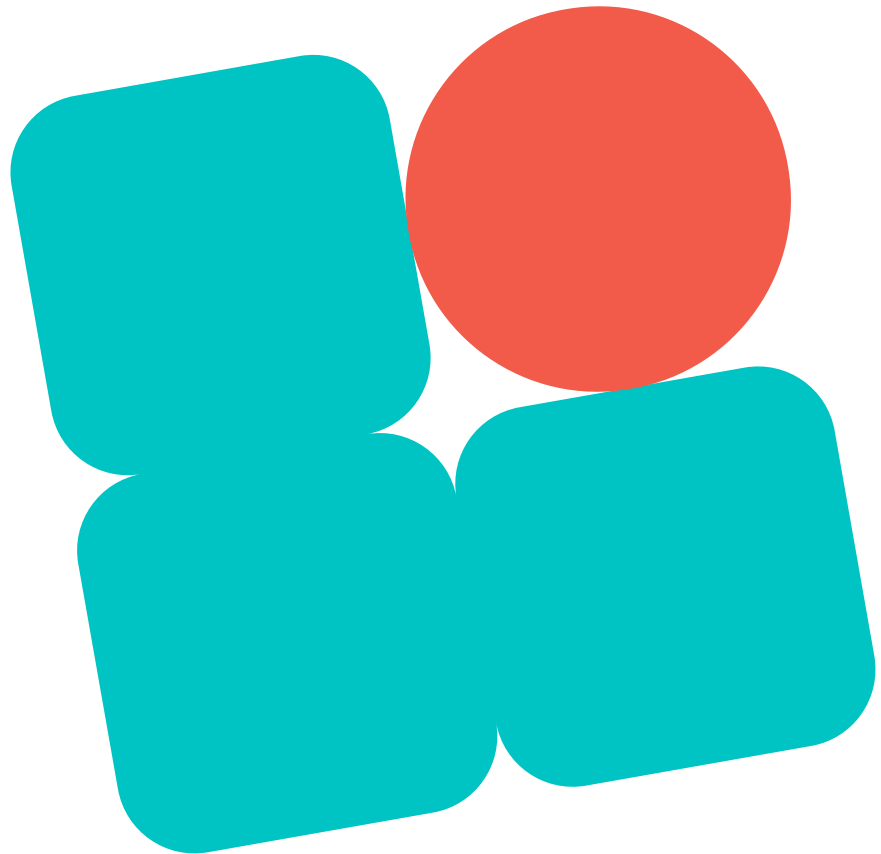


# Net Zero Report

Carbon Reduction Plan  
August 2022



● The Edwin Group  
was born out of a  
desire to do better.

# Executive summary

**Publication date: August 2022**

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

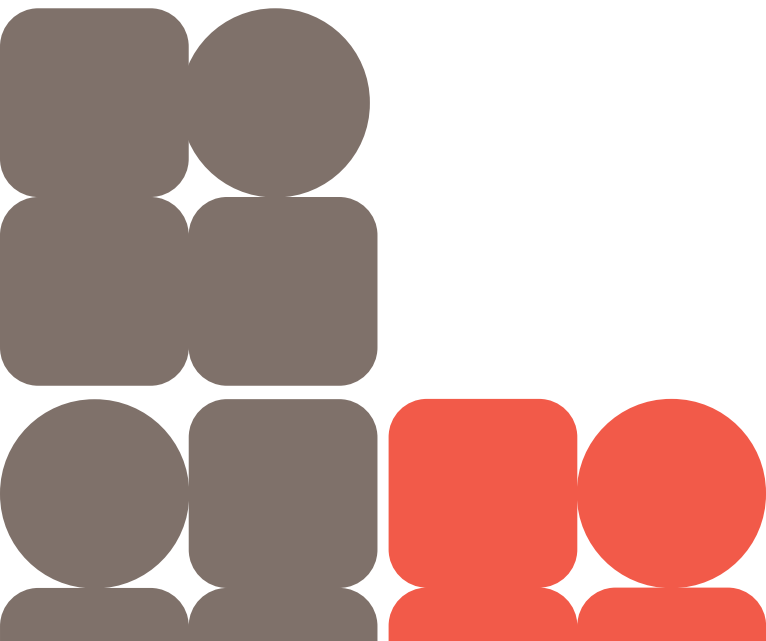
This is our vision – our commitment to young people – to their future, but we questioned whether this was enough?

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 Edwin Group



# About us

The Edwin Group is a UK based company that place education and the lives of young people at the forefront of their business. The Edwin Group delivers this service to schools by providing specialist staff, teachers and training.

Our commitment is not only to the people and schools we support but also the planet on which they live, and therefore we have decided to go on this journey to reach Net Zero by 2045. We will achieve this through a stringent carbon reduction plan using both short-term and long-term goals in tandem with those set out by government legislation.

● An educational alliance, here to do good.



# Commitment to Net Zero

The Edwin Group is committed to ensuring that we play our role in working alongside other UK organisations to achieve the UK Government's Net Zero target of at least a 100% reduction in the net UK carbon emissions by 2050 (based on 1990 levels) for our UK operations.

The Edwin Group is committed to taking action to reduce our annual emissions and achieving Net Zero emissions by 31st August 2045, five years earlier than the UK government's target. We will aim to reduce our emissions year on year and will achieve:

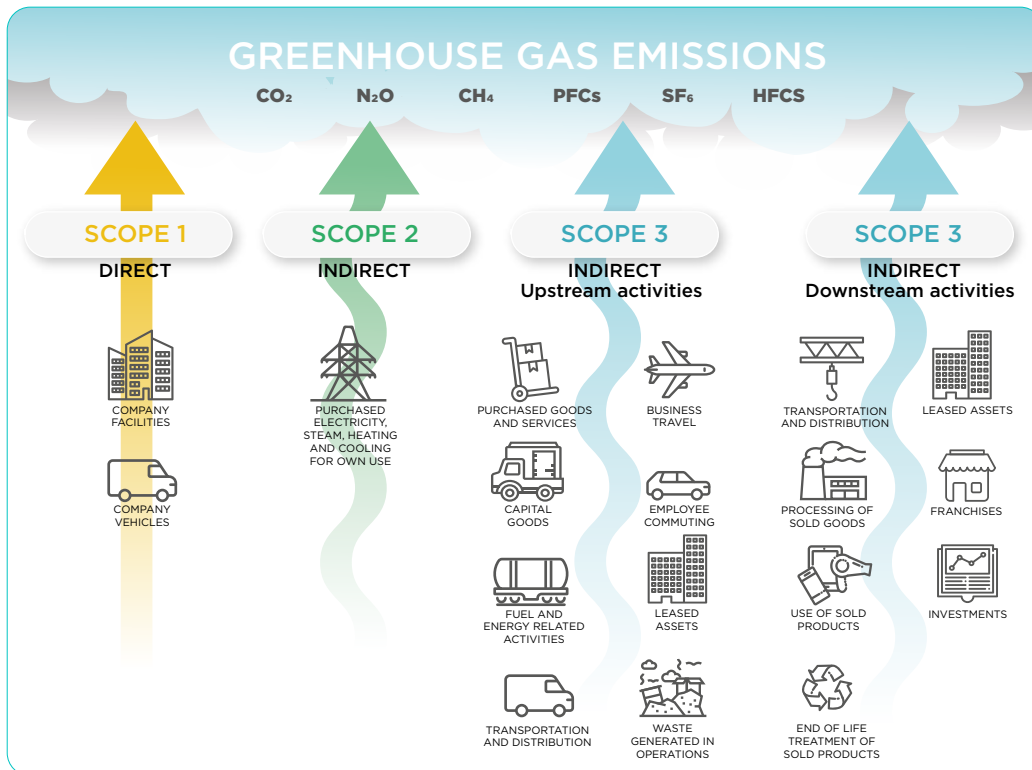
- 45 % reduction in our Scope 1 and 2 emissions by 2030
- Offsetting our residual Scope 1 and 2 emissions by 2023 to become carbon neutral via high-quality verified offsets
- 94.2 % overall reduction in all Green House Gas (GHG) emissions across Scopes 1 and 2 and 3 by 2045 offsetting any residual emissions via high-quality nature based or direct air capture projects and becoming Net Zero



To achieve these goals, The Edwin Group are taking the following actions:

- 01** Appointed an external specialist carbon consultancy to advise The Edwin Group on this journey, collate and verify data through to calculating the carbon emissions and helping advise on carbon reduction options
- 02** Set the base year (September 2021 – August 2022) and calculate the carbon footprint in line with GHG protocol for the base year:
  - Scope 1**
    - Transport and gas
  - Scope 2**
    - Electricity
  - Scope 3** - selected categories from the below based on materiality:
    - 8 upstream categories
    - 7 downstream categories
- 03** Created a carbon reduction plan for each scope and category
- 04** Set the Net Zero date
- 05** We will update the carbon footprint annually
  - September 2023 to be the first year post the base year
- 06** Improving the data collection each year and recalculating our baseline year to reflect improvements in data and inclusion of additional scope 3 categories as data becomes available

Overview of GHG Protocol scopes and emissions across the value chain



Source: GHG Protocol



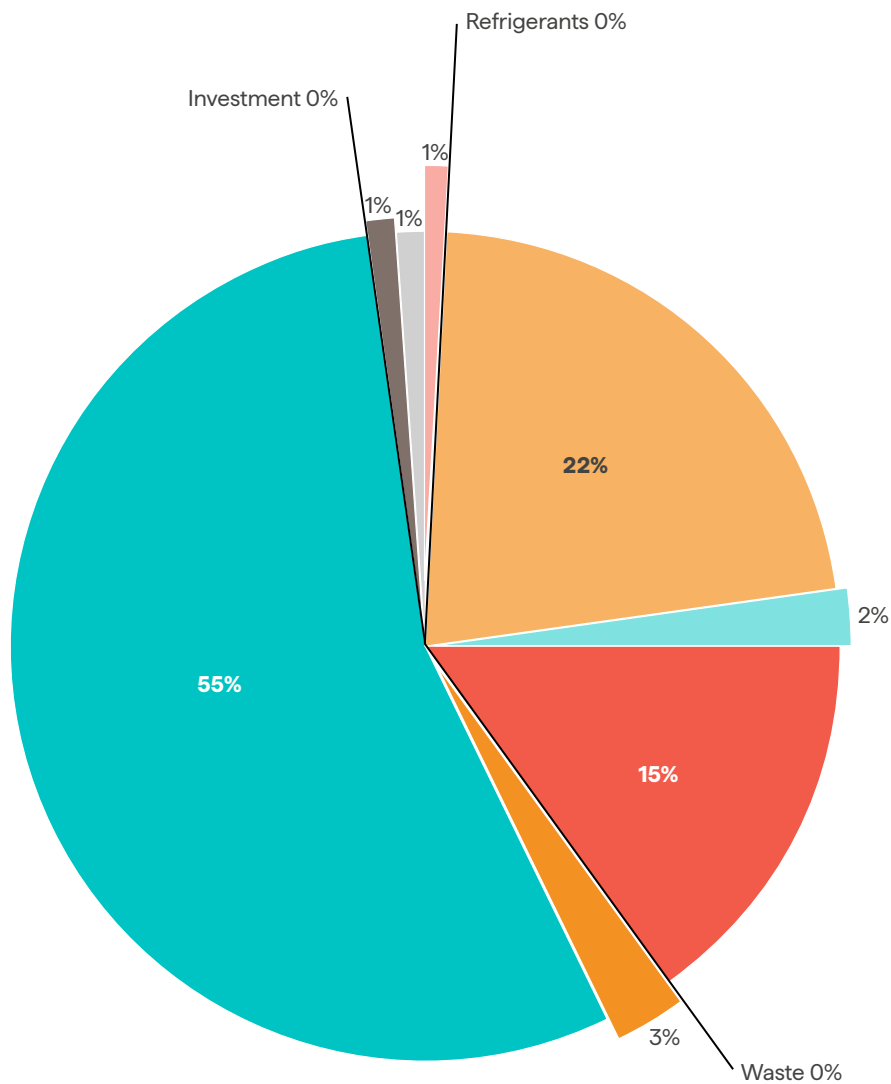
# Baseline emissions footprint

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. The Edwin Group has chosen September 2021 – August 2022 as our baseline year.

The Edwin Group's August 2022 baseline carbon emissions footprint is as follows:

## Breakdown of GHG emission sources

- Refrigerants 0%
- Purchased goods & services 22%
- Capital goods 2%
- Fuel & energy related activities 15%
- Waste 0%
- Business travel 3%
- Employee commuting 55%
- Investment 0%
- Stationary combustion (Gas) 1%
- End of life of sold products 1%
- Electricity (location based) 1%



Below is an itemised breakdown showing the amount of tCO<sub>2</sub>e produced by each scope and category from the FY 2022 baseline calculation. Also represented in this data is the carbon offsets that were purchased for 2022 based on the SECR report calculations. These carbon credits offset Scope 1, Scope 2 and 'grey fleet' from Scope 3 Category 6 - Business Travel resulting in The Edwin Group being carbon neutral for FY 2022.

| Scope/Category   |   | Emissions tCO <sub>2</sub> e | % of total  |
|--|---|------------------------------|-------------|
| <b>Scope 1:</b>  |   |                              |             |
| Stationary combustion (Gas)                                    | Gas consumed  | 34.02                        | 0.7%        |
| Refrigerants   | HVACs   | 4.61                         | 0.1%        |
| <b>Scope 2:</b>  |   |                              |             |
| Electricity (location based)                                   | Purchased electricity, steam, heating & cooling for own use   | 36.59                        | 0.8%        |
| Electricity (market based)                                     | Purchased electricity, steam, heating & cooling for own use   | 36.59                        | 0.8%        |
| <b>Scope 3:</b>  |   |                              |             |
| Cat 1: Purchased goods and services                            | Goods and services  | 1,047.87                     | 22.1%       |
| Cat 2: Capital goods   | CapEx expenditure   | 90.62                        | 1.9%        |
| Cat 3: Fuel & energy related activities                        | WTT (Well-To-Tank) & T&D (Transmission & Distribution losses) from electricity, gas, transport, business travel and employees commuting | 691.59                       | 14.6%       |
| Cat 5: Waste   | Waste   | 1.57                         | 0.0%        |
| Cat 6: Business travel   | Land and air travel for business purposes   | 160.90                       | 3.4%        |
| Cat 7: Employee commuting                                      | Employees commuting to and back from work inc WFH   | 2,618.12                     | 55.1%       |
| Cat 12: End of life of sold products                           | Disposal methods of sold goods  | 61.40                        | 1.3%        |
| Cat 15: Investments  | Investments in other companies for profit   | 0.36                         | 0.0%        |
| <b>Total Gross Emissions (location based)</b>                  |   | <b>4,747.64</b>              | <b>100%</b> |
| Less emissions avoided by procurement of renewable electricity |   | (0)                          |             |
| <b>Total Gross Emissions (market based)</b>                    |   | <b>4,747.64</b>              | <b>100%</b> |
| Less carbon offsets  |   | (-236)                       |             |
| <b>Total Net Emissions</b>                                     |   | <b>4,511.64</b>              |             |





To further understand our emissions, we have also recorded them using intensity ratios as this will allow us to track our emissions as our business grows and develops.

| INTENSITY RATIOS                          | Gross Emissions (location based) | Gross Emissions (market based) | Net Emissions |
|---|----------------------------------|--------------------------------|---------------|
| tCO <sub>2</sub> e per employee           | 1.21                             | 1.21                           | 1.15          |
| tCO <sub>2</sub> e per square meters      | 0.02                             | 0.02                           | 0.02          |
| tCO <sub>2</sub> e per million £ turnover | 65.48                            | 65.48                          | 62.23         |

When calculating carbon emissions, the GHG protocol corporate accounting and reporting standard states that a company must set its organisational boundaries.<sup>1</sup> This can be done in either by “equity share” or “control” approach. The equity share approach reflects a company’s economic interests and percentage ownership of companies or subsidiaries to assign GHG emissions. The control approach can follow two routes and defines the boundary by looking at either how much financial or operational control a company has. To fully cover all of its operations and subsidiaries The Edwin Group has selected the Operational Control method when setting our organisational boundary. The operational boundary will include all three scopes as outlined by the GHG Protocol. The Edwin Group’s emissions are reported in tCO<sub>2</sub>e have been calculated utilising the following formula:

**Source emissions data x conversion factor\* = total source emissions**  
**Source unit x (tCO<sub>2</sub>e/unit) = tCO<sub>2</sub>e**

\* Conversion factors are noted within the various sections below but are primarily derived from the latest:

- UK Government GHG conversion factors for Company Reporting
- DEFRA (Department for Environmental, Food and Rural Affairs)
- Environmentally extended input-output (EEIO) tables
  - EPA
  - Carnegie Mellon University

<sup>1</sup> <https://ghgprotocol.org/corporate-standard>



## Emissions methodology: Inclusions within current numbers

### Scope 1

Scope 1 sources included in the inventory are onsite (or “stationary”) natural gas combustion and fugitive emissions of refrigerant gasses. As we do not own or lease any vehicles mobile combustion has been excluded from scope 1

- A market based method reflecting emissions from the electricity that The Edwin Group has purposefully chosen via our energy procurement activities. This accounts for energy purchased from green energy suppliers

### Scope 2

Purchased electricity was the only identified scope 2 emissions source. However, per the GHG Protocol Scope 2 Guidance, scope 2 emissions have been calculated and reported using two separate methodologies:

- A location based method reflecting the average emissions intensity of grids on which energy consumption occurs

### Scope 3

#### **Category 1: Purchased goods and services**

Includes all upstream (i.e., cradle-to-gate) emissions from the production of goods purchased or acquired by The Edwin Group in the reporting year

#### **Category 2: Capital goods**

Includes all upstream (i.e., cradle-to-gate) emissions from the production of capital goods purchased or acquired by The Edwin Group in the reporting year



**Category 3: Fuel and energy related services**

This relates to transportation and distribution losses, and the well to tank emissions for all fuels consumed as a result of The Edwin Group's operation.

- Well to tank emissions account for all the emissions related to the extraction, production, and shipping of fuels excluding only the direct combustion of the fuel. (e.g., fuel consumed by The Edwin Group owned or leased vehicles, employees' vehicles used for commuting, vehicles used for business travel, etc)
- Transmission losses account for all the energy that is lost between the electricity production in the powerplant and when it is used (e.g., resistance in power lines)

**Category 5: Waste**

Includes emissions from third-party disposal and treatment of waste generated in The Edwin Group's owned or controlled operations in the reporting year

- We have utilised the Waste – type - specific method, which involves using emission factors for specific waste types and waste treatment methods

**Category 6: Business travel**

Includes emissions from the transportation of employees for business related activities in vehicles owned or operated by third parties, such as aircraft, trains, buses, and passenger cars. This also includes emissions resulting from hotel stays resulting from business related trips

- We have used the distance-based method, which involves determining the distance and mode of business trips, and then applying the appropriate emission factor for the mode used where possible we have used the number of nights stayed in hotels to calculate the emissions

**Category 7: Employee commuting**

Includes emissions from the transportation of employees between their homes and The Edwin Group's offices. Emissions from employee commuting may arise from car, bus, train, or cab travel. We have also included energy consumption and waste production which occur from employees working from home in this category

- This information was gathered through the use of employee travel surveys which collect data from employees on commuting patterns (e.g., distance travelled, and mode used for commuting) and apply the appropriate emission factors for the modes used using the distance-based method

**Category 12: End of life of sold products**

Includes the emissions of sold goods from Commando Joes

- Spend-based analysis was used to estimate emissions in this category based on the cost of goods purchased and determining the material composition of each item

**Category 15: Investments**

Emissions calculated were for the 27.5% investment in Llama ID

- In estimation of Llama ID Scope 1 and 2 emissions were calculated based on being a remote business of 2 employees working 8 hours a day, 5 days a week and 48 weeks of the year



## Emissions methodology: Non-material exclusions for FY22 baseline emissions

### Scope 3

#### **Category 4: Upstream transportation and distribution**

Is excluded from the current numbers there are no goods to transport or distribute. Any products that have been purchased are of small volume with the transportation being accounted for in spend

#### **Category 8: Upstream leased assets**

Is excluded from FY22 baseline emissions, as we do not lease any assets

#### **Category 9: Downstream transportation and distribution**

Is excluded from FY22 baseline emissions as we do not distribute our own products

#### **Category 10: Processing of sold products**

Is excluded from FY22 baseline emissions as we do not manufacture products

#### **Category 11: Use of sold products**

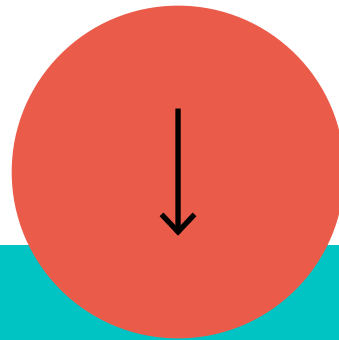
Is excluded from the FY22 baseline emissions as we do not sell physical products

#### **Category 13: Downstream leased assets**

Is excluded from FY22 baseline emissions, as we do not own any leased assets that we lease to other businesses

#### **Category 14: Franchises**

Is excluded from FY22 baseline emissions, as we do not operate franchises

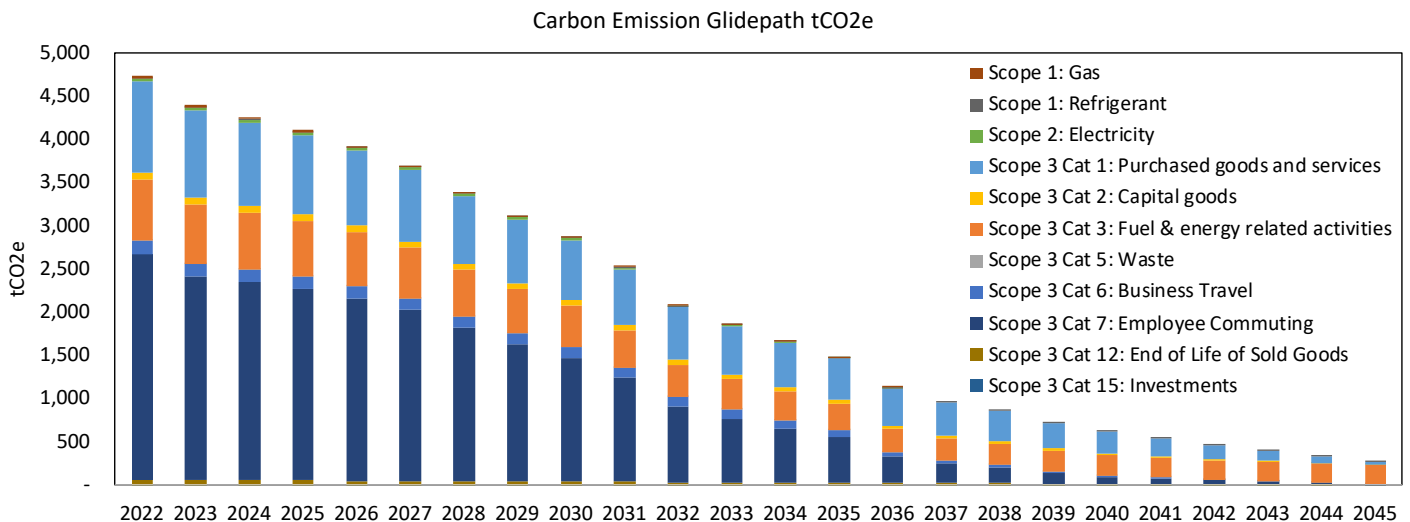


# ● Net Zero by 2045

# Emission reduction targets

In order to continue our progress to achieving Net Zero, we have mapped out and planned a number of positive actions to achieve the following carbon reduction targets:

- ✔ **13%** absolute reduction in emissions by 2025 from 2022 baseline levels
- ✔ **39%** absolute reduction in emissions by 2030 from 2022 baseline levels
- ✔ **69%** absolute reduction in emissions by 2035 from 2022 baseline levels
- ✔ **87%** absolute reduction in emissions by 2040 from 2022 baseline levels
- ✔ **94%** absolute reduction in emissions by 2045 from 2022 baseline levels



The Edwin Group’s approach is to always focus its efforts on reducing our own emissions, with significant planning and finances set aside to do this. However, a large proportion of our carbon emissions lie within scope 3, it is difficult to reduce these emissions within the short term as these are within our supply chain where we have influence but not control. To try and reduce these emissions The Edwin Group will use our purchase power and choice of suppliers to encourage the correct carbon reducing behaviour within our supply chain.



# Environmental management measures / emission reduction plan

As a responsible business, The Edwin Group has for many years had a focus on the environment and reducing our carbon emissions. To drive this to the next level, we engaged the services of Sustainable Advantage to advise The Edwin Group Board on global best practices on carbon reduction. We have a detailed carbon emissions reduction plan, the key actions of which are summarised below:

## SCOPE 1 & 2: Stationary combustion (natural gas), refrigerants and electricity

The Edwin Group are tenants in serviced properties and are therefore not able to make direct changes to contracts for gas or electricity, nor are they able to change the HVAC systems to use greener gases. However, to mitigate this, The Edwin Group will conduct a survey of all existing and perspective buildings providing each with a score which will help provide guidance to the existing landlords to implement these changes where possible. If not possible, we will use these scores to change locations and sign new agreements. Changes that we will encourage our landlords to implement to reduce emissions for our scope 1 and 2 are:

### Scope 1: Stationary combustion (natural gas)



- Progressively replace brown gas consumption with renewable gas consumption
- Reduce reliance on gas use and replace gas boilers with electrical heating systems such as air source heat pumps, infra-red panels, electric storage heaters etc. where practical
- Investigate new technologies as they become available and install these where practical (e.g., hydrogen powered boilers)
- Ensure that all our facilities use minimal heating by making sure buildings are fully insulated
- Identify sites with high gas consumption and perform energy surveys to identify capital expenditure (CapEx) opportunities

## Scope 1: Refrigerants



- Replace HVAC systems with those containing less potent gasses with a smaller Global Warming Potential (GWP) when units are due for replacing

## Scope 2: Electricity



- Energy efficiency guides will be issued to all site staff to facilitate positive behavioural change
- Green champions at each site will be gathering up to date monthly energy performance data to provide feedback
- Ensure we use energy efficient systems wherever possible e.g., replacing lights with LED and using passive infra-red sensors (PIRs) where possible
- Energy surveys will be undertaken at sites consuming large amounts of electricity to identify CapEx opportunities
- Energy champions to be appointed to gather ideas from colleagues across our organisation. These ideas will be collated and shared, supplemented by what we consider to be best practices
- Investigate opportunities to install green energy production facilities onsite where practicable (e.g., solar panels, wind turbines)



## SCOPE 3 Category 1: Purchased goods and services and category 2: Capital goods



The Edwin Group realises that much of the GHG reductions in this category will happen because of our suppliers reducing their carbon emissions and becoming more carbon aware as the UK progresses towards a Net Zero 2050. However, that does not mean that we will take a passive approach to the category especially as both purchased goods and services & capital goods combined account for 24.3 % of our total emissions. To try and encourage positive change on our suppliers we will:

- Engage with tier 1 suppliers to first understand their carbon footprint (scopes 1 and 2) by sending out carbon surveys
- Be selective about working with sophisticated carbon suppliers (where possible), and additionally, support suppliers to reduce their emissions
- Work with suppliers to collaboratively set carbon emissions reductions targets

## Scope 3 Category 5: Waste



The Edwin Group already have waste champions in place at each location where it is ensured that the waste hierarchy is followed giving preference to:

- Reduce the waste generated
- Re-using / recycling as much as possible
- Residual general waste to be incinerated to limit the volume of waste that goes to landfill

In addition to this, The Edwin Group will also action the following to reduce the emissions related to waste disposal:

- Staff training programmes will be rolled out to provide clear, consistent training and information to minimise waste and maximise recycling
- We will track the disposal methods of our various waste streams and encourage waste management companies to change suppliers who send waste to landfill for those we have control over

Engage with landlords to work towards zero waste to landfill by 2027





### Scope 3 Category 6: Business travel



- COVID-19 has taught us that video conferencing tools such as Teams and Zoom can very successfully host meetings. We are encouraging our staff to continue to embrace this technology to minimise travel where possible
- Where travel is required, we will prioritise carbon reducing travel modes, choosing rail over air and / or cars
- Investigating opportunities for mileage reclaim rates for EV vehicles
- We will also begin collecting more granular data on hotel stays to better calculate our GHG emissions in future years

### Scope 3 Category 7: Employee commuting



We recognise that we cannot influence what modes of travel our employees use. However, we need to do all we can to encourage them to join us on our sustainable journey given this accounts for over 55% of our total emissions. We will endeavour to achieve this by:

- Sending a travel survey to each one of our employees to understand how they currently get to and from work which will be incentivised to ensure the most accurate results
- Putting in place initiatives to include:
  - Cycle to work schemes
  - Encouraging carpool arrangements
  - Providing information on public transport alternatives
  - Encouraging landlords to instal EV charge points at our office location
  - Investigating opportunities for mileage reclaim rates for EV vehicles

Explore initiatives such as EV salary sacrifice schemes



### Scope 3 Category 12: End of life of sold products



The Edwin Group will gather more granular data for each item sold to understand the weight and material composition. In doing so, The Edwin Group will also be conducting supplier surveys which will help make more informed choices. If required, suppliers may need to change to more local sources or those with more sustainable goods in order to minimise emissions.

### Scope 3 Category 15: Investments



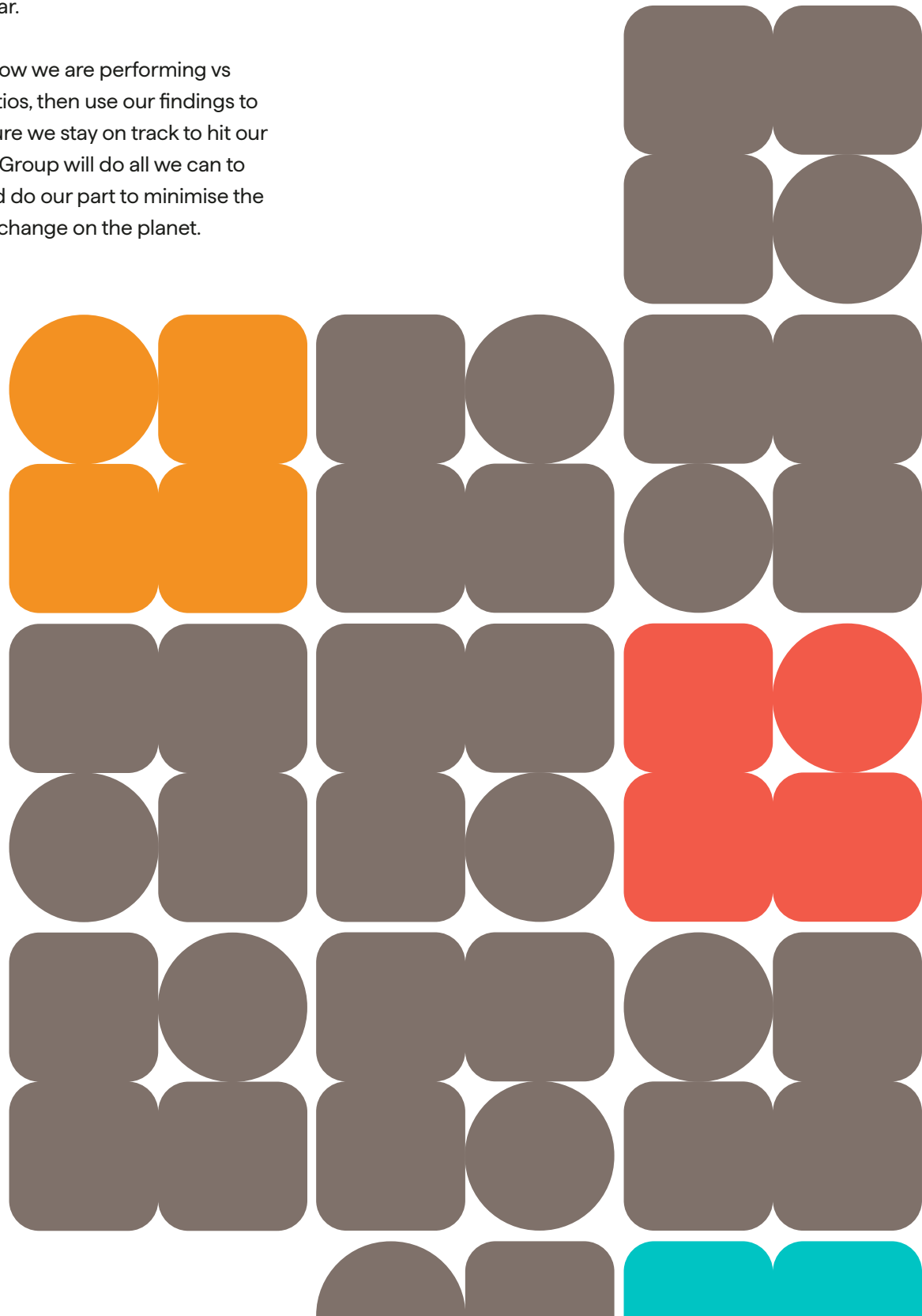
The Edwin Group plan to increase their investment in Llama ID for the year 2023 which will take into account a higher emission rate however, The Edwin Group will work with Llama ID to calculate their Scope 1 and 2 emissions for a more accurate emissions calculation. The Edwin Group will then encourage Llama ID to implement changes to these scopes and categories as for our own.



# Conclusion

As The Edwin Group start the journey of reaching Net Zero, we will recalculate our carbon footprint annually for each financial year ending August 2045 with 2023 being the first post base year.

We will track and analyse how we are performing vs our targets and intensity ratios, then use our findings to guide our decisions to ensure we stay on track to hit our Net Zero target. The Edwin Group will do all we can to minimise our emissions and do our part to minimise the negative effects of climate change on the planet.





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