

## Climate Change Statement

We are The Edwin Group - a growing collective of like-minded education professionals, working together to positively impact the lives of young people.

This is our vision – our commitment to young people – to their future, but we questioned whether this was enough?

What about the planet – the world that these young people will inherit? Are we doing enough to tackle climate change and to the reduction of global warming?

The impact of climate change has become one of the most pressing issues facing humanity in the 21st Century and it is widely accepted that what we do in the next decade to limit emissions will be critical to the future of our young people.

In recognising that we also have a commitment to the planet and working towards cutting the carbon we produce, we are actively working towards Net Zero and to being market leaders not only in the provision of a positive education experience for young people, but also by making sound ethical decisions on their behalf

The term 'climate change' refers to the long-term shifts in weather and temperature patterns. Some of these shifts are natural. For example, those that occur due to solar cycle variations, however, human activities are the main driver for climate change.

Pollution, climate change, habitat destruction, overpopulation, depleting resources, and improper waste disposal all have cyclical effects on profits, employee turnover, and productivity.

## The Edwin Group's commitment to combating climate change

### 1. Management of our greenhouse gas emissions

Measuring and analysing our greenhouse gas emissions provides us with clear statistics of the approximate amounts of emissions the company is releasing to the environment.

We are working with approved organisations to gather data and determine the main activities that result in these emissions. We can then formulate plans to offset the carbon emissions that arise from our business practices as part of our Environmental, Social and Governance (ESG) plan.

### 2. Encourage sustainable commuting

Across the globe, transport usually accounts for about 16 per cent of greenhouse gas emissions. In the United Kingdom, commuting accounts for approximately 15 per cent of nationwide journeys. We encourage our employees to use transport services that do not emit greenhouse gases by promoting walking, providing a Cycle to Work scheme and improving mileage reclaim levels for electric vehicles.

### 3. Reduce wastage in the workplace

To substantially cut down our emissions, we are committed to operating in an environmentally responsible manner, ensuring that wherever possible, buildings are insulated to the highest standards.

We actively promote efficient waste management with the provision of recycling stations in all business areas encouraging recycling, reusing and refilling!

### 4. Invest in greener equipment and infrastructures

We are committed to choosing more environmentally friendly equipment and infrastructures. Office necessities such as printers, air conditioners, bulbs etc. can be substituted for more energy-efficient and sustainable equipment where possible.

We work closely with our building landlords and key suppliers to reduce activities that increase carbon emissions and actively survey third parties to obtain and monitor their commitment to ESG and environmental activities. Prospective new suppliers are screened and their ESG activity taken into consideration when finalising contracts and leases.

We encourage all employees to participate in environmental initiatives across our various business units and organise regular ESG activities sharing best practice and environmental information and guidance.

## Review and monitoring

The HR department will be responsible for the monitoring of the effectiveness of this policy in meeting its aims and objectives. This policy will be reviewed annually.

This policy does not form part of any contract of employment or other contract to provide services, and we may amend it at any time.