vehicles	0.00	0.00	0.00	0.00
Office equipment and supplies	0.00	0.00	0.08	0.08
Postage, courier and freight	0.00	0.00	0.78	0.78
Products	0.00	0.00	0.00	0.00
Professional services	0.00	0.00	19.15	19.15
Refrigerants	0.14	0.00	0.00	0.14
Roads and landscape	0.00	0.00	0.00	0.00
Stationary energy (gaseous fuels)	0.00	0.00	0.00	0.00
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	7.71	7.71
Transport (land and sea)	0.00	0.00	3.69	3.69
Waste	0.00	0.00	1.82	1.82
Water	0.00	0.00	0.10	0.10
Working from home	0.00	0.00	6.74	6.74
Total emissions (tCO₂-e)	0.14	10.35	48.97	59.46

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	2.973
Total of all uplift factors (tCO ₂ -e)	2.973
Total emissions footprint to offset (tCO₂-e) <i>(total emissions from summary table + total of all uplift factors)</i>	62.43

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)	63	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
Biodiverse Carbon Conservation – EOP101147	ACCU	ANREU	16/12/2024	8,336,094,963 - 8,336,094,985	2021-22	23	0	0	23	36.51%
Paroo River North Environmental Project- ERF 104646	ACCU	ANREU	16/12/2024	8,334,357,891 - 8,334,357,925	2021-22	35	0	0	35	55.56%
Biodiverse Carbon Conservation – EOP101147	ACCU	ANREU	24/12/2024	8,336,094,986 - 8,336,094,990	2021-22	5	0	0	5	7.94%

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)	3,095	0	19%
Residual Electricity	13,439	12,230	0%
Total renewable electricity (grid + non grid)	3,095	0	19%
Total grid electricity	16,535	12,230	19%
Total electricity (grid + non grid)	16,535	12,230	19%
Percentage of residual electricity consumption under operational control	92%		
Residual electricity consumption under operational control	12,372	11,259	
Scope 2	11,013	10,022	
Scope 3 (includes T&D emissions from consumption under operational control)	1,360	1,237	
Residual electricity consumption not under operational control	1,067	971	
Scope 3	1,067	971	

Total renewables (grid and non-grid)	18.72%
Mandatory	18.72%
Voluntary	0.00%
Behind the meter	0.00%
Residual scope 2 emissions (t CO₂-e)	10.02
Residual scope 3 emissions (t CO₂-e)	2.21
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	10.02
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	2.21
Total emissions liability (t CO₂-e)	12.23
<i>Figures may not sum due to rounding. Renewable percentage can be above 100%</i>	

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	92%	(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	16,535	15,222	10,351	761	1,313	958
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)	16,535	15,222	10,351	761	1,313	958
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)	16,535	0	0	0	0	0

Residual scope 2 emissions (t CO₂-e)	10.35
Residual scope 3 emissions (t CO₂-e)	1.72
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	10.35
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	1.72
Total emissions liability	12.07

Operations in Climate Active buildings and precincts
None

Climate Active carbon neutral electricity products
None

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

None



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