Carbon Reduction Plan

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Contents

1   Commitment to achieving Net Zero

Tribal Group Plc, and all subsidiaries is committed to achieving Net Zero GHG emissions by 2050.

This commitment is underpinned by carbon reduction targets developed on Science Based Targets in line with the Paris Agreement's 1.5 °C scenario.

Tribal has always been committed to activities that benefit the environment and society, underpinned by good governance. We believe the credibility and sustainability of any business goes beyond pure financial gain; a principle demonstrated by our mission to empower the world of education.

Our ESG Committee formed in 2020, chaired by Non-Executive Director, Nigel Halkes, continues to support and drive our journey to continually improve our approach and performance in these areas. The ESG Committee identifies priority focus areas for the Group each year, with key initiative and objectives for the year and appropriate ownership from across our Executive Management Team. We have also demonstrated where these priority areas align with the UN's Sustainable Development Goals (SDGs).

Ultimate responsibility for Tribal's ESG performance lies with the Board, who receive regular updates on the key initiatives from relevant line of business owners.

2   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.

The figures below are based on reporting requirements in the UK and includes emissions data categorised as follows:

Scope 1 – direct emissions including company-owned vehicles.

Scope 2 – indirect emissions from energy purchased.

Scope 3 – emissions from private vehicles for business use.

Baseline Year:		2019		
Additional Details relating to the Baseline Emissions calculations:				
Our carbon emissions are calculated using all data from our UK operations, in line with SECR reporting requirements.				
Area	**Category**	**Sub-category**	**2019 consumption**	**Units**
Electricity	Electricity	Purchased electricity	796,878	kWh
Gas	Stationary combustion	Natural gas	84,544	kWh
Transport fuel	Combustion of fuel used in personal cars on business use		6,014,506	kWh
Baseline year emissions:				
EMISSIONS		**TOTAL (tCO2e)**		
Scope 1		47.04		
Scope 2		180.65		
Scope 3 (including Sources)		739.31		
Total Emissions		**967**		

2.1   Scope 1,2 and 3 intensity ratio

Year ended 31 December 2023	Scope 1	Scope 2	Scope 3	Total
Tonnes of CO2e	10.99	72.21	70.35	**153.56**
Percentage	7%	47%	46%	**100%**
Emissions intensity relative to revenue (tCO2e/£m)	0.13	0.84	0.82	**1.79**
Emissions intensity – per head basis	0.011	0.028	0.072	**0.11**

3   Current Emissions Reporting

Tribal have adopted 2019 as the baseline year for reporting due to the pandemic in 2020/2021 which saw global energy use fall and carbon dioxide emissions decline in 2020 in consequence.

The overall consumption remains below the level required to meet our Carbon Net Zero target of 2050.

3.1   2023 energy consumption

Area	Category	Sub-category	2023 Consumption	2022 Consumption	2019 Consumption	Change (from previous year)	Change (from base year)	Units
Electricity	Electricity	Purchased electricity	221,672	251,241	796,878	-29,569	(545,637)	kWh
		Renewable electricity	130,621	183,893		-53,272	183.893	kWh
Gas	Stationary combustion	Natural gas	60,215	22,526	84,544	17,974	(62,018)	kWh
Transport fuel	Combustion of fuel used in personal cars on business use		263,569	183,484	6,014,506	80.085	(5,831,022)	kWh

3.2   Scope 1,2 and 3 intensity ratio

Year ended 31 December 2023	Scope 1	Scope 2	Scope 3	Total
Tonnes of CO2e	10.99	72.21	70.35	**153.56**
Percentage	7%	47%	46%	**100%**
Emissions intensity relative to revenue (tCO2e/£m)	0.13	0.84	0.82	**1.79**
Emissions intensity – per head basis	0.011	0.028	0.072	**0.11**

Year ended 31 December 2022	Scope 1	Scope 2	Scope 3	Total
Tonnes of CO2e	4.11	84.15	50.10	**138.36**
Percentage	3%	61%	36%	**100%**
Emissions intensity relative to revenue (tCO2e/£m)	0.05	1.01	0.60	**1.66**
Emissions intensity – per head basis	0.004	0.09	0.05	**0.14**

Year ended 31 December 2021	Scope 1	Scope 2	Scope 3	Total
Tonnes of CO2e	2.48	89.87	14.73	**106.99**
Percentage	2%	84%	14%	**100%**
Emissions intensity relative to revenue (tCO2e/£m)	0.03	1.24	0.18	**1.45**
Emissions intensity – per head basis	0.003	0.102	0.015	**0.120**

Year ended 31 December 2020	Scope 1	Scope 2	Scope 3	Total
Tonnes of CO2e	11.76	108.39	55.67	**175.83**
Percentage	6%	62%	32%	**100%**
Emissions intensity relative to revenue (tCO2e/£m)	0.16	1.48	0.76%	**2.41**
Emissions intensity – per head basis (950)	0.013	0.124	0.064	**0.201**

Year ended 31 December 2019	Scope 1	Scope 2	Scope 3	Total
Tonnes of CO2e	47.04	180.65	739.31	**967**
Percentage	5%	19%	76%	**100%**
Emissions intensity relative to revenue (tCO2e/£m)	0.6	2.5	9.4	**12.5**
Emissions intensity – per head basis (850)	0.054	0.206	0.844	**1.104**

4   Emissions Reduction Targets

Our core tenets

We believe our solutions have the potential to make a positive impact within the education sector in two key areas: increasing student well-being, diversity and success, while supporting the drive by the sector to lower carbon emissions. The issues of emotional wellbeing and diversity of their student populations are high on the agenda of many of the world's educational institutions and we are committed to harnessing the power of cloud computing to help our customers in addressing these challenges and realising their goals.

Educational institutions are also increasingly conscious of the role they can play in the global drive towards the reduction of carbon emission. We believe the move from the use of servers running localised versions of our software on site at our customers (our traditional SIS offerings), to our next-generation offerings, hosted within larger datacentres (Tribal:Cloud and Edge), will not only free our clients from the burden of running their own IT systems, but also reduce the overall power consumption required to deliver this technology.

# 5   Energy efficiency action

Tribal embrace our responsibility to contribute to the journey to a net zero future for our planet. We seek opportunities to improve environmental performance within our business operations and are partnering with our suppliers and customers to take up opportunities to protect our planet, together.

By 2050 we will:

- achieve Net Zero emissions, in line with the Paris Climate Accord.
- drive Circular Economy innovation by working towards zero waste in our operations and collaborating with others to create closed loop services.
- ensure our global data centres will be climate neutral, as part of our commitment as a signatory to the EU Climate Neutral Data Centre Pact

- achieve our science-based targets and achieve a carbon neutrality of 100% of GHG emissions from Scope 1 and 2 energy sources from our 2019 baseline.
- reduce business travel by 50% per FTE versus 2019 levels.
- source 100% renewable electricity for our buildings
- invest in certified market solutions for emissions we cannot eliminate.

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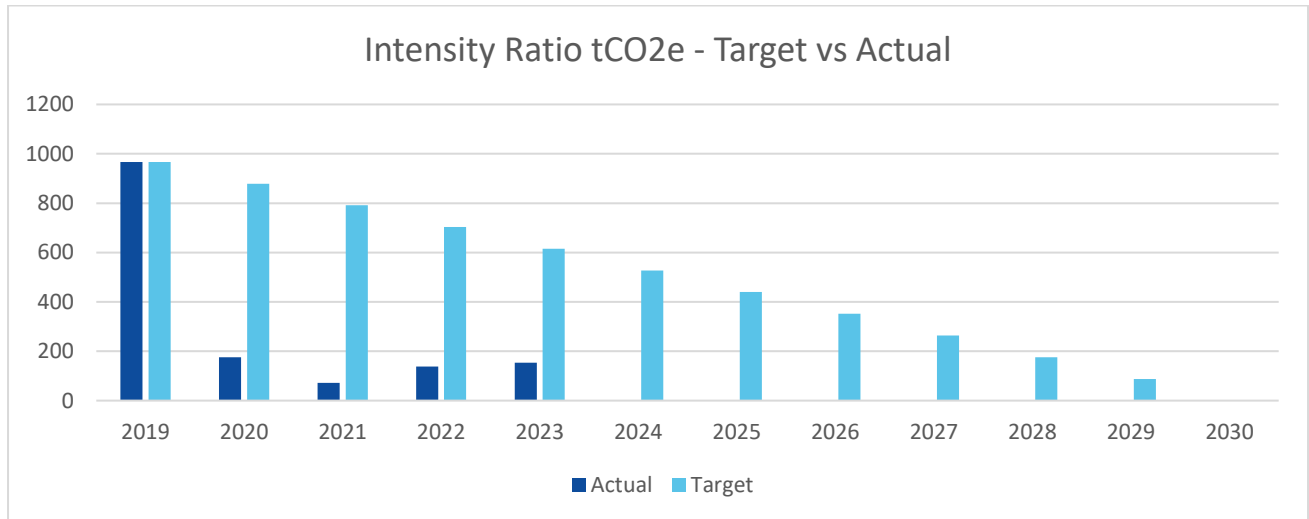

5.1 5-Year Targets (2020 – 2024)

Air Travel – reduce CO2e from air travel by 25% per head (FTE)

Supply Chain Management - work with 30% or our suppliers over the next 5 years to support sustainability throughout our supply chains.

Electric Vehicles – Salary Sacrifice Scheme – support 10% of employees will participate in the salary sacrifice e-vehicle scheme, launched in November 2021, within the first 5 years.

E-Charging Network - Work with our landlords to install EV charging points at our offices, with the target that every UK office will have EV points installed over the next 5 years.

UK (SECR) Energy Carbon Reduction - reduce our Scope 1,2 and 3 Carbon Emissions in the UK by 5% over the next 5 years (per head basis/FTE).

Emissions Intensity - 5 year reduction target
(per head FTE)
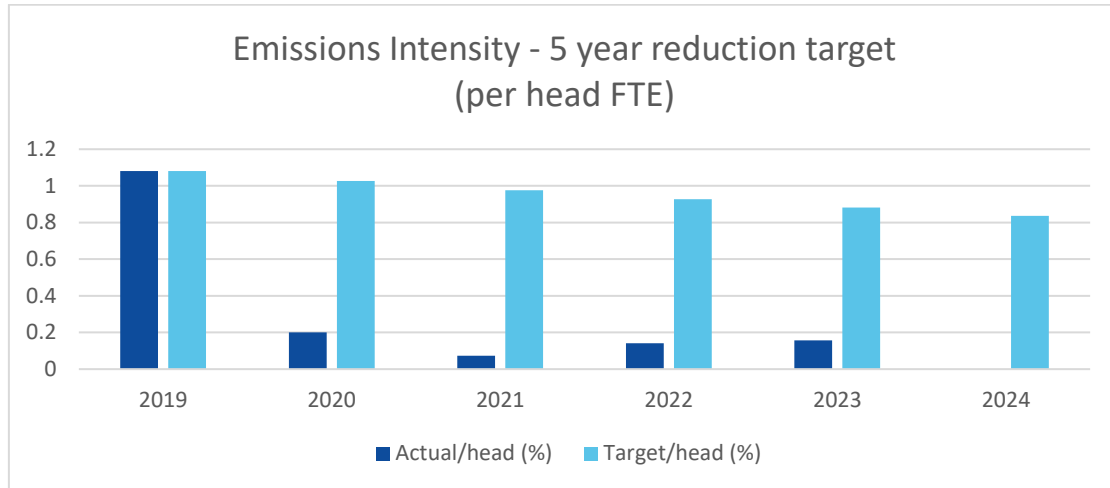
Global Carbon Reduction - We will continue to focus on sustainability throughout our global operations, and work to bring all territories in line with UK operations with regard to energy efficiencies and carbon reduction measures.

Global Carbon Footprint – we will widen our reporting to include all Scope 3 emissions, including Supply Chain information.

6   2024 Focus

- Maintaining current ISO 27001 certification and transition to ISO 27001:2022 by end of 2024.
- Maintain Cyber Essentials Plus certification during 2024.
- Maintain minimum 95% completion rate for all compliance training during 2024.
- Maintain a Phish Prone score less than industry average during 2024.
- Maintain security in our Supply Chain by ensuing suppliers with access to Tribal, or Tribal customer, data are compliant with NIS2 regulations by end September 2024.
- Enable carbon footprint reporting across as least 50% of cloud by end 2024.
- Reduce our Scope 1, 2 and 3 Carbon Emissions in the UK by 25% on 2019 base levels by end 2024.
- Maintain travel CO2e to 75% of 2019 travel levels during 2024.
- Manage and report on end-of-life treatment of electrical and electronic equipment as part of waste management in our EMS during 2024.

7   2023 Key Achievements

In 2023 we were awarded a Commitment Badge from EcoVadis in recognition of our Sustainability achievements and increased our overall score by 4%.

We committed to planting 25 trees for every new starter, globally, via accredited schemes; to date over 3,600 trees have been funded.

Our E-Vehicle salary sacrifice scheme has produced savings of 5.3 tonnes of CO2e, as much as 2,674 trees can absorb.

We enhanced our Supplier Management Framework to drive the right behaviours in terms of sustainable procurement and engaged with 30% of our Suppliers regarding Sustainability.

We enhanced and developed Cloud Optimisation to limit energy consumption – achieving savings of c$250k based on usage reduction. We also achieved our target for Customer Cloud migrations in 2023.

Reduced Air Travel to within 2023 target in line with the 5-year reduction plan.

8   Carbon Reduction Projects

8.1   Completed Carbon Reduction Initiatives

As previously demonstrated by our commitment to the Energy Savings Opportunity Scheme (ESOS), Tribal has been focused on reducing its environmental impact for a number of years. Though the pandemic has allowed us to improve our performance in many of these areas this year, we are determined to change behaviour on an ongoing basis so that such improvements can continue in the long term.

Key Initiative: Reduced travel with carbon offset: ongoing
Following the introduction in 2022 of a travel mindfulness framework and travel guideline, we have continued to focus on reducing travel to the minimum levels necessary for business operations. We have maintained air travel levels within our targets and achieved a reduction in air travel from EMEA operations by 39% over the 5-year period to 2023.
We will continue to promote a "remote first" model for service delivery and challenge any travel which is out of scope of our travel mindfulness ethos.

Our E-vehicle salary sacrifice scheme for staff, which was set up at the end of 2021, has saved 35.65 tonnes of CO2e. The update in this scheme has continued to be impacted by the global supply shortage of EV components causing excessive lead time. Although many of our employees are remote workers, when travel cannot be avoided, we continue to look for new ways to offset our emissions with reductions elsewhere. We will continue to offer this scheme to our staff and work towards our target of having at least 10% of employees using the scheme.

Key Initiative: Cloud Consumption
Our Cloud Optimisation director has spent the year defining our cloud computing strategy and overseeing our cloud consumption. Focus has been on developing policies and procedures to minimise waste in our cloud consumption by having excess servers running that we do not need. The Cloud commercial team are creating 'baseline plans' to track standard "business as usual" sizings for our SITS customers, meaning engineers can refer to accurate customer data on cloud usage and needs.

Tribal's cloud hosting providers Amazon Web Services (AWS) and Microsoft, are committed to building a sustainable business for customers and the planet. Ongoing discussions are being had with our providers about enabling visibility of Carbon Footprint data in order to actively reduce CO_2 emissions. AWS is on path to achieve 100% renewable energy by 2025 and as the world's largest corporate buyer of renewable energy, Amazon uses new renewable energy on the electric grid in Europe to help power its business operations. Microsoft has been carbon neutral across the world since 2012 and commits to being carbon negative by 2030. Its goal is to promote sustainable development and low-carbon business practices globally through its cloud-enabled technologies. Using cloud providers who are also committed to reducing carbon emissions, Tribal expects to see a positive impact on its global server usage and thereby that of its customers going forward.

8.1.1   Other Completed Initiatives:

We continued to rationalise our property portfolio, reducing redundant space where practicable to do so. As part of this, we also recycled or repurposed surplus equipment and furniture to local charities or repurposing schemes for onward use and reviewed print requirements globally reducing multi-function printers. We have also installed LED lighting replacement at offices.

Throughout 2023, we continued to roll-out the updated Supplier Management Framework, with a clear focus on sustainable procurement throughout our supply chain and continued to reduce unnecessary consumption across our Cloud Services and support Cloud migration where possible.

We have optimised and aligned operation of HVAC units with the operational hours of the business, ensuring there is no active heating and cooling running at the same time and increased server room temperature to reduce redundant cooling costs.

9 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 and uses the appropriate Government emission conversion factors for greenhouse gas 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.

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

Signed on behalf of the Tribal Group Plc:

Mark Pickett

Chief Executive Officer

Date: …06.08.2024…………………………….

10 Mandatory Document Controls

Approval

Document approved by:	Chief Financial Officer
Date of approval:	22/07/2024
Review Requirement:	Annual **or sooner if required**

Document History

Version Number	Date	Comments	Created reviewed or updated by
v1.0	August 2022	First version – updated with 2021 figures	Property Manager
v2.0	April 2022	Updated with 2022 FY figures, achievements and 2023 focus.	Property Manager
V3.0	July 2023	Updated with 2023 FY figures, achievements and 2024 focus.	Head of Property

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