Carbon Reduction Plan

Commitment to achieving Net Zero

Learning Curve Group is committed to achieving Net Zero emissions by 2050.

Our commitment is enforced by engaging with an external consultant called Smart Carbon Platform which is in place and enabling input to better record our carbon footprint across the business.

Notes about methodology:

Learning Curve Group has adopted an operational control approach to establishing the boundary. The methodology adopted in line with the Greenhouse Gas Protocol[1] and the BEIS Environmental Reporting Guidelines[2]. The calculations were completed on the SmartCarbon[TM] Calculator[3] using the UK Government emissions factors[4].

CO_2e is the universal unit of measurement to indicate the global warming potential (GWP) of Greenhouse Gases (GHGs), expressed in terms of the GWP of one unit of carbon dioxide. There are seven main GHGs that contribute to climate change, as covered by the Kyoto Protocol: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF_6) and nitrogen trifluoride (NF_3). Different activities emit different gases. Using CO_2e allows all greenhouse gases to be measured on a like-for-like basis.

For National grid electricity consumption, Learning Curve Group has included factors for the transmission and distribution of electricity (T&D) losses, which occur between the power station and site(s). The emissions from T&D has been accounted for in Scope 3. As with other Scope 3 impacts, reporting T&D is voluntary but is recommended standard practice by UK Government[2].

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2021-22
Additional Details relating to the Baseline Emissions calculations.
Initially we used the base line year of 2020-21 but with the substantial growth that took place in the year 2021-2022 we have had to review and implement a new base year figure and also the 2020 year due to Covid Lockdowns gave us a false/reduced overall carbon emissions due to the lockdown through parts of the year. This was to ensure the growth of the business and new locations now in scope are captured to prevent an obvious rise in emissions that would have shown future calculations. We have used baseline reporting figures for 2021-2022 as it is the first year that we have access to a complete year of data. This is due to COVID-19 and staff working from home for the majority of 2020 and an office move in mid-2019 to our new Head Office. Previous to this we occupied a number of small offices on a room hire agreement where we had no data for energy usage.

Going forward we have engaged with an external consultant called SmartCarbon. We now use their bespoke platform to enable us to input our data going forward which will give us the ability to identify target areas for cutting emissions. This is now in place, and we are working on the required information from across the business to input the details for Scope 1, Scope 2 and Scope 3 emissions for the 3-year periods to get a fairly accurate carbon footprint for the company with the sites that are in scope.

Baseline year emissions: 2021-2022 Update and added increase due to acquisitions and more locations in scope.

EMISSIONS	TOTAL (tCO$_2$e)
Scope 1	24.3
Scope 2	200.2
Scope 3 (Included Sources)	1136.2
Total Emissions	1360.7

* We are awaiting the full 3-year reporting figures which should be in place by August 2024. Once we have fully engaged with the new Smart Carbon platform, we will have further data. It is anticipated that the Smart Carbon Platform will be able to give data charts once two year of data input.

Reporting Year: 2022-23 will also include any revised baseline figure due to the growth, restructuring of the company through 2021-2022. So, the figures will be higher due to more properties now in scope for reporting.

Making meaningful comparisons of emissions data over time is an integral part of any LCG report that aims to be credible, transparent, and useful to stakeholders.

EMISSIONS	TOTAL (tCO2e)
Scope 1	86
Scope 2	349

Scope 3 (Included Sources)	937
Total Emissions	**1372**

Current Emissions Reporting

Learning Curve Group emitted 358,775 kgCO_2e (Kilogrammes of carbon dioxide equivalent) for 2023 (across scope 1 and 2). This can be presented as 359 tCO_2e (tonnes of carbon dioxide equivalent) with an intensity indicator of 0.46 tCO_2e per total full-time equivalent employee (FTE) and 5.84 tCO_2e per million GBP £.
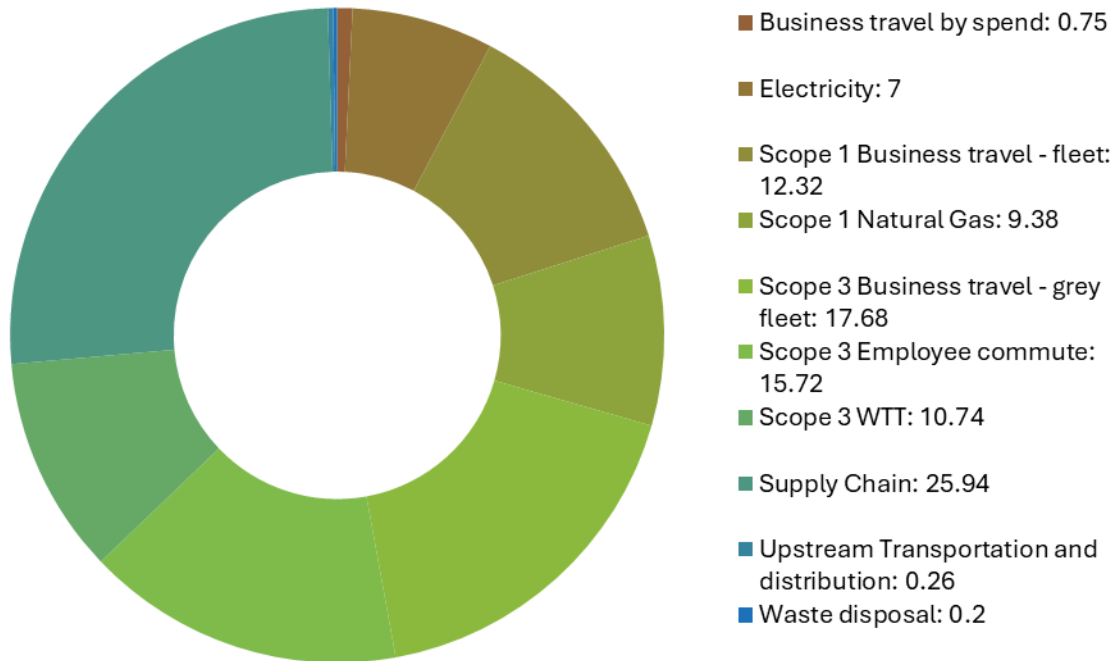When Scope 3 is added, this brings the total to 1,274 tCO_2e

Reporting Year: 2023-2024 will also include any revised baseline figure due to the growth, restructuring of the company through 2023-2024. So, the figures will be higher due to more properties now in scope for reporting.

Making meaningful comparisons of emissions data over time is an integral part of any LCG report that aims to be credible, transparent, and useful to stakeholders.
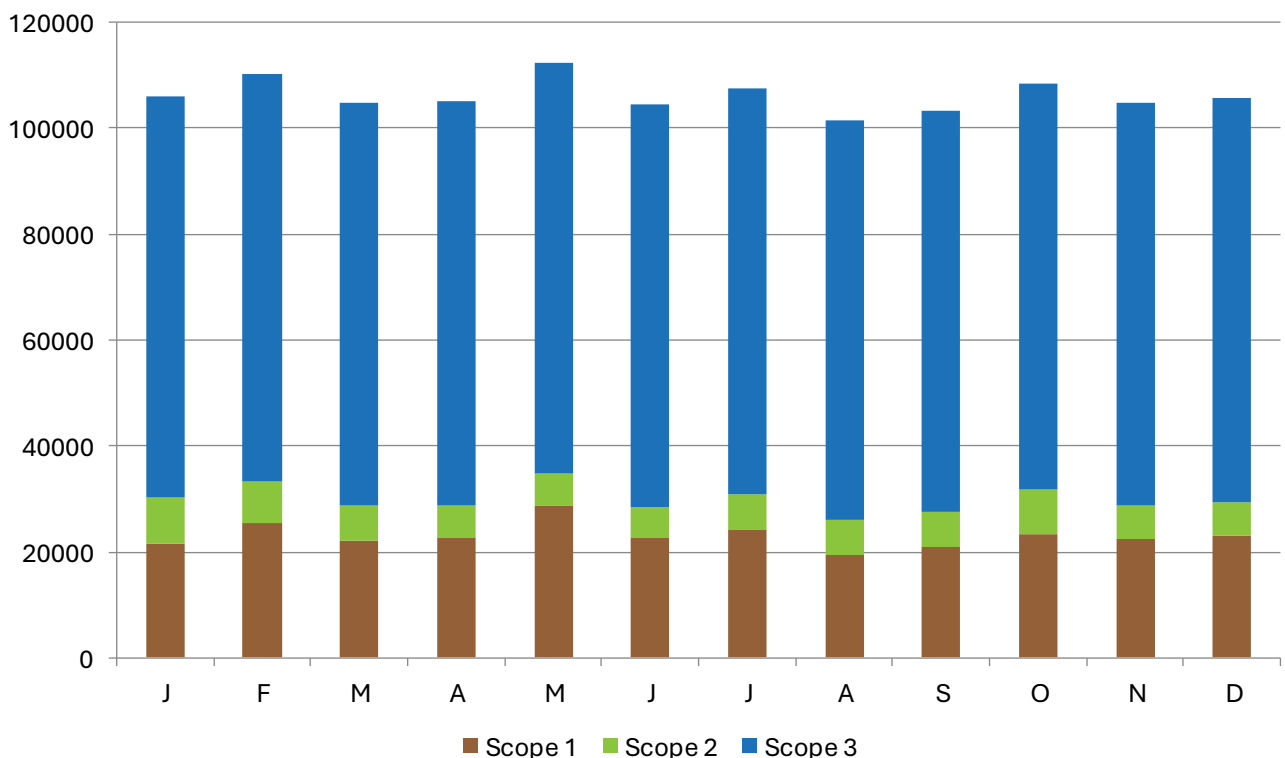
EMISSIONS	TOTAL (tCO2e)
Scope 1	277
Scope 2	359
Scope 3 (Included Sources)	915
Total Emissions	**1551**

Emissions Categories Percentage 01 January 2023 to 31 December 2023

- ■ Business travel by spend: 0.75
- ■ Electricity: 7
- ■ Scope 1 Business travel - fleet: 12.32
- ■ Scope 1 Natural Gas: 9.38
- ■ Scope 3 Business travel - grey fleet: 17.68
- ■ Scope 3 Employee commute: 15.72
- ■ Scope 3 WTT: 10.74
- ■ Supply Chain: 25.94
- ■ Upstream Transportation and distribution: 0.26
- ■ Waste disposal: 0.2

Emissions reduction targets

Breakdown By Scope 01 January 2023 to 31 December 2023

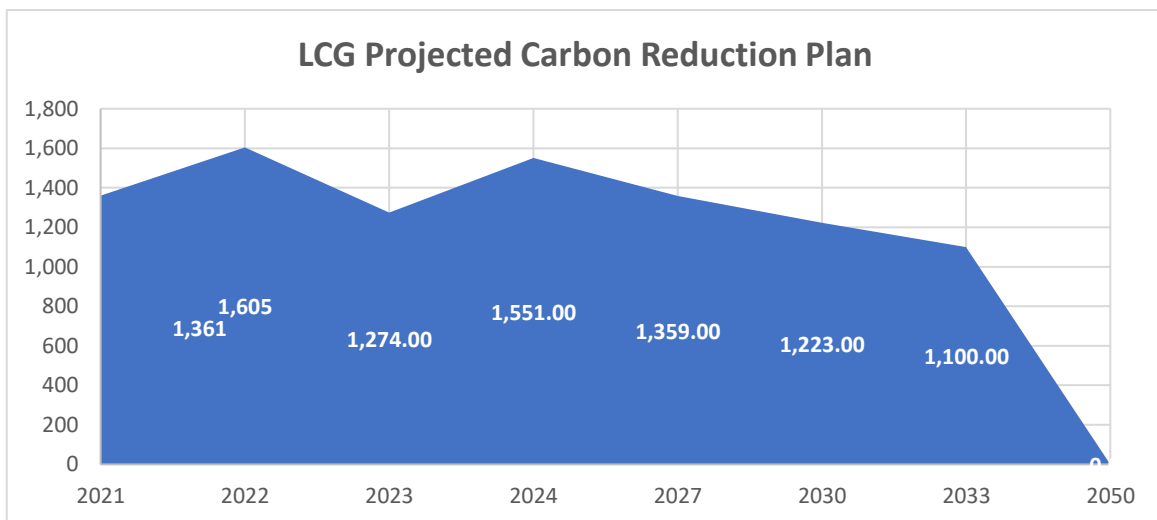
■ Scope 1 ■ Scope 2 ■ Scope 3

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

- Reduce energy usage by 10% over the next 5 years across the business using a mixture of staff awareness, PIR lighting, LED replacements and energy management at site level
- Reduce Scope 3 emissions by 10% using a mixture of other forms of transport, car share and the use of IT software (MS Teams and other such software) to support meetings and reduce travel requirements for staff attending meetings across the country.
- Encouragement of use of the public transport such as train for travel where possible.
- Engage with energy companies who produce green energy wherever possible.
- Investigating a salary sacrifice scheme for staff for electric vehicles.

LCG plan to continue to work at reducing or carbon emissions and project that carbon emissions will decrease over the next five years to 139.59 tCO2e by 2027. This is a reduction of a further 10%

Progress against these targets can be seen in the graph below:

LCG Projected Carbon Reduction Plan

Data values: 1,361 (2021); 1,605 (2022); 1,274.00 (2023); 1,551.00 (2024); 1,359.00 (2027); 1,223.00 (2030); 1,100.00 (2033); 0 (2050)

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

LCG has a commitment to work towards becoming net zero by 2050 with ongoing actions to reduce carbon footprint year on year and this formulates our Carbon Reduction Plan.
The following environmental management measures and projects have been completed or implemented across 2022 and through 2023 The carbon emission reduction achieved by these schemes will give us a reduction in emissions over the projected period to 2027 once we have enough data to show this and they will be in effect when performing the contract.

- We have begun to replace all fluorescent light fittings in our academies with LED fittings when refits due. We have implemented plans to replace lighting when due renewal across

the business to more energy efficient lighting and use of HVAC systems to reduce energy consumption.

- We have installed PIR lighting in our Head Office in Spennymoor.

- All waste we generate is recycled by the management company to cut down on landfill.

- For waste we have hired Premier Waste Recycling for some of our business where we can

  - **Recycling Splits as year 2024 Current** Materials Recycling Facility
  - Recycled 19.41%
  - RDF (Refuse Derived Fuels) 75.22%
  - Reclamation 5.37%
  - Landfill 0.00%
  - Overall Recycled – 100.00%

- Within some of our London Academies we have implemented the First Mile recycling company so that all products go to recycling and reducing landfill from products.

- Printing across the business is no longer done automatically and is 'held' in the printer with staff having to access the individual printer to release their paperwork. Anything that isn't printed within the hour is deleted.

- A car share scheme is in operation across the business where staff are encouraged to car share wherever possible Further push on car sharing and benefits across the business and a good example of this was staff car sharing for annual staff conference.

- Electric car charging points have been installed at Head Office for those staff who already operate an electric vehicle. We are looking at increasing the number of charging points installed at Head Office to accommodate more electric vehicles as the need increases.

- Regular standing orders for our course booklets are printed and delivered to the customer direct from the supplier to cut down on transport costs.

- A travel plan has been produced for Head Office highlighting bus and cycle routes to and from the office.

- We operate a cycle to work scheme for all staff who can utilise this scheme.

- We have employed a travel partner to book all staff travel and accommodation. They provide green options for all travel and accommodation requests. We have also implemented an authorisation process for any travel to ensure that it is necessary before the employee travels and look at other methods such as use of Teams if for a meeting that can be held using internet access, reducing travel and emissions.

- We implement a closedown procedure for leave periods and office closures over the weekend where all non-essential electrical items are switched off and heating reduced.

In the future we hope to implement further measures such as:
- Change our managed vehicles to electric models where possible. Electric vehicles held at head office for managers who travel by public transport to use to visit academies.
- Cut down on employee business travel by using software already in place such as MS Teams and other electronic messaging and meeting services.

- Move over to green energy suppliers across all our managed premises.
- Place smart metres across all our buildings in scope to better manage usage and implement better controls of usage.
- We are talking to the Green Salon Collective who can recycle 100% of waste form hair salons including hair, wax strips, foils from hair colouring etc. Nothing goes to landfill with most of the waste being recycled and anything that can't goes to energy production.
- Further employee engagement and buy in to get them involved in the reduction of carbon footprint within their roles and across all activities across the business.
- Implement more recycling opportunities across the group.
- Plans to implement further activities that LCG can continue to offset some carbon emissions through possible reforestation activities in line and supporting the national trust. Reduce waste in all areas and including reduction of further waste to landfill.
- Continue to move to reduce paper resources and more online documents and workbooks.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard[3].

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

Steve Williams
Head of Risk

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Date: 13 January 2025

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[1] https://ghgprotocol.org/corporate-standard
[2] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[3] https://ghgprotocol.org/standards/scope-3-standard