




# **PUBLIC DISCLOSURE STATEMENT**

ZETTA PTY LTD (TRADING AS ZETTA)

ORGANISATION CERTIFICATION  
CY2024

Australian Government  
**Climate Active**  
**Public Disclosure Statement**



NAME OF CERTIFIED ENTITY	Zetta Pty Ltd
REPORTING PERIOD	1 January 2024 – 31 December 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>Andrew Speirs CEO 14<sup>th</sup> May 2026</p>



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

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Version 9.1.



# 1. CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	130 tCO <sub>2</sub> -e
CARBON OFFSETS USED	100% VCUs
RENEWABLE ELECTRICITY	N/A
CARBON ACCOUNT	Prepared by: Pangolin Associates
TECHNICAL ASSESSMENT	15/8/2025 Prepared by Pangolin Associates Next technical assessment due: CY2027 report

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## 2. CERTIFICATION INFORMATION

### Description of organisation certification

This organisation certification is for the business operations of Zetta Pty Ltd (trading as Zetta), ABN 69 106 003 490. Zetta's services are outside of the scope of this certification.

The operational boundary has been defined based on an operational control test, in accordance with the principles of the National Greenhouse and Energy Reporting Act 2007. This includes the following locations and facilities:

- 11/108 St Georges Street, Perth, 6000 WA.

The methods used for collating data, performing calculations, and presenting the carbon account are in accordance with the following standards:

- Climate Active Carbon Neutral Standard for Organisations
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- National Greenhouse and Energy Reporting (Measurement) Determination 2008.

This Public Disclosure Statement includes information for CY2024 reporting period.

### Organisation description

Zetta Pty Ltd  
ABN 69 106 003 490

In previous reporting periods, Zetta Pty Ltd was wholly owned by its parent company, Zetta Group Limited. However, since 1<sup>st</sup> July 2024, Zetta Pty Ltd has been 100% owned by local shareholders. The operational control approach has been taken to assess Zetta's CY2024 emissions, in line with the previous year. Zetta only has one office, which is located in Perth, Western Australia.

Zetta are leaders in Modern Work, Security, Cloud and Infrastructure Project and Managed Services.

Our flexible and diverse ICT services remove the hassle of complex enterprise environments and enable you to focus on your strategic objectives.

At Zetta, we seek to understand your existing technical requirements and no matter how complicated, help your organisation navigate towards the needs of tomorrow.

Climate change is one of the greatest challenges facing Australia today. Zetta is determined to play our part in addressing climate change by showing our commitment to sustainable business practices and education for our employees. We aim to be leaders in our industry and to demonstrate to our stakeholders our commitment to net zero and beyond.

## 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 and facilities  
Cleaning and chemicals  
Climate Active carbon neutral products and services  
Electricity  
Food  
ICT services and equipment  
Machinery and vehicles  
Office equipment and supplies  
Postage, courier and freight  
Products  
Professional services  
Refrigerants  
Stationary energy (liquid fuels)  
Transport (air)  
Transport (land and sea)  
Waste  
Water  
Working from home

### Non-quantified

N/A

## Outside emission boundary

### Excluded

N/A

# 4. EMISSIONS REDUCTIONS

## Emissions reduction strategy

Our ambition is to reduce our total emissions per full-time equivalent employee (FTE) by at least 30% by CY2030 compared to the CY2021 baseline (2.4 tCO<sub>2</sub>-e/FTE). In CY2024, Zetta's emission intensity was 2.7 tCO<sub>2</sub>-e/FTE.

Zetta's targets have been outlined below.

### Scope 1:

- Zetta aims to continue maintaining Scope 1 emissions below 1 tCO<sub>2</sub>-e per year, on an ongoing basis.

### Scope 2:

We are committed to minimising our office's carbon footprint by transitioning all electricity use to accredited GreenPower, sourced from renewable energy generators. This initiative supports our long-term sustainability objectives and aligns with the Climate Active framework for genuine emissions reductions before offsetting:

- Short-term target: Switch 100% of office electricity to GreenPower by 31st December 2025.
- Near-term target: Continue maintaining a 100% reduction in Scope 2 emissions beyond CY2029, owing to exclusively using GreenPower for all office electricity needs.

### Scope 3

- By the end of CY2025, Zetta will implement a procurement policy to engage with suppliers and understand their emission footprints.
  - This will include creating a register of all suppliers and their sustainability efforts, including but not limited to climate actions and footprints.
- By the end of CY2025, Zetta will establish a steering committee for sustainability for efficient and successful roll-out of initiatives.
- By the end of CY2026, Zetta will incentivise the use of sustainable modes of transport by providing salary sacrificing incentives for electric bikes and scooters, and supporting public transport use through SmartRider top-ups.
- By CY2027 Zetta will Undertaking a culture change program to help embed sustainability in all aspects of the organisation, including behaviour change when working from home.
- On an ongoing basis until CY2029, Zetta will aim to engage employees through behaviour change education aimed at reducing waste, encouraging sustainable transport, e-waste recycling, and encouraging the use of electric hire cars.

An outline of Zetta's sustainability strategy and actions can also be found on our [website](#).

## Emissions reduction actions

2024 has continued to be a year of transition for Zetta Pty Ltd, following the appointment of a new CEO in 2023 and his subsequent departure in mid 2024, and ongoing efforts to reshape the business. Resource constraints have persisted, leading to several redundancies aimed at resizing the business and reducing overheads.

Despite these headwinds, Zetta has maintained its commitment to environmental responsibility. While progress has been modest, several initiatives have laid the groundwork for future improvements:

- **Electric Vehicle Uptake:** Our partnership with Carbon Car Salary Packaging has enabled three employees to transition to electric vehicles, reducing their personal transport emissions. A further two agreements are expected in 2025 taking us to over 10% of employees with electric vehicle salary packaging agreements.
- **Green Committee Formation:** A building-wide green committee was established to address sustainability issues specific to our aging infrastructure, including energy efficiency and waste reduction. This has enhanced educational resources, employee awareness and increased support for further initiatives.
- **Enhanced Sustainability Engagement:** Company-wide communications around Plastic Free July were strengthened again in 2024, increasing awareness and participation in waste reduction efforts.

Looking ahead, Zetta remains focused on embedding sustainability into its operational strategy, with plans to explore further low-cost, high-impact initiatives that align with our current resource capacity.

## 5. EMISSIONS SUMMARY

### Emissions over time

Emissions since base year			
		Total tCO <sub>2</sub> -e (without uplift)	Total tCO <sub>2</sub> -e (with uplift)
Base Year/Year 1:	2021	96.58	96.58
Year 2:	2022	91.69	91.69
Year 3:	2023	91.71	91.71
Year 4:	2024	129.86	129.86

### Significant changes in emissions

Significant changes in emissions			
Emission source	Previous year emissions (t CO <sub>2</sub> -e)	Current year emissions (t CO <sub>2</sub> -e)	Reason for change
Food & catering	8.30	15.17	There was an increase in the number of events ran in CY2024, compared to CY2023.
Consulting services	1.06	21.79	There has been an increased uptake in consulting services compared to the previous year.

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

Certified brand name	Product/Service/Building/Precinct used
Pangolin Associates	Climate Active Consulting Services

## 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 <sub>2</sub> -e)	Scope 2 emissions (tCO <sub>2</sub> -e)	Scope 3 emissions (tCO <sub>2</sub> -e)	Total emissions (t CO <sub>2</sub> -e)
Accommodation and facilities	0.00	0.00	0.17	0.17
Cleaning and chemicals	0.00	0.00	0.77	0.77
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	5.65	6.37	12.02
Food	0.00	0.00	15.32	15.32
Horticulture and agriculture	0.00	0.00	0.00	0.00
ICT services and equipment	0.00	0.00	8.62	8.62
Machinery and vehicles	0.00	0.00	0.12	0.12
Office equipment and supplies	0.00	0.00	0.22	0.22
Postage, courier and freight	0.00	0.00	0.01	0.01
Products	0.00	0.00	0.25	0.25
Professional services	0.00	0.00	47.45	47.45
Refrigerants	0.00	0.00	0.33	0.33
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	0.37	0.37
Stationary energy (solid fuels)	0.00	0.00	0.00	0.00
Transport (air)	0.00	0.00	2.21	2.21
Transport (land and sea)	0.00	0.00	37.57	37.57
Waste	0.00	0.00	0.41	0.41
Water	0.00	0.00	0.11	0.11
Working from home	0.00	0.00	3.91	3.91
<b>Total emissions (tCO<sub>2</sub>-e)</b>	<b>0.00</b>	<b>5.65</b>	<b>124.22</b>	<b>129.86</b>

## Uplift factors

N/A

## 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
Verified Carbon Units (VCUs)	130	100%

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
Southern Cardamom REDD+ Project	VCU	Verra Registry	24/08/2025	<a href="#">9778-134507465-134507523-VCS-VCU-263-VER-KH-14-1748-01012016-31122016-1</a>	2016	59	0	0	59	45.38%
Southern Cardamom REDD+ Project	VCU	Verra Registry	24/08/2025	<a href="#">9778-134522253-134522324-VCS-VCU-263-VER-KH-14-1748-01012016-31122016-1</a>	2016	72	0	1	71	54.62%
<b>Offset Totals:</b>						131	0	1	130	99.24%

## Co-benefits

[The Cardamom Rainforest Landscape](#) is one of the last unfragmented rainforests remaining in Southeast Asia and is a critical part of the IndoBurma Biodiversity Hotspot. Using global best practices for forest protection and community development, the Southern Cardamom REDD+ project prevents more than 3,000,000 tons of carbon emissions annually and protects 497,000 hectares of tropical rainforest in SouthWest Cambodia.

Location: Koh Kong Province, Cambodia

Developer: Wildlife Alliance

Key Partners: Royal Government of Cambodia, Wildlife Works

Hectares of forest protected: 497,000

Verified CO2 emissions avoided to date Annual tCO2-e emissions avoided

- 11,947,134 tCO2-e
- 3,900,000 tCO2-e/year

Key species:

- 52 IUCN listed species, including forest elephants, sun bears, pangolins, banteng, leopard cats

People impacted 29,000 people from 15 villages

Start date 01 January, 2015

## 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 <sub>2</sub> -e)	Renewable percentage of total
Behind the meter consumption of electricity generated	0	0	0%
<b>Total non-grid electricity</b>	<b>0</b>	<b>0</b>	<b>0%</b>
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)	3,895	0	18%
Residual Electricity	17,184	15,637	0%
<b>Total renewable electricity (grid + non grid)</b>	<b>3,895</b>	<b>0</b>	<b>18%</b>
<b>Total grid electricity</b>	<b>21,079</b>	<b>15,637</b>	<b>18%</b>
<b>Total electricity (grid + non grid)</b>	<b>21,079</b>	<b>15,637</b>	<b>18%</b>
Percentage of residual electricity consumption under operational control	51%		
<b>Residual electricity consumption under operational control</b>	<b>8,683</b>	<b>7,902</b>	
Scope 2	7,729	7,033	
Scope 3 (includes T&D emissions from consumption under operational control)	954	868	
<b>Residual electricity consumption not under operational control</b>	<b>8,501</b>	<b>7,736</b>	
Scope 3	8,501	7,736	

<b>Total renewables (grid and non-grid)</b>	<b>18.48%</b>
<b>Mandatory</b>	<b>18.48%</b>
<b>Voluntary</b>	<b>0.00%</b>
<b>Behind the meter</b>	<b>0.00%</b>
<b>Residual scope 2 emissions (t CO<sub>2</sub>-e)</b>	<b>7.03</b>
<b>Residual scope 3 emissions (t CO<sub>2</sub>-e)</b>	<b>8.60</b>
<b>Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>	<b>7.03</b>
<b>Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>	<b>8.60</b>
<b>Total emissions liability (t CO<sub>2</sub>-e)</b>	<b>15.64</b>

*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	51%	(kWh)	Scope 2 Emissions (kgCO <sub>2</sub> -e)	Scope 3 Emissions (kgCO <sub>2</sub> -e)	(kWh)	Scope 3 Emissions (kgCO <sub>2</sub> -e)
ACT	0	0	0	0	0	0
NSW	0	0	0	0	0	0
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	21,079	10,652	5,645	426	10,428	5,944
TAS	0	0	0	0	0	0
<b>Grid electricity (scope 2 and 3)</b>	<b>21,079</b>	<b>10,652</b>	<b>5,645</b>	<b>426</b>	<b>10,428</b>	<b>5,944</b>
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		
<b>Non-grid electricity (behind the meter)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
<b>Total electricity (grid + non grid)</b>	<b>21,079</b>					
<b>Residual scope 2 emissions (t CO<sub>2</sub>-e)</b>					<b>5.65</b>	
<b>Residual scope 3 emissions (t CO<sub>2</sub>-e)</b>					<b>6.37</b>	
<b>Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>					<b>5.65</b>	
<b>Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>					<b>6.37</b>	
<b>Total emissions liability</b>					<b>12.02</b>	

### 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 <sub>2</sub> -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 <sub>2</sub> -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.

### 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
N/A						



An Australian Government Initiative

