



Pathway Group

Carbon Reduction Plan For 2023/24

Published: 6th February 2024



Title: Carbon Reduction Plan For 2023/24

Version	Action	Author / Reviewer	Verifier	Comments	Last Review
V1.0	Review	Sajad Ali	Ahsan Husain	Reviewed and Amended	21/11/2022
V2.0	Review	Eddie Cottis	Ahsan Husain	Reviewed and Amended	06/02/2024

Review This plan will be regularly monitored to ensure that the objectives are achieved. In addition to the annual review cycle for this plan, this plan will also be reviewed and where necessary revised in the event of legislative or organisational changes.

Next Review Date

05/02/2025



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 ¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting. ²

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.³

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Safaraz Ali

A handwritten signature in black ink, appearing to read 'S. Ali'.

Chief Executive Office



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>



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Supplier name: ----- Pathway First Limited -----

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Introduction

This Carbon Reduction Plan conforms to the requirements of Procurement Policy Note PPN06/21; “Taking Account of Carbon Reduction Plans in the procurement of major government contracts”, published in June 2021 and the supporting “Technical standard for the Completion of Carbon Reduction Plans”.

Reporting Standards and Scope

The calculation of Pathway Firsts carbon footprint is in line with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

Commitment to achieving Net Zero

Pathway First Limited is committed to achieving Net Zero emissions by 2050.

We refer to our scope 1 and 2 carbon emissions as our business operations carbon, as it relates to our own use of energy for our own operations and is under our control. We will achieve net zero for scope 1 and 2 by 2050. We are aiming to achieve this target without offsetting.

As part of our pathway to net zero we will achieve a number of interim targets as below.



Pathway delivery spans a wide range of provision including Adult training and Employability Programmes development. Our pathway to net zero and associated carbon reduction targets and action plans are structured in line with our core business operations and our commitment to sustainability.

Baseline Emissions Footprint

Baseline emissions for the reporting year 2022 have been adjusted in line with additional information and therefore will become the baseline reference point against which emissions reduction can be measured.

Previous Emissions Reporting

Reporting Year: 2022	
Pathway has been committed to reducing its environmental impact since 2019. However, has not previously formally measured and reported scope 1 and 2 carbon emissions. Our carbon emissions baseline is year 2021/22 updated not take into account unknowns from the last report as outlined below.	
EMISSIONS	TOTAL (tCO _{2e})
Scope 1:	15.8 tonnes of CO _{2e}
Scope 2:	52.3 tonnes of CO _{2e}
Scope 3 (Included Sources)	0.4 tonnes of CO _{2e}
Total Emissions	68.5 tonnes of CO_{2e}

Scope 1 Emissions: These are direct emissions that a company owns or controls. They originate from sources within the organization itself.

Scope 2 Emissions: These are indirect emissions resulting from the company's activities but occur from sources not owned or controlled by the company.

Scope 3 Emissions: These encompass emissions that are neither produced by the company it-self nor the result of activities from assets owned or controlled by the company.

Current Emissions Reporting

Reporting Year: 2023	
Pathway has been committed to reducing its environmental impact since 2019. However, has not previously formally measured and reported scope 1 and 2 carbon emissions.	
EMISSIONS	TOTAL (tCO _{2e})
Scope 1: ⁵	12.6 tonnes of CO _{2e}
Scope 2:	53.7 tonnes of CO _{2e}
Scope 3 (Business Travel -public transport)	0.3 tonnes of CO _{2e}
Total Emissions	66.6 tonnes of CO_{2e}

Carbon intensity (tonnes CO₂/employees) = 0.8

¹ Scope 2 Note Gas for Head office has been apportioned at 1/3 of total building usage due to being a shared facility. This information was not available when producing the 2023 Carbon Reduction Plan and therefore has

Scope 3 carbon (value chain)

We made the decision not to estimate our scope 3 performance for financial year 2021/22, focusing instead on implementing the reporting processes required to ensure robust scope 3 data capture enabling setting of an accurate baseline going forward. Pathway has now revised this approach and now included an estimation of travel via public transport based on information available. Nevertheless, we acknowledge that we still have some distance to travel in reporting robust scope 3 data, we are continuing to work on ways we can capture and reduce environmental impact and Co2 emissions by for example repurposing old IT equipment such as gifting old equipment to charities as part of our wider commitment to CSR.

	Vehicle fuel	Public transport	Waste	Materials embodied carbon	Employees
Upstream transportation and distribution				Reduction in print by supplying more documentation in an electronic format	
Waste generated			Waste disposal/recycling		
Business travel	Car allowance & private mileage paid for by Pathway	Increase in the use of Public Transport i.e trains rather than car when possible			
Employee commuting		Increase in the use of Public transport			Commuting mileage not paid for by Pathway

Emissions reduction targets

Our pathway to net zero carbon has been developed as part of our response to our net Zero Mission. Our overall approach to achieving net zero carbon follows a clear four-step process:

- **Review** - assess and improve processes, tools and systems for carbon emission data collection
- **Reduce** - implement energy and carbon reduction and efficiency measures to reduce energy demand
- **Renew** - identify and implement measures to increase generation and use of renewable energy

been adjusted retrospectively with the plan for Zero Carbon being adjusted to reflect this.

⁵ Scope 1 Emissions:

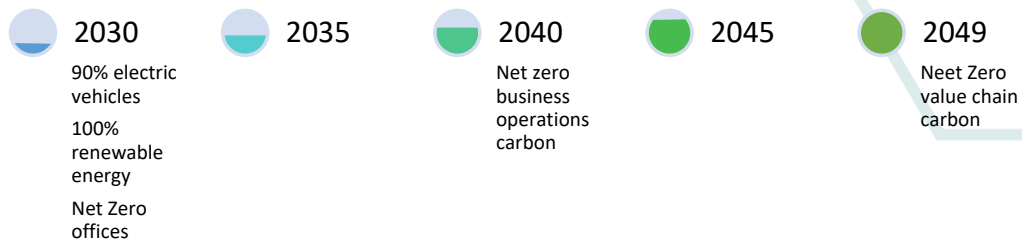
- These are direct emissions that a company owns or controls. They originate from sources within the organization itself.

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- **Rebalance** - offset the remaining balance of carbon following reduce and renew measures (with restrictions)

In order to progress to achieving Net Zero, we have adopted the following carbon reduction targets. We project that carbon emissions will decrease over the next two years to 53.1 tCO₂ by. This is a reduction of 13.3 tCO₂ (20%)

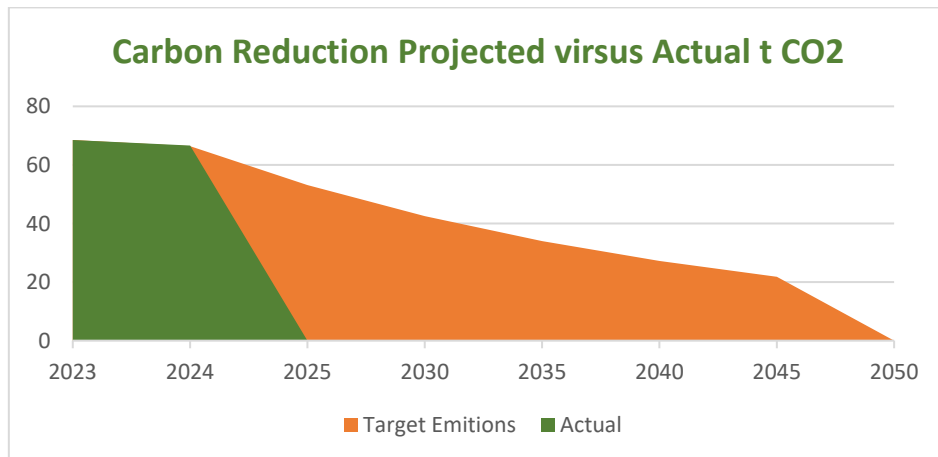
Our pathway to net zero, which plot the year-on-year reductions we will make to achieve net zero carbon by 2050 can be seen below:



We project that scope 1 and 2 carbon emissions will decrease over the next nine years by 62%

We can confirm our commitment to using Science Based Targets and the Business Ambition for 1.5°C, Race to Zero and to the public commitments ensure we are transparent and accountable for our carbon reduction performance going forward.

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



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Solar Panels are in already place at Head Office making a significant contribution to our existing carbon footprint. Pathway continued the journey to having carbon neutral vehicles leasing an Plugin Hybrid ion February 2023 followed by its first Pure Electric Tesla in September 2023.

Future Initiatives

In the future we hope to implement further measures such as those outlined below.

Vehicles

- promote the use of electric vehicles both internally and externally and investigate the possibility of electric charging at head office and continue to purchase Electric Vehicles replacing Traditional Vehicles in a phased approach.

Equipment

- We continue with our plan to increase the life cycle of our computers by 1 year
- Reduce the energy consumption of office equipment by purchasing energy efficient equipment and good housekeeping

Communication and engagement strategy

- Internal and external webinars and presentations
- Creation of a series of animations to engage a wide audience
- Update blogs and develop intranet articles and outlining our position and approach in relation to carbon management
- Undertake voluntary work with the local community and/or environmental organisations and make donations to seek to offset carbon emissions from our activities.
- Ensure that any associates that we employ take account of sustainability issues in their advice to clients.
- Implementation of a sustainability attitudes survey targeted at Pathway employees to understand and promote employee engagement throughout the organisation

Estate and premises improvements

- Pathway is committed to reducing Co2 emissions per square meter and plan to put in efficiencies such as LED and energy efficient lighting when possible.
- Investigate infrastructure changes focusing on carbon reduction across all sites
- Seek to purchase electricity from a supplier committed to renewable energy.