



Pathway Group

Carbon Reduction Plan

Published: 25th February 2025



Title: Carbon Reduction Plan

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
V3.0	Review	Eddie Cottis	Ahsan Husain	Reviewed and Amended	25/02/2025

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

25/02/2026



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

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>



Contents

Introduction	4
Reporting Standards and Scope.....	4
Commitment to Achieving Net Zero	4
Sustainability and Our Core Operations.....	4
Baseline Emissions Footprint.....	5
Previous Emissions Reporting	5
Current Emissions Reporting	6
Scope 3 carbon (value chain)	6
Emissions reduction targets	6
Carbon Reduction Projects	7
Completed Carbon Reduction Initiatives.....	7
Future Initiatives	8
Vehicles	8
Equipment.....	8
Communication and engagement strategy	8
Estate and premises improvements	8



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

Publication date: ---25/02/2025-----

Introduction

This Carbon Reduction Plan complies with the requirements of Procurement Policy Note (PPN) 06/21: "Taking Account of Carbon Reduction Plans in the Procurement of Major Government Contracts", published in June 2021, along with the supporting "Technical Standard for the Completion of Carbon Reduction Plans."

Reporting Standards and Scope

Pathway First's carbon footprint is calculated in accordance with the *Greenhouse Gas Protocol Corporate Accounting and Reporting Standard*.

Commitment to Achieving Net Zero

Pathway First Limited is committed to reaching Net Zero emissions by 2050. We classify our Scope 1 and Scope 2 carbon emissions as *business operations carbon*, as they stem from our direct energy consumption and fall under our operational control. Our goal is to achieve Net Zero for Scope 1 and 2 emissions by 2050, without relying on offsetting.

To support this commitment, we have set **interim carbon reduction targets** as part of our pathway to Net Zero set out below:



Sustainability and Our Core Operations

Pathway First delivers a broad range of programmes, including adult training and employability initiatives. Our carbon reduction targets and action plans are aligned with our core business operations and our ongoing commitment to sustainability.

Baseline Emissions Footprint

Baseline emissions for the reporting year 2023 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: ⁴	15.8 tonnes of CO _{2e}
Scope 2: ⁵	52.3 tonnes of CO _{2e}
Scope 3 (Business Travel -public transport)	0.4 tonnes of CO _{2e}
Total Emissions	68.5 tonnes of CO_{2e}
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:	12.6 tonnes of CO _{2e}
Scope 2: ⁶	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

- 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.

⁴ Scope 1 Emissions:
These are direct emissions that a company owns or controls. They originate from sources within the organization itself.

⁵ 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 been adjusted retrospectively with the plan for Zero Carbon being adjusted to reflect this.

⁶ Scope 2 Note Gas for Head office for 2024 has been apportioned using the same methodology as 2023

Current Emissions Reporting

Reporting Year: 2024	
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 ₂ e)
Scope 1:	34.95 tCO ₂ e
Scope 2:	15.03 tCO ₂ e
Scope 3 <i>(Business Travel -public transport)</i>	12.83 tCO ₂ e
Total Emissions	62.81 tCO₂e

Carbon intensity (tonnes CO₂/employees) = 0.79

Scope 3 carbon (value chain)

We initially decided not to estimate our Scope 3 performance for the 2021/22 financial year, prioritising the development of robust reporting processes to ensure accurate data capture for future benchmarking. However, Pathway has since revised this approach and now includes an estimation of travel via public transport based on the available information. We recognise that there is still progress to be made in achieving comprehensive and reliable Scope 3 reporting. As part of our ongoing commitment to reducing environmental impact and CO₂ emissions, we are exploring further ways to enhance data capture and minimise our footprint. This includes initiatives such as repurposing old IT equipment by donating it to charities, reinforcing our broader Corporate Social Responsibility (CSR) commitments.

	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

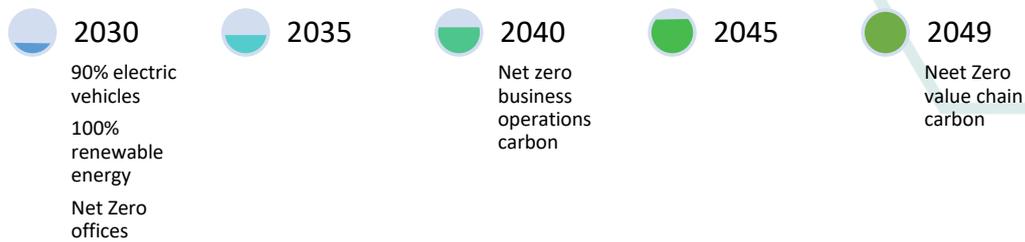


Title: Carbon Reduction Plan For 2024/25

- energy demand
- **Renew** - identify and implement measures to increase generation and use of renewable energy
- **Rebalance** - offset the remaining balance of carbon following reduce and renew measures (with restrictions)

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 42.5 tCO₂ by 2030. This is a reduction of 20.2 tCO₂ (32.3%)

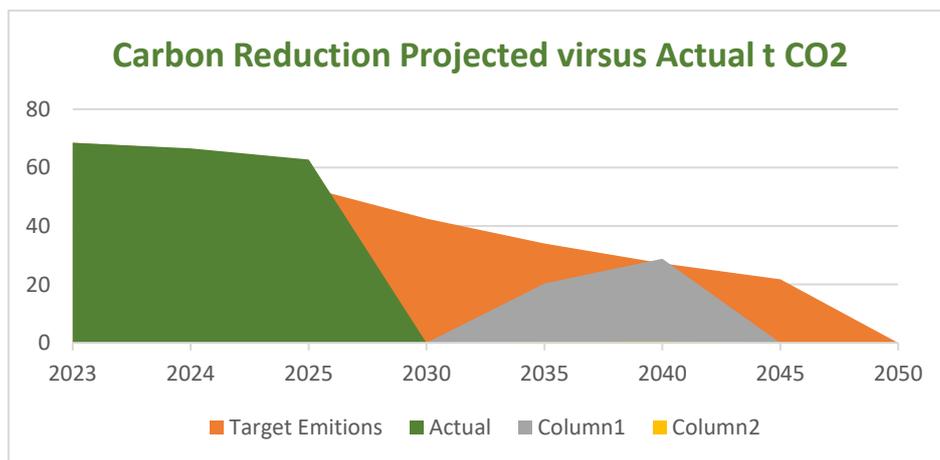
Our pathway to net zero, which plot the year-on-year reductions we will make to achieve net zero carbon by 2050 can be seen below:



We anticipate a 46% reduction in Scope 1 and Scope 2 carbon emissions by 2035.

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 already in place at Head Office making a significant contribution to our existing carbon footprint. Pathway continued the journey to having carbon neutral vehicles leasing a Plug-in Hybrid in 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 continues to be 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, nevertheless it is acknowledged that with comes at a commercial cost and must remain affordable.