

Carbon Reduction Plan

Supplier name: Equal Education Partners Ltd

Publication date: 26/11/2025

Commitment to achieving Net Zero

Equal Education Partners Ltd is committed to achieving Net Zero emissions by 2050 in line with the UK Government's commitment under the Climate Change Act.

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: 2021/2022	
Additional Details relating to the Baseline Emissions calculations.	
See detail below	
Baseline year emissions: 2021/2022	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Company Facilities: we are tenants in buildings managed by landlords. The landlords are therefore responsible for the reporting of this data. Company Vehicles: We have two company vehicles.
Scope 2	Purchased electricity, steam, heating and cooling for own use: We do not purchase any of the energy needed for our buildings as they are all leased and are covered by the landlord.
Scope 3 (Included Sources)	Business travel: We will continue to encourage car sharing when more than one employee is travelling for business to reduce the amount of overall travel, thus, helping to reduce our CO2 emissions.

	Business travel via plane to Boston for a business trip, return trip. This calculates as 1.65 tonnes of CO₂e Business travel via car throughout the year is approximately 7820 miles. This calculates as 2.3 tonnes of CO₂e Employee commuting: We will continue to offer hybrid/flexible working options to all of our employees to reduce the amount of commuting, thus, helping to reduce our CO₂ emissions. We have calculated our emissions based on the average commuter travelling 782 miles per year, in an average petrol car. We have based this on 12 employees over the year due to gradual increase in employees = 2.76 tonnes of CO₂e Waste generated in operations: Our waste is managed through the lease arrangements and so we do not hold information in this respect. Upstream and downstream distribution: We do not purchase or sell any goods, so we can't report any figures against upstream and downstream distribution.
Total Emissions	6.71 tonnes of CO₂e

Current Emissions Reporting

Current Year: 2024/2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	Company Facilities: we are tenants in buildings managed by landlords. The landlords are therefore responsible for the reporting of this data. Company Vehicles: We have one company vehicle.
Scope 2	Purchased electricity, steam, heating and cooling for own use: We do not purchase any of the energy needed for our buildings as they are all leased and are covered by the landlord.
Scope 3	Business travel: We will continue to encourage car sharing when more than one

(Included Sources)	employee is travelling for business to reduce the amount of overall travel, thus, helping to reduce our CO2 emissions. Business travel via car throughout the year is approximately 7820 miles. This calculates as 2.3 tonnes of CO2e Employee commuting: We will continue to offer hybrid/flexible working options to all of our employees to reduce the amount of commuting, thus, helping to reduce our CO2 emissions. We have calculated our emissions based on the average commuter travelling 782 miles per year, in an average petrol car. We have based this on 17 employees over the year due to gradual increase in employees = 3.5 tonnes of CO2e` Waste generated in operations: Our waste is managed through the lease arrangements and so we do not hold information in this respect. Upstream and downstream distribution: We do not purchase or sell any goods, so we can't report any figures against upstream and downstream distribution.
Total Emissions	5.8 tonnes of CO2e

Summary

From our baseline year to 2024/2025 our emissions have reduced from **6.71 tonnes of CO2e to 5.8 tonnes of CO2e**. We will endeavour to continue our efforts in reducing our carbon emissions over the coming year. This is an increase from 2023/2024 but it is due to the increased number of employees.

Emissions reduction targets

Equal Education Partners has never previously calculated their carbon emissions. In order to continue our progress to achieving Net Zero by 2050, we have adopted the following carbon reduction targets.

1. Continue to reduce, reuse and recycle our waste at our Offices
2. Continue to promote flexible working policies including work from home and hybrid options which will result in less commuting by car and/or public transport thus reducing pollution.
3. Continue to hold meetings online rather than in person with clients and other collaborators which again will result in less commuting by car and/or public transport.
4. Continue to operate on a paperless basis by increasing the use of digital tools at our Offices, where possible.
5. Continue to opt for energy efficient appliances at our Offices.

6. Continue to operate using laptops rather than desktops at our Offices as they are more energy efficient.
7. Continue to turn off all appliances at the end of each day when the Office is not in use

Carbon Reduction Measures and Projects

Since the 2021/2022 baseline, the following environmental initiatives have been completed or implemented:

Implemented Projects

- **Single-Use Plastics Reduction Policy:** We have introduced a policy to minimize the use of single-use plastics across our offices, reducing waste and our overall environmental impact.
- **Paperless Office Policy:** A policy has been established to reduce paper consumption and promote digital workflows throughout the organization.

Planned Initiatives

Looking ahead, we aim to implement additional measures to further reduce our carbon footprint, including:

- **Complete elimination of single-use plastics** within all office operations.
- **Participation in environmental programs**, such as joining Ecologi and enrolling in schemes that plant a tree for each new employee.
- **Educational outreach through SEREN**, supporting programs that teach young people about climate change and the steps necessary to achieve Net Zero.

These initiatives reflect our ongoing commitment to sustainable practices and continuous improvement in environmental management.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards 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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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:

Name: Natalie Gondwe

Title: Business & People Manager

Date: 26/11/2025

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>