

The Careers & Enterprise Company: Carbon Reduction Plan

Supplier name: The Careers & Enterprise Company

Publication date: 04/12/2025

Commitment to achieving Net Zero

The Careers & Enterprise Company is committed to achieving Net Zero emissions by 2050.

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: 2019/20 | |
| Additional Details relating to the Baseline Emissions calculations. | |
| The baseline reporting period was from 1st April 2019 – 31st March 2020. | |
| Baseline year emissions: | |
| EMISSIONS | TOTAL (tCO₂e) |
| Scope 1 | 0 |
| Scope 2 (market-based) | 18.9 |
| Scope 3 Included Sources: Transmission & distribution (T&D) losses; upstream transportation and distribution; waste; business travel (including hotel stays); and employee commuting (excluding homeworking) | 253.9 |
| Total Emissions | 272.7 |

Current Emissions Reporting

| | |
|--|----------------------------|
| Reporting Year: 2024/25 | |
| EMISSIONS | TOTAL (tCO ₂ e) |
| Scope 1 | 0 |
| Scope 2 (market-based) | 0 |
| Scope 3 Included Sources: Transmission & distribution (T&D) losses; upstream transportation and distribution; waste; business travel (including hotel stays); and employee commuting (excluding homeworking) | 99.9 |
| Total Emissions | 99.9 |

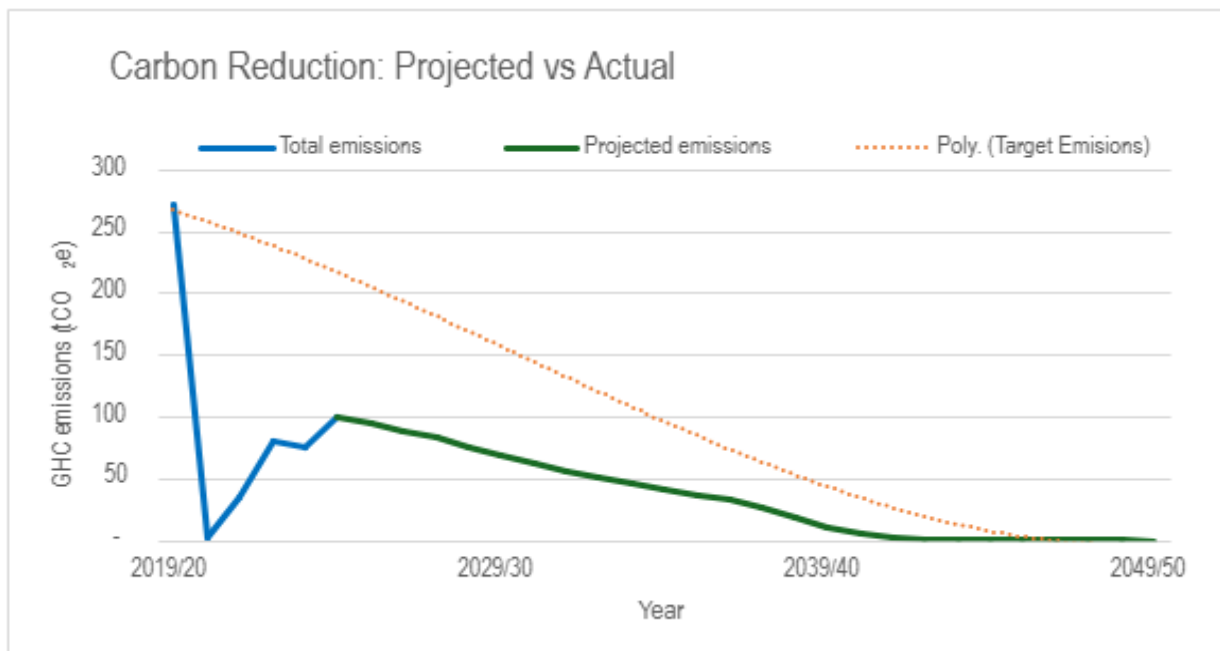
Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. These targets relate to scope 1, 2 and a subset of scope 3 emissions: transmission and distribution losses, upstream transportation and distribution, waste, business travel (including hotel stays) and employee commuting (excluding homeworking).

In order to remain on track to achieve Net Zero by 2050, carbon emissions in 2029/30 would have to be 160 tCO₂e, a reduction of 40% from the 2019/20 baseline year. The Careers & Enterprise Company have already surpassed this, with emissions for the most recent year (2022/23) being 99.9 tCO₂e, a 63% reduction from the 2019/20 baseline year.

Based on current projections, The Careers & Enterprise Company's carbon emissions will decrease over the next five years to 70 tCO₂e by 2029/30. This is a reduction of 75% from the 2019/20 baseline.

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



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019/20 baseline. The carbon emission reduction achieved by these schemes equate to 173 tCO₂e per year, a 63% reduction against the 2019/20 baseline and the measures will be in effect when performing the contract.

The Careers & Enterprise Company has a cycle to work scheme intended to encourage cycling as a method of commuting for those employees who wish to continue to use the office as their main place of work.

In May 2021, The Careers & Enterprise Company opted to relocate to smaller office and transitioned to a hybrid working model. The green credentials of the new office were one of

the criteria considered during the decision-making process, with the intention of improving The Career & Enterprise Company's overall energy efficiency. Hybrid working reduces emissions from commuting but will incur some additional emissions from homeworking. Typically, the reduction in commuting emissions outweigh any increase in homeworking emissions

As of 2022/23, The Careers & Enterprise Company have utilised a green energy tariff for their electricity usage, ensuring that all electricity consumed was made up of 100% renewable energy supplied by Smartest Energy.

As of 2023/24 an update in travel policies has been made so that the least carbon intensive mode of transport can be selected to encourage greener travel and reduce emissions associated with this emissions source

In the future we hope to implement further measures such as:

Capitalise on employee commuting reduction potential – a continuation in current policies (e.g., flexible working) and implementation of new policies (e.g., EV purchase incentive scheme) would focus on further emissions reduction for this significant emissions hotspot.

Reduce overall travel, noting that Business travel accounts for over 80% of emissions, programmes to drive down total travel taking place, and or replace existing forms of transport with a greener option will be trialled.

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 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:

John Varham
John Varham (Dec 4, 2025 11:42:55 GMT)

Date: 04/12/2025

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>