

Carbon Reduction Plan

in accordance with PPN 006

Supplier name: Supporting Education Group (SEG) including Teaching Personnel Limited

Publication date: 4/2/26

Commitment to achieving Net Zero

Supporting Education Group (SEG) including Teaching Personnel Limited is committed to achieving Net Zero emissions by 2050. Supporting Education Group (SEG) including Teaching Personnel Limited has subscribed since 2022 to the Science-Based Targets initiative (SBTi), registering near-term and long-term targets to achieve Net Zero by 2050. Teaching Personnel Ltd and Supporting Education Group are subsidiaries of Hood Topco Ltd.

Teaching Personnel Limited adopts SEG's Carbon Reduction Plan and commitment to achieving Net Zero by 2050. Teaching Personnel Limited, as part of Supporting Education Group (SEG), is included within SEG's Science-Based Targets initiative (SBTi) near-term and long-term term targets, its emissions are incorporated into SEG's annual group-wide emissions reporting, and it reports as part of the SEG group for emissions and SBTi commitments.

This Carbon Reduction Plan encompasses Teaching Personnel Ltd as a provider under public sector frameworks, in accordance with PPN 006. This Carbon Reduction Plan includes all Teaching Personnel Ltd's UK operations, with emissions calculated using SEG's group methodologies, systems, and controls. -sector frameworks, in accordance with PPN

Baseline Emissions Footprint 2022

Baseline Year: 2022	
Additional Details relating to the Baseline Emissions calculations.	
<p>SEG has grown significantly through acquisition over the years, so the scope of operations and employee numbers in each year have changed and increased.</p> <p>SEG is in the process of updating the baseline 2022 Scope 3 figures to be consistent in methodology with those recorded in subsequent years.</p> <p>We are working with Nature Positive, our Carbon Reduction specialist advisors, to complete this update, alongside completing our latest annual calculation and submission. This will resolve the anomaly in relation to scope 3 emission tracking that is currently shown in the data below.</p>	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	17
Scope 2	209
Scope 3 (Included Sources)	<p>(Update in progress to match 2024 methodology, this will increase.)</p> <p>3,666, including</p> <p>Upstream T&D (Cat 4): N/A</p> <p>Waste (Cat 5): 42</p> <p>Business travel (Cat 6): 392</p> <p>Employee commuting (Cat 7): 1,252</p> <p>Downstream T&D (Cat 9): N/A</p>
Total Emissions	3,893

Current Emissions Reporting 2024

Baseline Year: 2024 (2025 reporting will complete in 2026)	
Additional Details relating to the Baseline Emissions calculations.	
<p>SEG has grown significantly through acquisition over the years, so the scope of operations and employee numbers in each year have changed and increased.</p> <p>SEG is in the process of updating the baseline 2022 Scope 3 figures to be consistent in methodology with those recorded in subsequent years.</p> <p>We are working with Nature Positive, our Carbon Reduction specialist advisors, to complete this update, alongside completing our latest annual calculation and submission. This will resolve the anomaly in relation to scope 3 emission tracking that is currently shown in the data below.</p>	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	14
Scope 2	219
Scope 3 (Included Sources)	7,302, including: <ul style="list-style-type: none"> Upstream T&D (Cat 4): N/A Waste (Cat 5): 25 Business travel (Cat 6): 656 Employee commuting (Cat 7): 871 Downstream T&D (Cat 9): N/A
Total Emissions	7,535

Emissions reduction targets

Approved Near-Term Science-Based Targets

Our near-term science-based target aims to achieve significant emissions reductions by 2033. Specifically, we have committed to:

- Reducing our absolute Scope 1 GHG emissions by 54.6% by FY2033, compared to our FY2022 base year.
- Increasing our active annual sourcing of renewable electricity to 100% by FY2030, up from 0% in FY2022.
- Reducing Scope 3 GHG emissions from business travel, employee commuting, and fuel- and energy-related activities by 61.07% per GBP value added, by FY2033, from our FY2022 base year.
- Ensuring that 100% of our suppliers by emissions (covering purchased goods and services and capital goods) will have science-based targets by FY2028.

Approved Long-Term Science-Based Targets

In addition to our near-term target, we have also set our sights on a long-term science-based net-zero target for 2050. Our long-term goals include:

- Reducing absolute Scope 1 GHG emissions by 90% by FY2050 from our FY2022 base year.
- Sourcing 100% renewable electricity from FY2030 to FY2050.
- Reducing Scope 3 GHG emissions from purchased goods and services, capital goods, fuel- and energy-related activities, waste generated in operations, business travel and employee commuting by 97% per GBP value added by FY2050 from our FY2022 base year.

Carbon Reduction Projects

We have taken and are taking meaningful action towards a sustainable future by committing to the Science Based Targets initiative.

As an organisation that works to empower the world of education, we recognise the vital role a healthy planet plays in creating opportunities for children to thrive.

By setting ambitious near-term and long-term targets, we are not only ensuring a better world for future generations but also aligning our operations with the global efforts to combat climate change.

We are taking concrete steps to achieve these targets and ensure that we align our operations and supply chains with the principles of a sustainable, low-carbon future. As we continue to take action, we will report our progress annually, including updates on our emissions reductions and renewable energy sourcing.

Completed carbon reduction initiatives

We remain firmly committed to delivering our approved Science Based Targets, embedding climate action across all operational decision-making. The following environmental management measures and projects have been implemented since our 2022 baseline year.

1. A comprehensive Net Zero Roadmap has been developed at group level, setting out our emissions-reduction pathway and identifying priority projects for future implementation.
2. As a services provider, flexible, hybrid working is the norm in our operating model, with 30% of colleagues supported to work fully remotely, and 33% of total working days completed in the office, significantly lowering emissions linked to daily commuting.
3. We have implemented a remote-first delivery of services philosophy, and continually transition more of our training, assessments, professional advice, sales and consultancy services online, utilising webinars, online software and virtual connection tools to maintain delivery.
4. Since the baseline data we have implemented new Apprenticeship management systems across our entire Apprenticeships delivery operations which have grown dramatically to over 7,000 Apprentice starts per year.
5. We have launched 'digital first' staff booking services for our thousands of school clients and tens of thousands of vetted educators, to streamline workflows and office space requirements connected with our staffing services.
6. Environmental responsibility has been embedded within procurement and tender activity, with clear Net Zero and sustainability criteria forming part of our supply chain selection and evaluation.

7. Energy consumption across services are being actively managed, with ongoing efforts to reduce gas and electricity usage wherever operationally possible.
8. All our own internal recruitment, HR and compliance processes have been transitioned to fully digital, paper-free systems, cutting material use and improving efficiency.
9. Core IT and Finance support operations are delivered wholly online, reducing paper use and operational emissions.
10. Redundant electronic devices are responsibly recycled, reducing waste and supporting circular-economy principles.
11. Recycling facilities are actively promoted and available within all occupied premises, utilising on-site schemes where available and approved recycling services where buildings are leased.
12. We advocate for the adoption of renewable and low-carbon energy suppliers across the properties we occupy and influence where tenancy arrangements allow.
13. Refurbishment and workspace improvements prioritise environmental performance, including the reuse, repurposing, and recycling of office furniture and materials wherever feasible.
14. Our professional services e-learning provision was significantly updated and expanded allowing more of our professional advice to schools to be delivered remotely.
15. A number of our office locations have been closed.
16. Participation in our cycle-to-work and EV salary sacrifice scheme has increased, supporting lower-carbon travel and employee wellbeing.

Future carbon reduction initiatives

1. We will continue to progress all of the above initiatives continuously.
2. Reducing our office footprint: we plan to reduce use of office, with two large office sites due to cease usage in 2025.
3. Continuing to increase the proportion of our training and qualifications delivery that is online learning and to implement back end and front end learning management systems, further reducing the need for travel and venues for our many thousands of trainees undertaking qualifications with us.
4. Implementing workflow automations that reduce volume of back office work required to deliver our services.
5. Undertaking a detailed review of Scope 3 emissions coverage to identify data gaps, implement robust capture methodologies for missing sources, and recalculate the baseline position for the 2024/25 reporting year.
6. Equipping business units with clearer insight into the carbon impact of the services they deliver through, enabling informed operational and commercial decision-making.
7. Continuing to rationalise our office locations and occupancy, running initiatives such as 'no travel months' to reduce business travel and assess our operational need
8. Exploring opportunities for colleagues to undertake recognised carbon-literacy training, supporting organisation-wide capability and encourages practical, everyday action from colleagues.
9. Engaging an external specialist partner to accelerate progress against our Net Zero roadmap and strengthen technical delivery.
10. Maintaining consistent internal engagement that reinforces the importance of Net Zero. We are launching an expanded ESG working group across more subsets of group operations to engage our whole staff in the journey to Net Zero. Our Lighthouse online community across all our staff is launching a dedicated ESG zone where successes in any team or business across the group are shared and celebrated.
11. Implementing further controls to ensure sustainable purchasing, low-carbon behaviours, and environmental responsibility across our workforce, supply chain, partners, customers, and clients.
12. Expanding and promoting our EV salary sacrifice and cycle to work schemes, making the process easier to access, more available and 'always on' through our benefits package

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 standardⁱ and uses the appropriate Government emission conversion factors for greenhouse gas company reportingⁱⁱ.

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) Standardⁱⁱⁱ.

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:


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Date: 4/2/2026

i <https://ghgprotocol.org/corporate-standard>

ii <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

iii <https://ghgprotocol.org/standards/scope-3-standard>