



2024

Overhaul ESG Report Commitment to Sustainability in the Supply Chain & Logistics Industry

Issued on 10th January 2025



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2024 at a Glance

At Overhaul, we are doing more than making commitments and creating plans. We are taking action to drive sustainability and some of our achievements in 2024 include:

Climate Commitment: Signed the Climate Pledge to reach net-zero carbon emissions by 2040, a decade ahead of the Paris Agreement's goal.

Tech Community Engagement: Became a member of Techies Go Green, promoting sustainability within the tech industry.

Employee Well-being Initiatives: Launched programs like BAMB (Body and Mind Movement) for employee breaks, celebrated mental health awareness days, and organized wellness challenges that raised funds for breast cancer charities.

Diversity and Inclusion: Improved gender representation in leadership roles, with 43% of executives being female, and promoted initiatives supporting the LGBTQ+ community.

Sustainable Practices: Implemented paperless operations, introduced sustainable packaging solutions, and transitioned to a smaller, energy-efficient office space, reducing overall environmental footprint.

Climate action: Started tracking our emissions and created initiatives to help reduce our impact

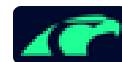
Community Engagement: Collaborated with universities on real-world projects, supported local charities, and encouraged employee volunteering for social impact projects.

Supply Chain Sustainability: Focused on responsible consumption and production, working closely with local suppliers to minimize environmental impacts throughout the supply chain.



Introduction





Who are we:

Overhaul is the global leader of in-transit risk management and intelligence, safeguarding shippers and 3PLs against theft, delays, damage, and spoilage during transit. With a mission to revolutionize the transportation industry by providing innovative solutions that prioritize sustainability and efficiency, Overhaul is dedicated to reducing carbon emissions, promoting employee well-being, and enhancing supply chain transparency.

3900000

devices shipped

447851

shipments tracked

36

We shipped to 36 countries

170

*number of countries in
which Overhaul
manages shipments*

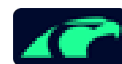
1200

*unique customer
origins in 2024*

\$1.0T

*total value of cargo
moving on the Overhaul
platform in 2024*





Innovation

Constantly striving to introduce cutting-edge solutions to enhance efficiency and sustainability.



Integrity

Committed to upholding the highest ethical standards in all business practices.



Collaboration

Valuing partnerships and teamwork to achieve shared goals for a better future.



Sustainability

Embedding sustainable practices into every aspect of the business to minimize environmental impact.



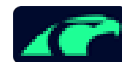


Our Strategy & Purpose

Overhaul is dedicated to revolutionizing supply chain management by providing a comprehensive, data-agnostic visibility solution. Our strategy focuses on delivering real-time risk monitoring, proactive protection, and enhanced compliance to ensure the integrity and security of global supply chains. By leveraging powerful data analytics and predictive insights, Overhaul empowers businesses to respond swiftly to potential disruptions, mitigate risks, and maintain seamless operations. Our mission is to enhance visibility, security, safety, and compliance, transforming data into actionable outcomes that drive measurable efficiencies and build resilient supply chains.

We are committed to promoting sustainable living, guided by the United Nations Sustainable Development Goals (UN SDGs). Focusing on the five SDGs most relevant to our sector, we aim to create the greatest impact. Our sustainability strategy is based on the belief that progress in climate action requires attention to our employees, sustainable infrastructure, thriving communities, and a circular economy. While prioritizing these areas, we remain committed to supporting all 17 SDGs.





Message from our CEO



“ ”

As we reflect on the past year, I am incredibly proud of the strides we have made at Overhaul. Our commitment to sustainability and innovation has driven us to achieve remarkable milestones in 2024. We have not only set ambitious targets but have also taken concrete actions to drive sustainability across our operations. Some of our key achievements include signing up for the Climate Pledge, committing to net-zero carbon emissions by 2040, and becoming a proud member of Techies Go Green. Climate change is one of the most pressing challenges of our time, and it is imperative that we all take urgent action to combat its impacts. At Overhaul, we recognize the importance of sustainability as a core component of our ESG strategy. We are dedicated to reducing our carbon footprint, promoting sustainable practices, and enhancing supply chain transparency. Our efforts are not just about making commitments but about taking meaningful steps to protect our planet for future generations.

We are committed to decarbonizing our operations, maximizing resource efficiency, and facilitating a global transition to a low-carbon future. By working together with our partners, employees, and communities, we can create a more sustainable future and make a positive impact on the world. Let us continue to innovate, collaborate, and lead the way in sustainability, ensuring that we leave a lasting legacy for the generations to come.

Thank you for your continued support and dedication to our mission.

Barry Conlon, CEO



Memberships/ Partners



Climate Pledge

This year, Overhaul has signed up to the Climate Pledge, committing to take action to reduce our carbon footprint and help protect the planet for future generations. As a signatory of the Climate Pledge, we are committed to reaching net-zero carbon emissions by 2040, a decade ahead of the Paris Agreement's goal. This commitment requires us to report annually on our emissions and progress towards our goal. As a logistics risk management company, we recognise the importance of sustainability and are proud to take this step towards a more sustainable future



Techies Go Green

Overhaul also became a proud member of Techies Go Green, a community dedicated to promoting sustainability in the tech industry, this year. We recognize the importance of sustainability as a key component of our ESG strategy and are committed to reducing our carbon footprint and promoting sustainable practices throughout our organisation. By working together with other members of the community, we can create a more sustainable tech industry and contribute to a better future for all.



ENSO

The ENSO Initiative is a dynamic platform fostering progress toward the UN Sustainable Development Goals (SDGs). By partnering with ENSO, we showcase our commitments to sustainability, track and share our goals, and highlight our progress across our initiatives, both internally to our team members and externally on our website. This partnership strengthens accountability while enabling collaboration with a global network of innovators to drive meaningful, measurable impact.



SDG 8:

Decent Work & Economic Growth

DECENT WORK &
ECONOMIC GROWTH





DECENT WORK & ECONOMIC GROWTH

Decent work and Economic Growth

UN definition

Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

Our Contribution

We have a responsibility to provide a safe, healthy, and inclusive working environment that fosters both personal and professional development for our employees.

Providing good employment and promoting inclusivity and respect attracts the best talent and encourages people to develop their full potential. With over 650 employees globally, we are committed to providing all of our employees with secure careers that offer genuine fulfilment and opportunities for professional development, whatever their role or skill base.

Living Wage

We are dedicated to offering our employees fulfilling and secure careers with opportunities for growth and professional development, while ensuring fair compensation for their work. In 2022, we upheld our commitment to providing stable employment and all employees were paid at or above the living wage as per their location.

Diversity & Inclusion

We are striving to develop an inclusive workplace where everyone feels accepted, supported and valued. We value our employees for their unique talents and abilities. We embrace and encourage our employee's differences in backgrounds, experiences, race, color, religious creed, sex, national origin, ancestry, citizenship status, family, or marital status, physical, mental and/or intellectual abilities, age, military, or veteran status, registered domestic partner or civil union status, gender and gender identity, sexual orientation, political affiliation, and socio-economic status. All employees are valued for their individual differences and the unique contributions that help us achieve our business goals.

Gender

- Our actions are not just about the elimination of the gender pay gap, we are improving the representation of women across the business and ensuring that every employee has the opportunity to thrive at all stages of their career.
 - 29% of directors and above are female
 - 43% of execs are female
- Celebrate International Womens Day
- Promoted International Men's Day on Nov 19th with men's health and wellbeing talks to support and inspire our employees, and raise awareness of specific men's health issues.



DECENT WORK & ECONOMIC GROWTH

Intergenerational

At Overhaul we have a workforce that spans five generations. A multigenerational workforce brings diverse perspectives, blending fresh ideas and tech expertise from younger employees with seasoned professionals' experience and mentorship. By fostering collaboration, companies enhance creativity, problem-solving, and team cohesion, driving performance and adapting to a changing global market.

National Origin/ Ethnicity

Overhaul appreciates and values the diversity of its workforce and understands that English may not be a native language for all employees. The company will encourage employees to communicate in the language they feel most comfortable with and, if necessary, will provide translation services so that everyone can understand what is being said and feels included.



LGBTQ+

We actively support the LGBTQ+ community and strive to create an inclusive and diverse workforce. Our diversity and inclusion policy specifically states:

- Employee has the right to be addressed by the name and pronoun of the employee's choice.
- Employees have access to the restroom and/or locker room that corresponds to their gender identity.
- Although we have advocated for the LGBTQ+ community since we started, this year we started some new initiatives to help celebrate our LGBTQ+ employees and further show our support
- We celebrated Spirit Day in October with 3 Food for thought webinars on Diversity and Inclusion in English Portuguese and Spanish.
- We set up a dedicated Slack channel called #Rainbow_connection to allow employees celebrate the diversity and inclusivity of the LGBTQ+ community
- Celebrated pride month by highlighting different leaders, celebrities, and organizations that have made a positive impact on the LGBTQ+ community.



Employee Wellbeing

At Overhaul, we prioritize the health and wellbeing of our employees. We know how important it is to put in place the right supports to ensure that we do as much as possible to foster a happy and healthy organisation.

BAMM time

To ensure everyone a well-deserved break from work, we have blocked an hour-long lunch break called BAMM (Body and Mind Movement) in everyone's calendar.

This dedicated time allows team members to recharge, whether through physical activity, mindfulness practices, or simply stepping away from work to enjoy a meal without interruptions, no matter the time zone. Research consistently shows that regular breaks enhance focus, reduce stress, and improve overall productivity. BAMM encourages employees to invest in their physical and mental health, fostering a culture of balance and resilience. It's not just a break—it's an intentional pause to energize the body, refresh the mind, and return to work with renewed purpose.

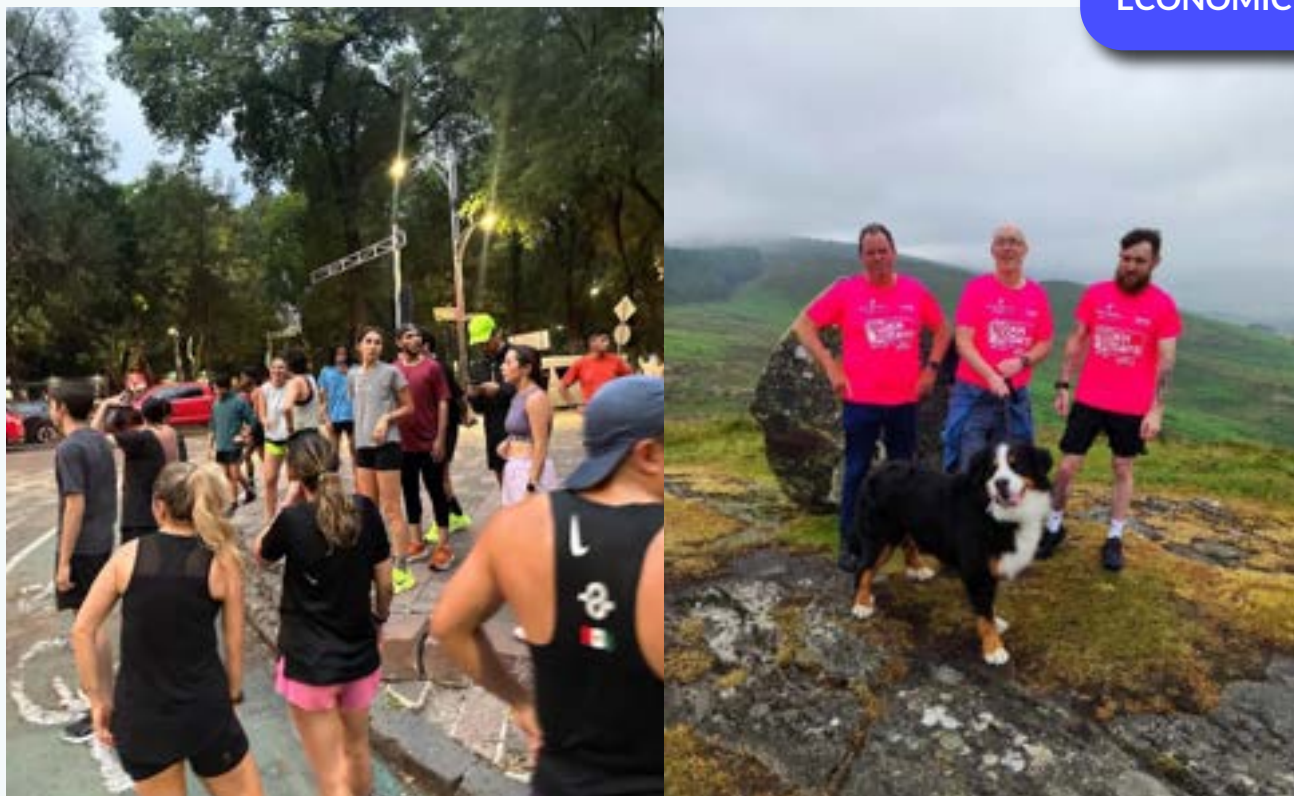
Additional initiatives run in 2024 to support our employees on health and wellbeing matters included:

- Celebrated World mental health day with an extended lunch break and organised an office 'walk and talk' to promote the benefits of talking about mental health.
- An opportunity to be part of a 6 week mindfulness programme with VHI
- Following on from the years of success of taking part in the 100k in 30days, this year Overhaul ran it's own '100k in 30 days' challenge where employees all around the globe were encouraged to try walk/ run 100km in the month of June. This year we raised €5000 for Susan G. Komen – A breast cancer charity in the US.





DECENT WORK & ECONOMIC GROWTH



Creating a Safe & Supportive Culture

Remote working

We operate a hybrid working model across our offices. Employees which offers employees the choice between working in the office or from depending on business requirements. Remote working supports our ESG goals by reducing commuting emissions and office energy use, promoting sustainability. It enhances employee well-being and diversity through flexibility, while strengthening governance with improved digital infrastructure and adaptable workplace policies.

Whistle Blower Policy

In 2024, we created The Overhaul's whistleblower policy which encourages employees, contractors, and vendors to report suspected illegal or unethical behaviour without fear of retaliation. Reports, including anonymous ones, are promptly and thoroughly investigated. The policy strictly prohibits retaliation, such as termination, demotion, or harassment, against those who report in good faith. This policy reflects Overhaul's commitment to ethical conduct, legal compliance, and safeguarding its reputation and stakeholders' interests.

This whistleblower policy fosters a culture of transparency and accountability, encouraging employees to report unethical or illegal behaviour without fear of retaliation. By mitigating risks, enhancing trust, and aligning with ESG principles, it strengthens legal compliance, protects stakeholders, and safeguards the company's reputation and long-term sustainability.

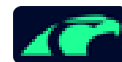


SDG 9:

Industry, Innovation & Infrastructure

INDUSTRY, INNOVATION
& INFRASTRUCTURE





INDUSTRY, INNOVATION & INFRASTRUCTURE

Decent work and Economic Growth

UN definition

Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.

Our Contribution

We play a pivotal role in the logistics industry, providing risk management software and services to prevent cargo loss due to theft, quality issues, or other factors during transportation across all modes of transport. As a result, we are well-positioned to collaborate with other businesses, organizations, governments, and communities to drive innovation and deliver sustainable, long-term growth and prosperity to the logistics industry.

At Overhaul, we are committed to tackling some of the most pressing challenges facing the logistics industry, including decarbonization, transitioning to sustainable deliveries and providing our customers with data to aid them in carbon calculations and inform them of the carbon effects of their transport choices. These efforts are all part of our mission to make a positive impact that we can be proud of. To achieve our goals, we recognize that collaboration and championing technological innovation are essential to creating forward-thinking solutions. Our unique position in the logistics industry allows us to establish partnerships at all levels of society and work together to promote responsible industry practices, innovation, and infrastructure that will transform our operations and minimize our environmental impact.



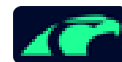


SDG 11:

Sustainable Cities & Communities

SUSTAINABLE CITIES
& COMMUNITIES





SUSTAINABLE CITIES & COMMUNITIES

Sustainable Cities & Communities

UN definition

Make cities and human settlements inclusive, safe, resilient and sustainable.

Our Contribution

Make a positive impact on the communities we serve by creating everyday opportunities to make sustainable living commonplace.

At Overhaul, we are committed to providing logistics risk management software and services that make a real, visible, and measurable difference in preventing cargo loss through theft, quality, or other issues while in transit across all modes of transport (truck / over the road, air, ocean, and rail). We understand the importance of logistics in every community and believe that everyone has the right to feel secure and protected. Drawing on our unique skills and resources, we work hard to support our clients in every way available to us. This includes providing innovative solutions to prevent cargo loss, ensuring the safety of vulnerable shipments, and creating everyday opportunities to make sustainable logistics commonplace. To ensure we leave a better mark, we continue to invest in our technology and services to remain valuable assets to our clients, giving them easy access to our products and services.





SUSTAINABLE CITIES & COMMUNITIES

Community Focus initiatives

At Overhaul, we take pride in the positive impact we have made through our Community Focus initiatives, and we are grateful for the dedication of our employees in supporting these efforts. We remain committed to finding new ways to collaborate with people, communities, and businesses to address their evolving needs and to make a meaningful difference in the world.

Volunteer Day (Austin)

Support local breast cancer charities (Dundalk and Austin)
Sponsor local gaa team/scouts
Scouts Dundalk
Del la sal secondary school Jerseys

University Project

Overhaul work with a number of universities throughout the year including DkIt, UCD (Ireland)and Greenwich (UK)and provides them with real world problems and projects to tackle. Collaborating with universities not only supports education and local development but also creates valuable synergies for both the company and the community. By providing research projects and co-developing programs, Overhaul gain access to fresh ideas, emerging trends, and innovative solutions, while helping the students gain real-world experience.

These partnerships foster talent development, drive local economic growth, and address societal challenges, creating mutual benefits. Through these initiatives, companies demonstrate their commitment to social responsibility while gaining insights that can enhance their own business operations.

Local Suppliers & Vendors

To support Environmental, Social, and Governance (ESG) goals, we use local suppliers and vendors where possible. Environmentally, it reduces carbon footprints by minimizing transportation distances and often involves working with smaller operations that prioritize sustainable practices. Socially, it strengthens local economies, creates jobs, fosters community resilience, and helps preserve regional traditions and cultural practices. From a governance perspective, local sourcing enhances transparency, ensures better oversight of ethical and sustainable practices, and reduces risks associated with global supply chains. By prioritizing local suppliers, organizations can demonstrate a strong commitment to sustainability, community support, and ethical governance.



SDG 12:

Responsible Consumption and Production

RESPONSIBLE
CONSUMPTION
& PRODUCTION





RESPONSIBLE CONSUMPTION & PRODUCTION

Responsible Consumption and Production

UN definition

Ensure sustainable consumption and production patterns.

Our Contribution

We are committed to responsible production and consumption, and we strive to minimize the environmental and social impacts of our products and services throughout our supply chain. We believe that it is our responsibility to ensure that our operations are sustainable and that we are doing our part to protect the planet for future generations.

At Overhaul, we are committed to leaving a positive mark on the planet for future generations. To achieve this, we recognize the importance of minimizing the environmental and social impacts of our products and services throughout our supply chain. This is why we work closely with our suppliers to find innovative and sustainable solutions that align with our values.

We apply effective supply chain management and embed sustainability into everything we do, ensuring that our products and services meet the highest standards of quality and safety. By working together with our suppliers, we are continuously seeking new ways to reduce waste, improve efficiency, and minimize environmental impact. Our goal is to create a more sustainable future for all.

Circular Economy

Reusable/recyclable products

We strive to ensure that our products are reusable or recyclable
(Get info on reusable and recyclable devices)

Waste

Packaging waste/ Sustainable packaging

This year we made substantial progress in sustainable packaging innovation. In May of this year, we introduced a customized packing slip envelope featuring a preprinted flyer, eliminating the need for additional paper inserts. This upgraded envelope is crafted from a more environmentally friendly material, reducing the amount of materials used and thus reducing our environmental footprint while also lowering costs and streamlining assembly time for our fulfillment team in preparing returns.

Paperless Operations Initiative

To reduce resource consumption, Overhaul has committed to paperless operations wherever possible. This includes transitioning to digital documents, contracts, and reporting systems, and encouraging e-signatures for all internal and external communications. By significantly cutting down paper use, we reduce our environmental impact while creating more efficient and streamlined workflows.

This year, we are trialling DOT business cards—digital, NFC-enabled cards that share contact information electronically. These cards help us reduce paper waste and resource consumption by eliminating the need for printed cards and allowing easy, waste-free updates.



SDG 13:

Climate Action

CLIMATE ACTION





CLIMATE ACTION

Climate Action

UN definition

Take urgent action to combat climate change and its impacts

Our Contribution

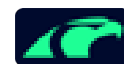
We are committed to decarbonizing our operations, maximizing resource efficiency, and facilitating a global transition to a low-carbon future.

At Overhaul, we are acutely aware of the impacts of climate change and the urgent need for climate action. To ensure that we leave a positive mark on the planet, we have set ambitious targets to achieve net-zero carbon emissions from our own operations by 2040- 10 years before the Paris Agreement. We are committed to monitoring and reporting on our progress towards these targets and are on track to achieve our this goal.

As a data-driven supply chain tracking company, Overhaul is committed to supporting Sustainable Development Goal 13 by providing solutions that help reduce greenhouse gas emissions, improve resource efficiency, and promote climate-conscious logistics practices across the supply chain

We recognize the importance of addressing climate change through our own internal practices as well as the solutions we provide to our clients. To actively contribute to Sustainable Development Goal 13, we have implemented a range of internal initiatives aimed at reducing our environmental footprint, promoting sustainability within our workforce, and fostering a culture of climate responsibility.





CLIMATE ACTION

Reducing Our Emissions

This year we started working on tracking and measuring in our carbon emissions. In order to reduce our emissions, it is important to quantify them and understand the sources.

Tracking our Emissions

This year, we took an important step toward reducing our environmental impact by beginning to track our greenhouse gas (GHG) emissions, starting with our electricity and gas emissions in our Austin office. We recognize that effective reduction starts with understanding, and this effort provides the critical baseline needed to identify opportunities for improvement, set meaningful targets, and drive sustainable change. Due to feasibility we were unable to track our emissions in our Irish office but we look ahead to working towards this in 2025



Optimizing Our Workspace for Sustainability

This year, we transitioned to a smaller, more energy-efficient office space, reflecting our commitment to sustainability and operational efficiency. The move has reduced our overall environmental footprint by decreasing energy consumption associated with lighting, heating, and cooling. Additionally, the new office setup allows us to accurately measure electricity and gas usage, providing valuable data to monitor and optimize our energy efficiency.



CLIMATE ACTION

By downsizing our office, we have taken a tangible step toward achieving our ESG goals, improving resource management, and reducing our carbon emissions, while maintaining a workspace that supports collaboration and productivity. This change not only benefits the environment but also enhances our ability to track progress and drive continuous improvement in our sustainability efforts.

Energy management

We operate our Irish office from the RDC in Dundalk where there is an onsite 850KW wind turbine that powers 1/3 of the campus.

Energy Efficiency Through Monitor Shutdown

To reduce energy consumption, we've implemented a policy that powers down monitors after 15 minutes of inactivity. This simple measure lowers electricity usage and supports our ESG goals by promoting sustainability and responsible resource management.

Remote Work options

To reduce our carbon footprint from employee commuting, we support flexible work options, including remote work and a hybrid office model. This initiative not only reduce emissions associated with commuting but also support employee well-being and work-life balance.

Business travel is minimised

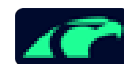
Efforts are made to minimise business travel where possible by utilising video conferencing technology. If travel is necessary, we will use lower carbon options where possible.

Greener Fleet

This year, we proudly partnered with DHL's GoGreen Plus service as part of our ongoing commitment to sustainability and reducing our carbon footprint. By leveraging sustainable aviation fuel (SAF), we have significantly reduced our Scope 3 emissions associated with our shipping activities, contributing to our broader environmental goals. This collaboration aligns with our Science-Based Targets and supports our long-term commitment to achieving net-zero emissions by 2040. By choosing GoGreen Plus, we are making a tangible impact on emissions reduction while positioning ourselves as a leader in the transition to a more sustainable future.

Climate Pledge and Reporting

To keep ourselves accountable, this year we joined the Climate Pledge, committing to net-zero carbon emissions by 2040—10 years ahead of the Paris Agreement. As part of this pledge, we have set clear goals to reduce our operational emissions, conserve resources, and implement sustainable practices across all our offices. Our Climate Pledge commitments include measuring and reporting emissions transparently, implementing real and lasting emission reductions, and investing in credible offsets for any remaining emissions. By annually tracking and reporting our progress, we reinforce our commitment to SDG 13 and ensure that our climate action efforts are both measurable and impactful.



CLIMATE ACTION

Platform

Supporting Climate Resilience Through Data-Driven Decision Making

This year we introduced a Co2 emissions summary widget onto our platform that allows customers to view a Co2 report of all their over the road shipments (OTR shipments) that were delivered during a selected date range. This widget displays the metrics of total Co2 emissions of your delivered or closed truck shipments, their total kilometres covered and the number of delivered shipments.

CO2 Emissions Summary ⓘ	
TOTAL OTR CO2E	34156 KG
TOTAL OTR KM TRAVELLED	30323 KM
TOTAL COUNT OF OTR SHIPMENTS	23

Optimizing Our Workspace for Sustainability

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Remote Work options

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Looking forward to 2025 & Beyond





Looking forward to 2025 and beyond:

Include goals for 2025

Environment

- Set up a lunch and learn to educate employees on green business practices and inspire actionable insights.
- Continue to explore reducing our environmental footprint and extracting more value from our products and properties to support the principles of a circular economy.
- Explore partnerships to upcycle our IT equipment at end of life for repurposing or reuse.
- Monitor emissions across our global operations.
- Find a way to measure emissions for the Irish office.
- Broaden the scope of the report to include other office locations

Social

- Sign up to the See Change Workplace Pledge as we recognise the growing need to support our people with their mental health. The Pledge will help us to create an open culture around mental health by challenging the stigma around it.
- **Community Volunteering:** Increase our hours of employee volunteering annually for social impact projects to include from 1 company day a year to 1 day a quarter.

Governance

- **Policy Alignment:** Align all company policies with the UN Guiding Principles on Business and Human Rights.
- **Supplier ESG Compliance:** Ensure that of suppliers align with Overhaul's value system.





Appendix

Calculation Method by Resource

Electricity

When calculating the emissions related to energy use, we use different factors for renewable and non-renewable electricity. Because of this, the first step in the calculation is to use the information about the percentage of renewable energy given by the user. This allows us to calculate how much energy is from renewable sources and how much is not. Then the following emissions factors are used:

Energy Type	Emission Factor (kg/kWh)
Non-Renewable	0.332
Renewable	0

Source - <https://www.seai.ie/data-and-insights/seai-statistics/conversion-facto>

Please note that these factors are from SEAI and are given for CO₂e, so we can just use the one factor, rather than using the GWP method outlined above. The total renewable and non-renewable usages, in kilowatt hours (kWh) are multiplied by the emissions factors in the table above. This gives us the final emissions in kilograms (kg) of CO₂e.

Gas

To calculate the total emissions related to natural gas use, we need to total the kilowatt hours used. This number is then multiplied by each of the emissions factors and GWP values in the following table:

Gas	GWP	Emission Factor (kg/kWh)
CO ₂	1	0.2029
CH ₄	28	0.0000036
N ₂ O	265	0.00000036

Using these numbers, the following equation is used to calculate the total emissions in CO₂e:
$$\text{CO}_2\text{e} = (\text{Gas Use} * 1 * 0.332) + (\text{Gas Use} * 28 * 0.0000036) + (\text{Gas Use} * 265 * 0.00000036)$$

Source - https://www.ipcc-nggip.iges.or.jp/EFDB/find_ef.php?action=detach_filter&refresh=false&filter=prop_regional&fkey=0