Carbon Reduction Plan (CRP)

1. Introduction

Think Employment Ltd are committed to reducing our carbon footprint by implementing and following a Carbon Reduction Plan (CRP). We aim to meet the needs of this CRP through effective communication and collaboration. Think Employment is committed to achieving Net Zero emissions by 2050.

Why should Think Employment measure our carbon footprint?

Human activity has already increased the global temperature by 1°C compared to pre-industrial levels, and the last 22 years have held 20 of the hottest years ever recorded; climate change isn't going to happen, it is happening. To mitigate against further destruction, world nations signed the Paris Agreement 2015 to limit global warming to 1.5°C, or well below 2 °C. This is important because the hotter the earth gets, the more frequently we will experience the effects of climate change, and the more severe they will be.

For UK businesses this means higher risk of flooding, disrupted supply chains, more heatwaves (putting servers and data at risk), reduced crop yields and stunted economic growth. Importantly each risk comes with extreme risk to human health, safety and wellbeing. If the viability of human life is not reason enough, not only are there potential legislative risks as the UK Government seeks to reach its net-zero target, but there are also risks associated with the transition to a low carbon economy through taxes and carbon pricing. With risks come opportunities: we have the opportunity to limit our vulnerability to fluctuations in fossil energy pricing, increase efficiencies, limit risk of supply chain disruption and increase employee wellbeing and engagement. Consumers are increasingly environmentally conscious and as concerns around climate change grow, consumers will more willingly invest in products and services associated with businesses actively measuring, managing and reducing emissions. In every choice we make we can choose to

accelerate climate change or be part of the solution. Measuring carbon emissions provides a consistent, accurate and transparent look at the amount of greenhouse gas the business creates and helps to identify which processes are contributing the most to climate change. Effective management of risks and identification of opportunities can optimise value creation. An important step to unlocking this value is understanding how your activities generate greenhouse gas emissions and then identifying how you can minimise them. On the basis that 'what gets measured gets managed', the first step to reducing your carbon footprint is to measure it.

Facts about climate change

1. Climate change could be irreversible by 2030 - the world's carbon emissions have continued to increase year on year despite scientists warning that global carbon pollution must be cut in half over the next decade to avoid catastrophic irreversible damage to our planet.

2. We use more of the earth's resources than it can renew - The UK's Overshoot Day 2021 was the 19th of May, this is the date when our demand for natural resources and services in a given year exceeds what the earth can generate in that year. By now we are using resources the earth won't be able to restore.

3. By 2050, 30-50% of the total species found on earth will be extinct - The expected rate of species extinction is around 5 species a year, we're currently losing up to 1,000 times the normal rate. Ecosystem degradation is already affecting the wellbeing of at least 3.2 billion people – 40% of the world's population.

4. The wealthiest 51% of the world's population account for 86% of global CO2 emissions – Yet the world's poorest disproportionately suffer the effects of climate change, it is not just a climate crisis, but a humanitarian crisis too.

5. Climate change is creating a refugee crisis - As global temperatures increase, millions of people are fleeing their homes to avoid the impacts of droughts and extreme storms. And these numbers are set to rise, estimating that up to 200 million people could be displaced by climate change by 2050. The more greenhouse gas we pump into the atmosphere, the hotter the earth gets.
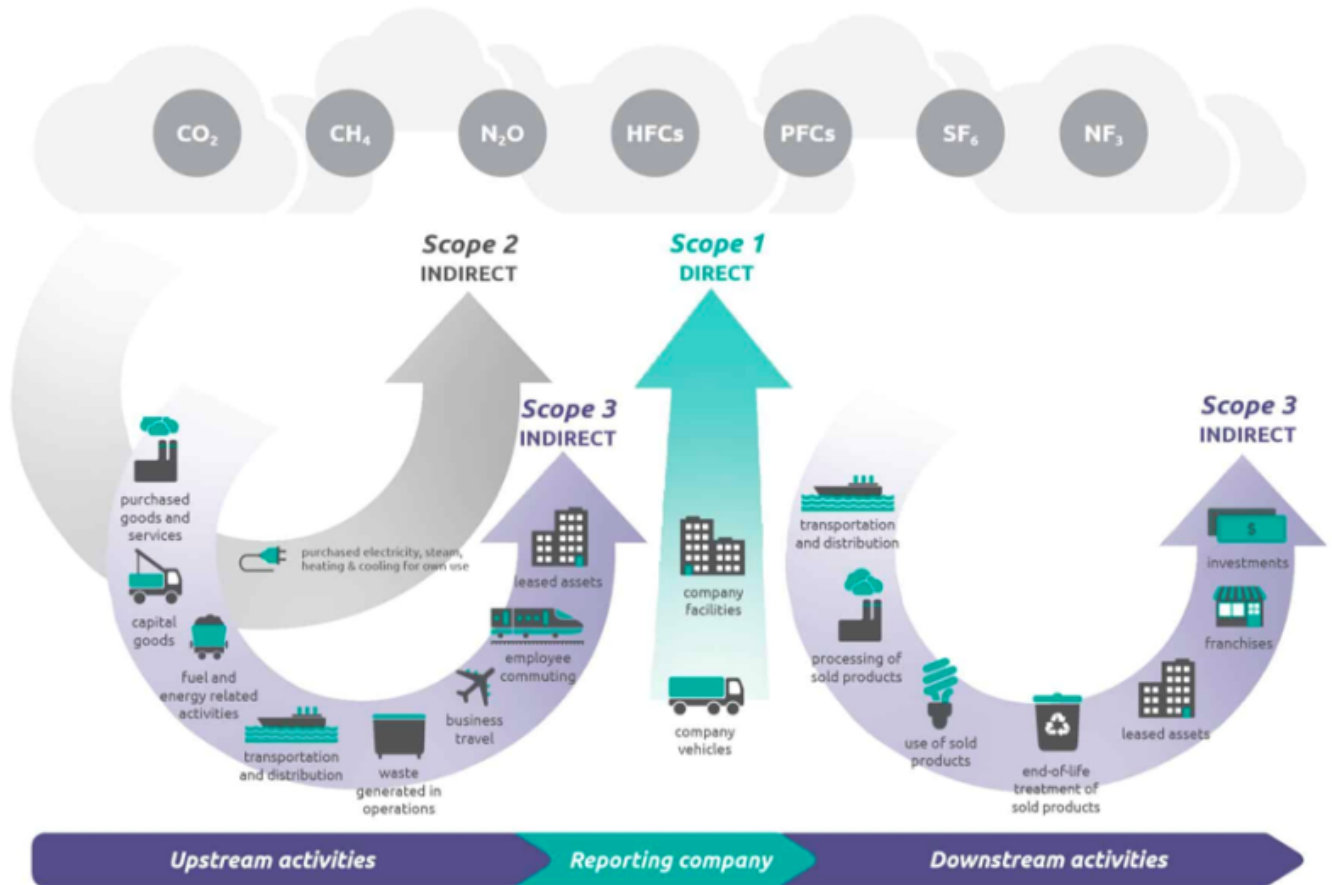
2. Aim

We as a company aim to:
- Educate and raise awareness among staff and our learners
- Encourage continual professional development for relevant staff
- Establish clear reporting of our plan with timely updates
- Achieve Net Zero by 2050

To fully capture a carbon footprint, the Greenhouse Gas (GHG) Protocol has split emissions up into 3 scopes:

	Definition	Source
Scope 1	Direct GHG emissions from sources owned by the organisation	Onsite combustion of fuels (natural gas) or from company owned vehicles
Scope 2	Indirect emissions, consumed by the company, but not directly created	Purchased electricity and gas
Scope 3	Indirect emissions outside of a company boundary, but still related to company activities	Sources include the supply chain, emissions produced by employee commuting and end of-life treatment of a product

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. When identifying Think Employment's Emission footprint the following was considered:

Source: brc.org.uk

3. Targets

Baseline Year: 2021
Additional Details relating to the Baseline Emissions calculations.
All offices are in leased buildings with therefore limited scope to influence the resource efficiency of the premises, although resource use is not considered to be significant. Pre-Covid, trainers and skills coaches were travelling to deliver training and meet with apprentices, but the pandemic has resulted in Think Employment utilising virtual learning programmes, and significantly reducing business travel, and in turn air and carbon emissions. It is anticipated that in the future there will be a hybrid approach to delivering courses, meaning emissions will remain below pre-Covid levels. Although minimising the company's environmental footprint is something that management are mindful of, and aligns with the company's values, it is something that is currently under-developed in terms of formal management, monitoring and reporting. There are limited direct emissions and waste generations from operations. The main waste streams generated are general office waste, electronics and used / out of date training materials. The move to virtual learning rooms has led to a reduction in physical training materials. A review of options to further digitalise materials would present an opportunity to minimise resource use and therefore waste, as well as to reduce costs.
Baseline year emissions:

EMISSIONS	TOTAL (tCO2e)
	Our company 2020 total carbon footprint is: 23.23. tCO2e

	Or: 0.516 tCO2e/employee.
Scope 1	**0% / 0**
Scope 2	**95% / 22.1 tCO2e emissions**
Scope 3 (Included sources)	**5% / 1.13 tCO2e emissions**
Total Emissions	**23.23 tCO2e emissions**

Current Emissions Reporting

| **Reporting Year: 2022**	
EMISSIONS	**TOTAL (tCO2e)** Our company 2021 total carbon footprint is: 28.6. tCO2e Or: 0.817 tCO2e/employee.
Scope 1	**0% / 0**
Scope 2	**95% / 25.0 tCO2e emissions**
Scope 3 (Included sources)	**5% / 3.6 tCO2e emissions**
Total Emissions	**28.6 tCO2e emissions**

*The current emission reporting is a carryover from 2021, Think Employment reports annually in June on targets, it is important to note that all Covid restrictions will have been lifted and as a result may impact on the operations of our services, however, we do not intent to move back to a face-to-face delivery but to an average 10% delivery. However, the long term 2050 target will remain as part of our commitment to net zero *

Emissions reduction targets

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

• Reduce absolute carbon, travel, energy emissions by 5% each year on average.

We project that carbon emissions will decrease over the next five years to 18.23 tCO2e by 2026. This is a reduction of 5% Progress against these targets can be seen in the graph below:
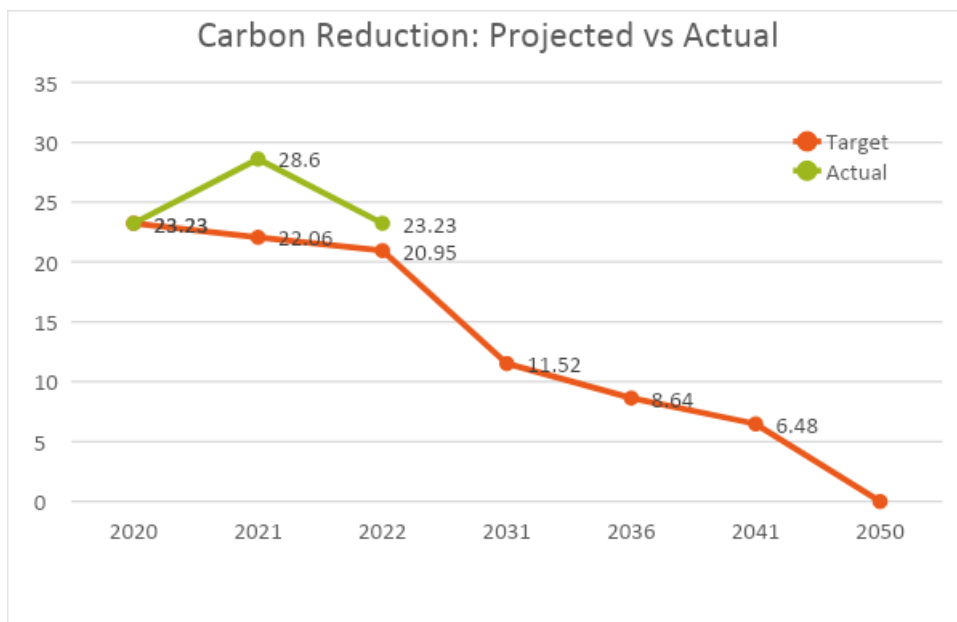
Think Employment have committed to sign up to SBTI measures by August 2022 to accurately set targets. The following environmental management measures and projects have been implemented since the 2020 baseline. In the future we hope to implement further measures such as:

• Changes in employee contracts to represent more flexibility and promotion of hybrid working to support reduction in the level of scope 3 emissions.

• Reinstating the car share scheme to reduce the number of cars visiting offices.

• Introduce a cycle to work scheme.

• Moving to a paperless organisation with workers by limiting the use of printers/ photocopiers.

• Encouragement of staff to use public transport when visiting offices.

• Educate our staff and learners with meaningful CPD in sustainability and the reduction of individuals carbon footprint.

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 standard13 and uses the appropriate Government emission conversion factors for greenhouse gas company reporting14.

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 15.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors / governance.

4. Review of the policy

A Senior Manager will review this policy annually or more frequently where there are significant changes in circumstances.

To be disseminated to: All Staff		**Policy Ref:** 060
Authorised by: CEO IT / Facilities Manager	**Issue Date:** January 2020	**Review Due:** June 2022

Amendments:

Jan 2020 – Policy released