

Carbon Reduction Plan

Company name:	Vision for Education
Document	Carbon Reduction Plan
Topic:	ESG
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Version:	1

Commitment to achieving Net Zero

Vision for Education is committed to achieving Net Zero emissions by 2045.

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.

As part of our journey towards net zero, we have made strong progress in reducing our operational emissions.

Scope 1 (Direct): Emissions have decreased significantly, both this year and against our baseline. This is driven by operational improvements and a move to more precise methodology, transitioning from fuel consumption estimates to exact mileage data.

Scope 2 (Indirect): We achieved a 95% reduction by successfully transitioning all Edwin-controlled sites to 100% renewable electricity.

Scope 3 (Value Chain): This remains our most complex area. Our total Scope 3 emissions have increased by 12% since our FY22 baseline, which reflects our rapid business growth and the reclassification of landlord-controlled sites into this category. However, in the last year alone, we achieved an 11% reduction, demonstrating that our sustainability initiatives are working even as we scale and places us back on a positive emissions reduction trajectory. Candidate commuting remains our largest Scope 3 challenge. While our direct influence here is limited, we are committed to working with landlords, candidates and partners to find ways to reduce our shared environmental impact. As a growing organisation, our absolute emissions are higher than our baseline year; however, when considered alongside our continued expansion, we are making good progress against our Net Zero and Science Based Targets initiative (SBTi) ambitions, supported by our initiatives to reduce our emissions and clear improvements in our energy use.

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Since our base year calculations, we have seen an increase in employees of 34% and a growth in locations from 18 to 28 through the acquisition of five businesses along with their premises, staff, and associated costs. This growth has resulted in a 67% increase in square metres of office space. These increases are significantly greater than the emission output increase we have seen and demonstrate that our actions to reduce emissions are working.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	118.2
Scope 2	36.6
Scope 3 (Included Sources)	4607.80
Total Emissions	4762.60

Current Emissions Reporting

Reporting Year: 2025

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	83
Scope 2	2
Scope 3 (Included Sources)	5198
Total Emissions	5283

Carbon Reduction Plan

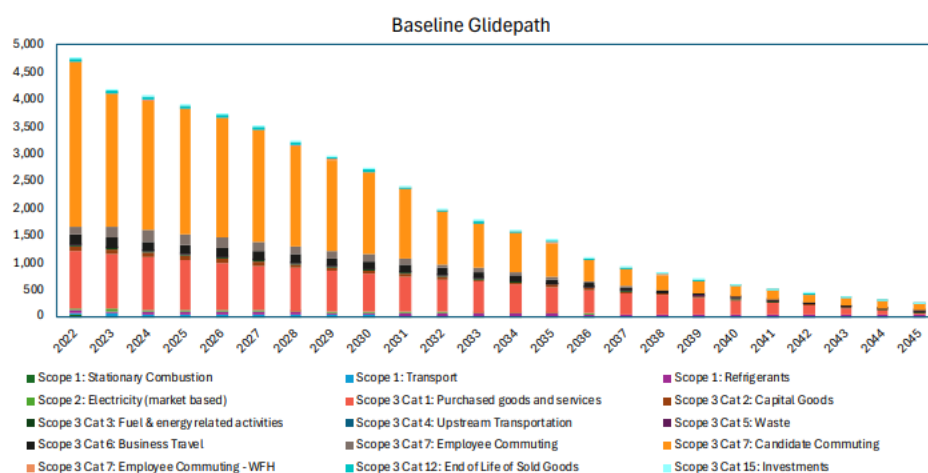
Emissions reduction targets

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 2714.68 tCO₂e by 2030. This is a reduction of 43%

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

Carbon Reduction Plan (Total emissions Scope 1, 2 and 3)



Carbon Reduction Plan

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2022 baseline. Our carbon emissions have increased by 520 tCO₂e since our 2022 baseline, due to an increase in headcount, acquisition businesses and premises during this time. However, since 2024 our carbon reduction achieved by these schemes equate to 658.6 tCO₂e, a 11%ge reduction and the measures will be in effect when performing the contract.

We have set our own Net Zero target year of 2045 and both our near-term and long-term emissions reduction targets have been formally approved by the Science Based Targets initiative (SBTi),

Since 2022, we have monitored and reviewed environmental KPIs across key impact areas — waste, electricity, gas, transport, and water — on a monthly, quarterly, and annual basis. This regular analysis provides insight into our environmental performance, helping us identify opportunities for improvement and to influence wider sustainability practices, including those of our landlords and partners.

We have introduced the following schemes and initiatives to help reduce our carbon emissions:

- Transitioning to 100% renewable energy for all facilities under our control
- Incentives to support more sustainable lifestyle choices e.g. Steps Challenge and Cycle to Work scheme
- Engagement with landlords to encourage LED lighting, procurement of renewable energy, installation of EV charge points
- Improving our data accuracy by digitising mileage and expense claims and allowing for more robust and transparent reporting, particularly around commuting patterns
- Procurement of energy efficient laptops
- Distribution of our Efficient Driver Guide to all members of staff
- ESG Committee and network of ESG Champions support regular initiatives such as Bin the Bin campaign, use of eco-friendly office supplies, awareness posters, battery recycling, food waste bins
- Engagement with our suppliers who are required sign our Supplier Code of Conduct which sets expectations on environmental impact
- Ensuring that all waste is recycled where possible

Future carbon reduction initiatives

In the future we hope to implement further measures. Our future carbon reduction projects include:

- Promote and support greener commuting by introducing an Electric Car Scheme for staff
- Continue to support schools on their own journeys with knowledge, tools and inspiration
- Work with our suppliers and landlords to further reduce emissions
- Further develop our ESG education programme
- In partnership with our chosen charity, Mind, launch a Charity Donation Challenge

Carbon Reduction Plan

Declaration and Sign Off

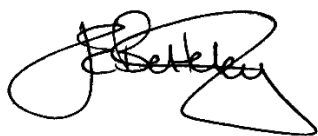
This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate 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:



Date: 4 February 2026

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>