

# Carbon Reduction Plan

Supplier name: GP Strategies Limited

Publication date: 18<sup>th</sup> February 2025

## Commitment to achieving Net Zero

GP Strategies Limited is committed to achieving Net Zero emissions by 2050.

## 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.

<b>Baseline Year: 2019</b>	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
GP Strategies Limited has declared a target to achieve Net Zero carbon emissions from 100% of our Scope 1, 2 and relevant Scope 3 emissions by 2050 from a baseline of 2019 (our original target baseline year was set as 2018 – this has been amended to align with our global business targets). The methodology applied to the calculation of emissions is the ‘GHG Protocol Corporate Accounting and Reporting Standard’. An ‘operational control’ boundary has been applied. Carbon conversion factors have been taken from ‘UK Government GHG Conversion Factors for Company Reporting’ for the relevant year. Electricity emissions have been reported as 'location based’.	
<b>Baseline year emissions: 2019</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	63
<b>Scope 2</b>	120
<b>Scope 3 (Included Sources)</b>	938 Source Breakdown: Category 4 Upstream transportation and distribution = 0 * Category 5 Waste generated in operations = 0 * Category 6 Business Travel (private cars) = 299

	<p>Category 7 Employee Commuting = 639  Category 9 Downstream transportation and distribution = 0*</p> <p>* GP Strategies Limited provides professional services and does not transport or distribute products (purchased or sold). Waste generated from operations is confined to office space, therefore categories 4,5 and 9 are de-minimis and considered immaterial.</p>
<b>Total Emissions</b>	1121

### Current Emissions Reporting

<b>Reporting Year:</b> Our emissions for the reporting period January – December 2023	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	15
<b>Scope 2</b>	48
<b>Scope 3 (Included Sources)</b>	<p>133</p> <p>Source Breakdown:  <i>Category 6 Business Travel (private cars) and Category 7 Employee Commuting combined.</i>  Category 4 Upstream transportation and distribution = 0 * Category 5 Waste generated in operations = 0 *  Category 9 Downstream transportation and distribution = 0*</p> <p>* GP Strategies Limited provides professional services and does not transport or distribute products (purchased or sold). Waste generated from operations is confined to retained office space, therefore categories 4,5 and 9 de-minimis and considered immaterial.</p>
<b>Total Emissions</b>	196

### Emissions reduction targets

Our most significant emission reduction activities are associated with office consolidation, expanding homeworking, and the reduction of business travel through increased use of remote learning technologies. We ensure, where practicable, that buildings occupied by us are designed, constructed, and operated to optimise their environmental performance.

The estimated impact of these activities in relation to carbon emissions has been calculated and actual emission levels are tracked and reported. The current projection is that our planned carbon reduction activities will decrease carbon emissions by 95% by 2050 in operational emissions.

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction target: a reduction in carbon emissions across all three scopes by 55% by 2030 in operational emissions.

## **Carbon Reduction Projects**

### Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The carbon emission reduction achieved by these schemes across the specific categories included within this plan equate to an 80% reduction against the 2019 baseline and the measures will be in effect when performing the contract.

- We have reduced our overall energy consumption through a programme of office rationalisation and have undertaken installations of low energy LED light fittings and use renewable energy where feasible, for example in our UK site Burton on Trent. We have reduced our physical office space globally about 6% in 2022 from 2021 and an additional 12% in 2023 – a total 56% reduction from our 2019 baseline year.
- We leverage renewable energy for our retained offices, where feasible and will continue to move to renewable energy as the opportunity arises. In our larger offices, this has proven more difficult to shift to renewable energy sources, due to the construct of these leases. For these offices, changes will have to be negotiated at renewal, where possible, and this is a target item for procurement to address at that time.
- We have now closed our largest data centre in March 2023 and are currently fully Cloud-based.
- As part of our blended learning solutions, we have support clients in reducing travel by up to 30% compared to face-to-face training by providing both e-learning and virtual classroom training that eliminates the need for both trainers and participants to make journeys.

In the future we hope to implement further measures such as:

- In 2024 we are actively working to review the top suppliers in our supply chain, evidenced by the data collection for CDP in Upstream Purchased Goods & Services and amendment of our 2019 baseline to reflect this data. We have created a Supplier Code of Conduct (SCoC) which will be embedded into our procurement process and are surveying our top suppliers for compliance to the SCoC. Data collection is our next goal with metrics assigned to monitor performance.

## 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 GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas emissions 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.

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

Signed on behalf of Supplier:

A handwritten signature in black ink, appearing to read 'James Moran', written over a horizontal line.

James Moran, Director

Date: 18<sup>th</sup> February 2025