

Carbon Reduction Plan

Supplier name: Equality Solutions Group Ltd

Publication date: 24th April 2024

Commitment to Achieving Net Zero

Equality Solutions Group Ltd, which incorporates all its subsidiary companies, has committed to achieving Net Zero emissions by 2040.

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: 2022	
Additional Details relating to the Baseline Emissions calculations.	
<p>We have calculated Scope 1 and Scope 2 emissions from financial data related to invoices for Power and Fuel consumables at standard conversion factors for the reporting period 1st April 2021 to 31st March 2022.</p> <p>We have carried out a broad assessment of Scope 3 emissions on a proportionate basis at this time.</p>	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	4
Scope 2	16
Scope 3 (Included Sources)	465
Total Emissions	485

Current Emissions Reporting

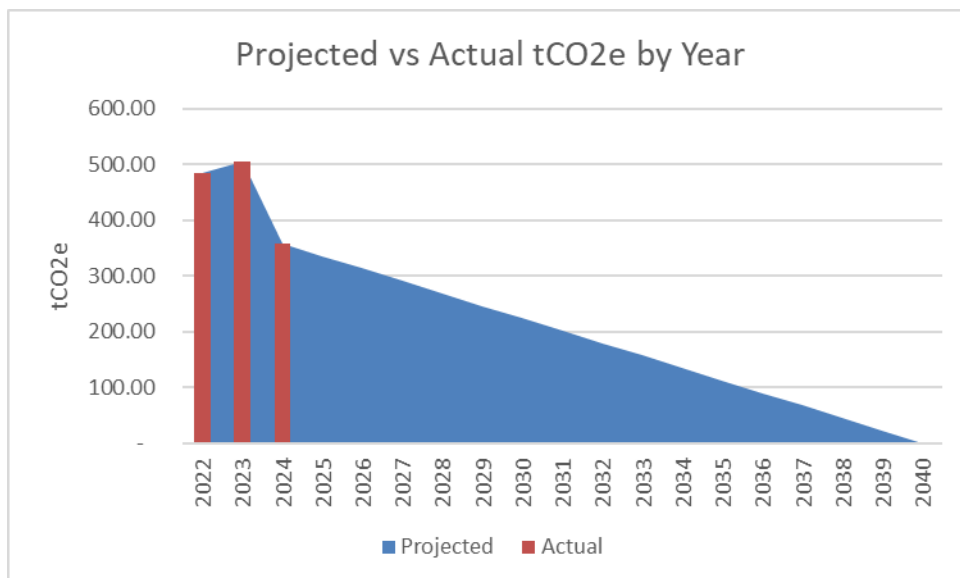
Reporting Year: 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	4
Scope 2	7
Scope 3 (Included Sources)	347
Total Emissions	358

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to 246 tCO₂e by 2029. This is a reduction of 49%

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



Please note that the baseline tCO₂e is based on run-rate trading at the time, this year we have closed underused office space and adopted more hybrid working to reduce carbon emissions, making good progress on our target.

Carbon Reduction Projects

Carbon Reduction Initiatives implemented to date:

The following environmental management measures and projects have been implemented to reduce the 2022 baseline.

1. Partnering with a large IT distributor that shares the same commitment to environmental management and carbon reduction measures as eQS.
 - Utilising the distribution centre of the IT distributor to hold inventory and eliminate unnecessary deliveries, ensuring that bulk deliveries are made to warehouse.
2. Reduce business mileage across the group
 - Ensuring use of public transport wherever possible (Head office location is near to Metro station)
 - Use of car sharing when going to meetings, paying higher mileage allowances as per HMRC guidelines to encourage this. Car sharing when commuting is also encouraged by the business.
 - Use of technology (i.e. Microsoft Teams) across the group to eliminate unnecessary travel and commuting.
3. ISO 14001 accreditation achieved across all of the group entities (eQuality Solutions Group Ltd, Invate Ltd, e-Quality Learning Ltd, Learning Labs (UK) Ltd., Amano, The Educational Guidance Service, EW Group, Challenge Consultancy Ltd.).
4. Bike to work scheme rolled out and encouraged across the group.
5. Flexible hybrid working policy implemented.
6. Replaced signing-in book and printed marketing literature with digital alternatives.
7. Refitting of all offices with energy efficient lighting systems and operating a lights off policy when rooms are not in use.
8. Walking group introduced as part of employee wellbeing to promote walking as an alternative to car use.

Options to be considered for future implementation include:

1. Replace company car with hybrid or fully electric vehicle on next contract renewal.
2. Switching deliveries to a provider against their undertaking to secure electric only delivery vehicles by 2030.
3. Implementation of Zero waste strategy.
4. Ensuring that green, sustainable energy tariffs form part of future energy contract renewals.

5. Review supplier base and plan to only work with those that share the same commitment to environmental management and carbon reduction measures as eQS.
6. Take into account the sustainability practices of future acquisitions and implement Carbon Reduction Plans as part of the post acquisition integration process.
7. Engage with a carbon off-setting partner.

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 company:



Michael Hall

CEO – Authorised Signatory

Date: 24 April 2024