

The Growth Company Carbon Reduction Plan

Commitment to achieving Net Zero

The Growth Company is committed to achieving Net Zero emissions by 2035.

Baseline Emissions Footprint

Baseline Year: April 2019 – March 2020

Additional Details relating to the Baseline Emissions calculations

The Growth Company's (GC) carbon emissions have been calculated in line with our Streamlined Energy and Carbon Reporting Regulations (SECR) requirements, that is our Scope 1 and Scope 2 emissions as well as our Scope 3 emissions which relate to business travel. Additional Scope 3 categories, calculated retrospectively in line with GHG (Greenhouse Gas) Protocol guidance and using the relevant UK Government Carbon Conversion Factors.

All our emissions reporting includes Well-to-Tank, Transmission and Distribution, and Radiative Forcing (RF) conversion factors where relevant. Our reporting scope covers the entire group as this best reflects the agile way in which we use our office space.

Baseline year emissions: 2019/20	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	138
Scope 2	362
Scope 3 (Included Sources)	Category 4 & 9 – Upstream & Downstream Transport - 109 Category 5 – Waste - 39 Category 6 – Business Travel - 337 Category 7 – Employee Commuting & Homeworking - 2,049
Total Emissions	3,035

Current Emissions Reporting

Reporting Year: April 2022 – March 2023

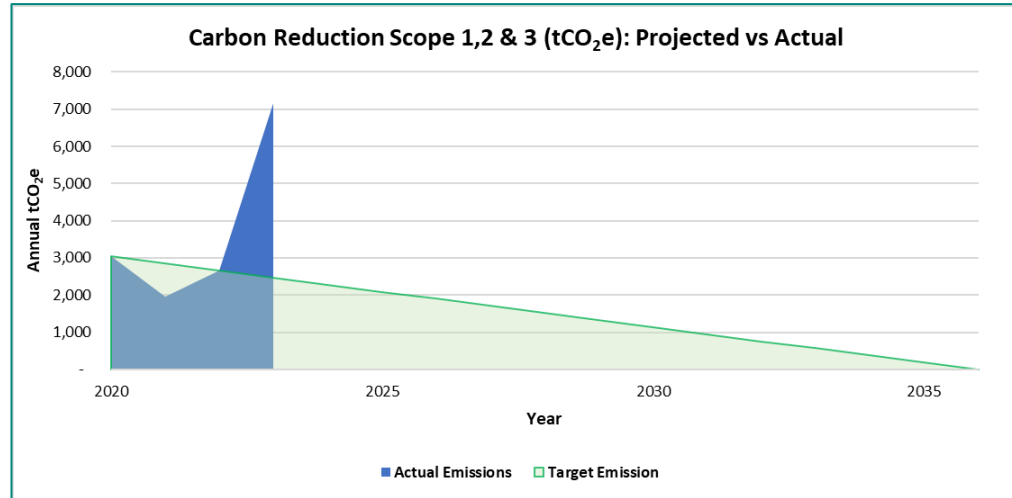
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	312
Scope 2	376
Scope 3 (Included Sources)	Category 1 – Purchased goods & Services – 3,170 Category 4 & 9 – Upstream & Downstream Transport – 327 Category 5 – Waste - 12 Category 6 – Business Travel - 222 Category 7 – Employee Commuting & Homeworking – 3,081
Total Emissions	7,173

Emissions reduction targets

In February 2022 GC set a target to be Net Zero by 2035 across all three scopes, recognising the latest scientific evidence that there needs to be a rapid transition to a net zero economy to help ensure global temperatures do not exceed 1.5oC.

As of 2020-21, GC has been Carbon Neutral across our Scope 1 and 2 emissions, as well as the five Scope 3 categories defined in Procurement Policy Note 06/21 and will continue to off-set its measured carbon emissions year-on-year using the Gold Standard, whilst also implementing carbon reduction initiatives.

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



In 2022/23, GC has seen an increase of 4,138 tCO₂e against its baseline, and an increase of 4,508 tCO₂e against the previous year. There are a number of reasons for this including:

- 11% increase in estate floor area on 2021/23 and a 26% increase on 2020/21
- Increase in contracts which require business and international travel
- Increase in scope of reporting and quality of data
- Covid recovery

Previous carbon reductions had been attributed to Covid recovery whilst carbon increases have been attributed to a return to business-as-usual. When compared to our baseline year, we are still seeing reductions in carbon emissions associated with our minibus use, grey fleet and business travel, waste, learner travel and homeworking.

GC is in the process of on-boarding a carbon reporting platform, therefore, it is expected that as the scope of reporting increases the carbon emissions will likely increase also. However, this platform will allow better quality data capture.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019/20 baseline.

UTILITIES

- Green Energy tariffs have been used when purchasing energy directly by GC.
- Installed half hourly sub-metering and using the data to identify energy inefficiencies.
- Introduced good energy management procedures such as a heating and cooling policy, automatic sleep mode and switch off, utilising sensor-based lighting and natural light.
- Reducing water waste through installation of instant hot water dispensers.
- Reduced waste to landfill through dedicated recycling and general waste bins.

TRAVEL

- Introduced a 'Our Working Way' policy to encourage agile, flexible working from home locations, digitisation of paperwork and the use of electronic/virtual meetings and training.
- Sustainable transport options available to all colleagues including season ticket loan offer and cycle to work scheme and all are encouraged to use public transport for business travel through our expenses system.
- Introduction of salary sacrifice electric vehicle (EV) leasing scheme.

PROCUREMENT

- Minimised the use of virgin paper by ensuring all our paper has 100% recycled content.
- Sustainable supplier questionnaire embedded into new supplier contracts.

AWARENESS

- Achieved ISO 14001 certification.
- Increased colleague awareness and engagement through our internal Team Green Climate Action Group.
- 97% of colleagues have completed Environmental Awareness training and is included within our induction process.
- ~90 colleagues have completed additional Carbon Literacy or Journey to Net Zero training including members of our Senior Management Team.
- GC is a Bronze Carbon Literacy Organisation.



Future Carbon Reduction Initiatives

In February 2022, approval was secured from the Board to set new carbon reduction targets, namely to become Net Zero by 2035 across Scopes 1,2 and 3. This plan consists of:

1. Redefining the scope of our Carbon Footprint to include additional Scope 3 categories
2. Recalculating emissions from 2019/20 as the baseline year and previously reported years, as well as every year thereafter
3. Identify and implement activities which would reduce our energy consumption and so our emissions using our ESOS (Energy Savings Opportunity Scheme) recommendations as a guide
4. 'Offset' the residual emissions

This decision, combined with our ESOS work and wider societal awareness, has resulted in a sustained focus on our energy usage and carbon emissions, with a higher degree of consciousness of individual actions and their environmental impacts.

In the future GC will be implementing further measures such as:

- Working with our landlords and encouraging them to switch to renewable energy sources
- Engaging with our tier one suppliers to understand the environmental impact of our supply chain
- Undertake an estates wide energy audit as part of our ESOS compliance process in 2022/23, the findings of which will be used to strengthen our carbon reduction plan
- Replace lighting with LEDs at our three highest consuming sites; Warren Bruce Court, Tootal Building and Trafford Park Skills Centre
- Conduct a Colleague Travel and Homeworking survey to better understand our carbon footprint relating to these activities
- Continue to increase the number of colleagues who have undertaken additional environmental training
- Introduction of environmental standards for new sites including minimum EPC rating and mandatory requirement to provide environmental information
- Implementation of a company-wide waste contract



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

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.

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:

**Mark Hughes Group Chief Executive
The Growth Company**

Date: 22/02/2024