Carbon Reduction Plan (External)

Version: v2.2
Document Reference: TRI-PRP-POL-003-EXT
Sensitivity Classification: PUBLIC

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's commitment to improving its performance in relation to environmental, social and governance (ESG) issues is long-standing and well established. We believe the credibility and longevity of any business goes beyond pure financial gain; a principle demonstrated by our mission to empower the world of education and supported by our strong values-based culture.

Tribal is committed to activities that benefit the environment and society, underpinned by good governance. As part of our journey to continually improve our approach and performance in these areas, we formed an ESG Committee in 2020, chaired by Non-Executive Director, Nigel Halkes. The ESG identified six priority focus areas for the Group for 2021, each 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**		

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.

Emissions returned to their upwards trajectory and in December 2020 were about 2% higher than in 2019, before the pandemic. (Source – United Nations)

2022 Consumption has increased on 2021, mostly due to the remobilisation of travel during the year.

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

3.1   2022 energy consumption

Area	Category	Sub-category	2022 Consumption	Change (from base year)	Units
Electricity	Electricity	Purchased electricity	251,241	(545,637)	kWh
		Renewable electricity	183,893	183.893	kWh
Gas	Stationary combustion	Natural gas	22,526	(62,018)	kWh
Upstream transportation and distribution	Not applicable as a software (virtual) service provider		n/a	n/a	kWh
Waste generated in operations	Disposal and treatment of waste (office waste)		5,906	Not measured	kWh
Business Travel	Combustion of fuel used in personal cars on business use		183,484	(5,831,022)	kWh
Employee commuting	Not currently measured – will be measured in FY2024 and reported in 2025.		Not measured	Not measured	kWh
Downstream transportation and distribution	Not applicable as a software (virtual) service provider		n/a	n/a	kWh

Reporting year emissions:

| EMISSIONS	TOTAL (tCO2e)
Scope 1	4.11
Scope 2	84.15
Scope 3	50.10
Total Emissions	**138.36**

4   Emissions Reduction Targets

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.

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. By 2050 we will:

- achieve Net Zero emissions, in line with the Paris Climate Accord.
- 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
- 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
- invest in certified market solutions for emissions we cannot eliminate.

Progress against these targets can be seen in the graph below:
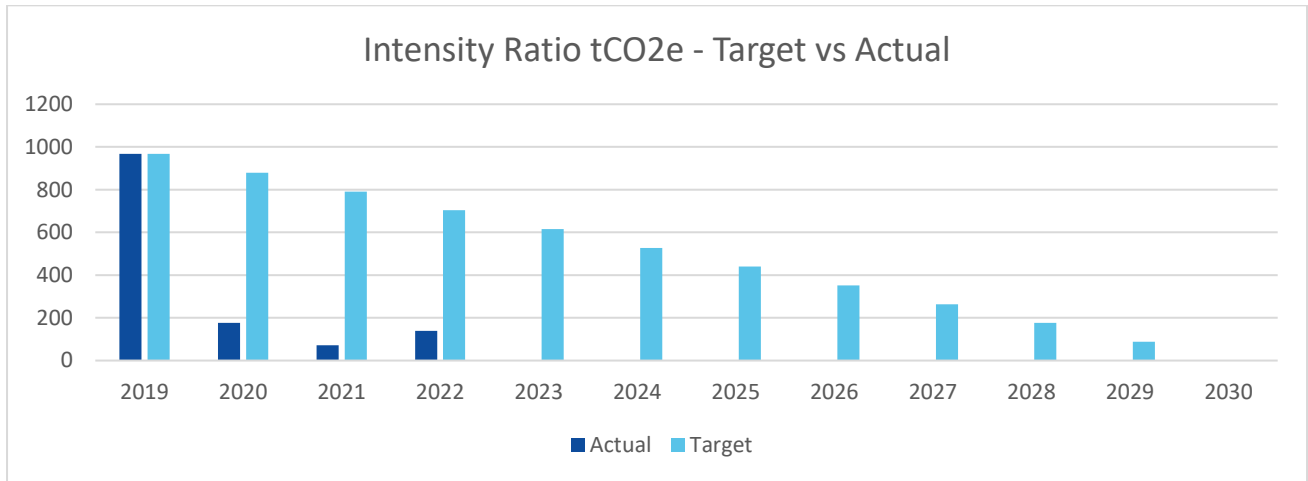
Global Carbon Reduction - We will continue to focus on sustainability throughout our global operations, and work to bring all territories in line with UK operations with regard to energy efficiencies and carbon reduction measures.

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

4.1 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 2 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)
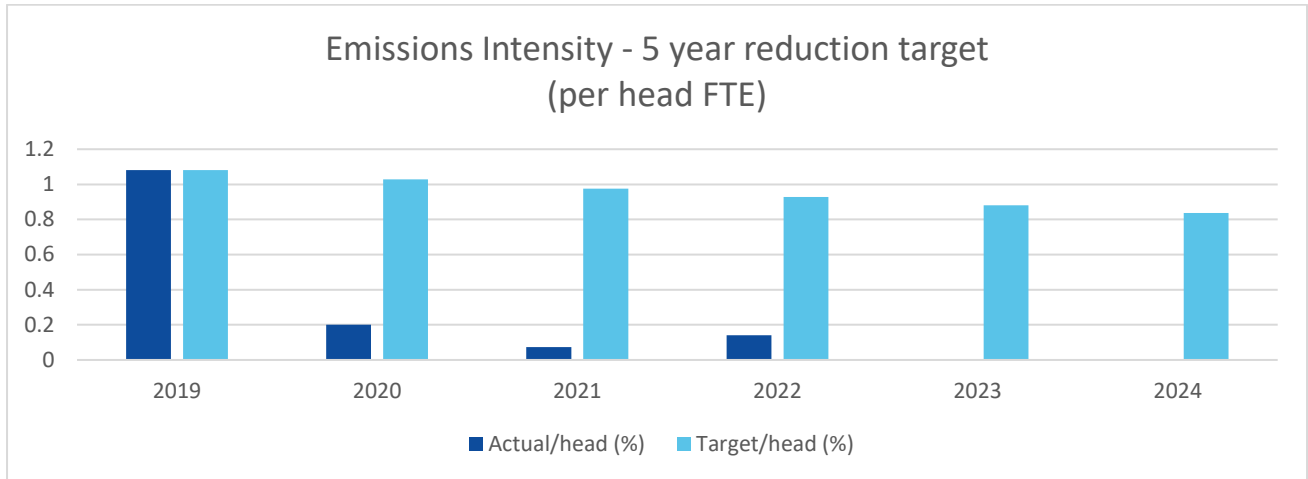
We project that carbon emissions will decrease over the next five years to 264 tCo2e by 2027. This is a reduction of 27%.

5   Carbon Reduction Projects

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.

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The carbon emission reduction achieved by these schemes equates to 829 tcO2e, an 85% reduction against the 2019 baseline, and these measures remain in effect.

- Awarded a Bronze Award from EcoVadis for Sustainability achievements.
- Committed to planting 25 trees for every new starter, globally, via accredited schemes; to date over 5236 trees have been funded, offsetting 10.47 tCO2e of unavoidable emissions.
- E-Vehicle salary sacrifice scheme has produced savings of 18.83 tonnes of CO2e, as much as 9,417 trees can absorb.
- Supplier Management Framework rolled out to drive the right behaviours in terms of sustainable procurement.
- Cloud Optimisation to limit energy consumption – achieved savings of c$250k based on usage reduction and now have access to Carbon Footprint data for each account. Achieved target of 6 Customer Cloud migrations in 2022.
- Reduced Air Travel to within 2022 target in line with the 5-year reduction plan through introduction of a Travel Mindfulness framework.
- LED Lighting replacements in offices.
- Optimisation of heating and cooling in offices to ensure both are not running at the same time.
- Increase in temperature of our server rooms.

In the future we plan to implement further measures such as:
- Further reduced travel with increased carbon offset of unavoidable travel
- Cloud optimisation
- Enhancing sustainability in our Supply Chain

6 Carbon Reduction Projects – additional information

6.1 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. Y

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.

6.2 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 several 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
As part of our target to reduce air travel by 25% per head over the next five years, we issued travel guidelines and a travel mindfulness framework to all employees. Our Global Travel Manager has helped to refresh our global travel policy to ensure the continuing adoption of a "remote first" model for service delivery and we have engaged with a new travel management company which includes the opportunity to join Green Travel initiatives whereby air travel can be offset with additional costs on the ticket price.

Towards the end of 2021, we introduced an E-vehicle salary sacrifice scheme for staff with the aim of having at least 10% of employees using the scheme by the end of 2023. In the year we had 10 cars on order, 6 cars live which saved 5.3 tonnes of CO2e, as much as 2,674 trees can absorb, the update in this scheme was impacted by the global supply shortage of EV components causing excessive lead times. 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.

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 also 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.

Tribal is committed to contributing to a fairer and more socially inclusive world. As well as having a positive impact on our employees and customers, we are aware of the positive contribution we can make to wider society.

7   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: 10 July 2023

8   Mandatory Document Controls

Approval

Document approved by:	ESG Executive Sub-Committee member	
Date of approval:	06/07/2023	
Review Requirement:	Annual	or sooner if required

Document History

[For the external document only. Include only final versions, not draft version numbers]

Version Number	Date	Comments	Created reviewed or updated by
V2.2	10/07/2023	Updated to add additional requirements for Scope 3 reporting and prioritise essential information.	Property Manager

Contact:	governance.services@tribalgroup.com