



Pathway Group

Carbon Reduction Plan
For 2022/23



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Changing lives through skills and work

Title: Carbon Reduction Plan For 2022/23

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Supplier name: ----- Pathway First Limited

Publication date:----- 21/11/2022

Introduction

This Carbon Reduction Plan conforms to the requirements of Procurement Policy Note PPN06/21; “Taking Account of Carbon Reduction Plans in the procurement of major government contracts”, published in June 2021 and the supporting “Technical standard for the Completion of Carbon Reduction Plans”.

Reporting Standards and Scope

The calculation of Pathway First Limited’ carbon footprint is in line with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

Commitment to achieving Net Zero

Pathway First Limited is committed to achieving Net Zero emissions by 2050.

We refer to our scope 1 and 2 carbon emissions as our business operations carbon, as it relates to our own use of energy for our own operations and is under our control. We will achieve net zero for scope 1 and 2 by 2050. We are aiming to achieve this target without offsetting.

As part of our pathway to net zero we will achieve a number of interim targets as below.



Pathway First Limited delivery spans schools provision, Adult training and Employability Programmes development. Our pathway to net zero and associated carbon reduction targets and action plans are structured in line with our core business operations.



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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 will be the reference point against which emissions reduction can be measured. Therefore, as this is the 1st Carbon Reduction Plan these figures will be used as the baseline going forward as our starting point.

Current Emissions Reporting

Reporting Year: 2022	
Pathway First Limited has been committed to reducing its environmental impact since 2019. However, has not previously formally measured and reported scope 1 and 2 carbon emissions. Going forward, we will set our carbon emissions baseline to our financial year 2021/22 as outlined below.	
EMISSIONS	TOTAL (tCO₂e)
Scope 1:	35.0 t CO₂
Scope 2:	2.94 t CO₂¹
Scope 3 (Included Sources)	Our baseline year for scope 3 will be the financial year 2022/23
Total Emissions	37.95 t CO₂

In order to progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next three years to 28.842 tCO₂ by 9.1 tCO₂. This is a reduction of 23.9%

Scope 2 Note Gas usage is not currently included in this figure as this could not be collated for all new offices. We will adjusting the baseline using the new 2023 CO₂ gas consumption when available and report this in the next Carbon Reduction Plan.

¹ Gas usage is not currently included in this figure as these were problematic as they are part of a range of rental agreements across multiple sites



Scope 3 carbon (value chain)

We made the decision not to estimate our scope 3 performance for financial year 2021/22, focusing instead on implementing the reporting processes required to ensure robust scope 3 data capture enabling setting of an accurate baseline going forward. We intend to report the 2022/23 baseline in our 2023 Carbon Reduction Plan update and will report progress against this baseline in subsequent years. It is proposed that in financial year 2022/23 we will have developed a new set of tools to enable robust scope 3 data collection, including for example fuel and energy, materials embodied carbon and subcontractor reporting.

	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 First Limited	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 First Limited



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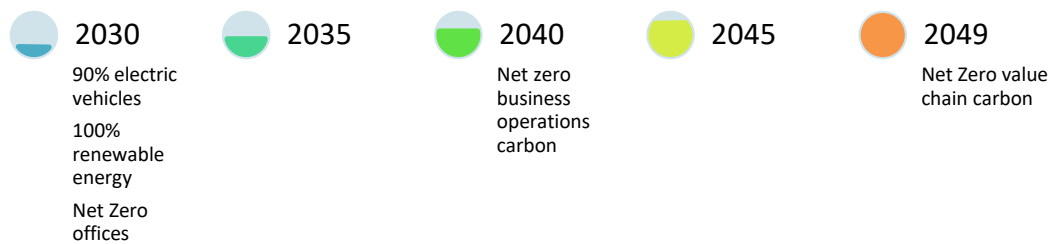
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Emissions reduction targets

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 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)

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 project that scope 1 and 2 carbon emissions will decrease over the next nine years by 62%

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.

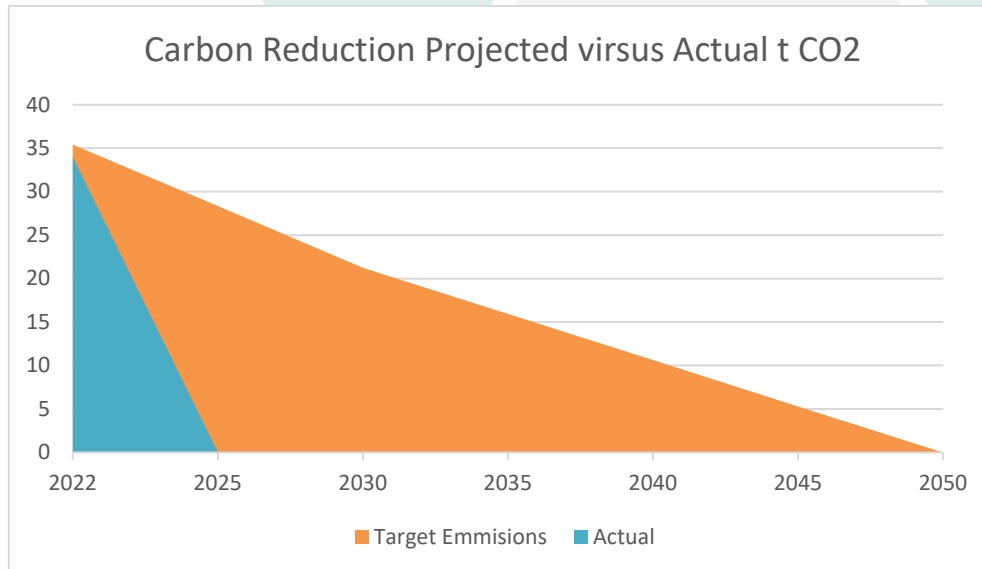
Progress against these targets can be seen in the graph below:



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Note: due to this being the 1st Carbon Reduction Plan *actuals information limited due to 2021/22 being the baseline going forward*

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. 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 the purchase of 4 Electric Vehicles in 2023 replacing Traditional Vehicles in a phased approach

Equipment

- We 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



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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 First Limited employees to understand and promote employee engagement throughout the organisation

Estate and premises improvements

- Installation of LED lighting across operational sites
- Investigate infrastructure changes focusing on carbon reduction across all sites
- Seek to purchase electricity from a supplier committed to renewable energy.

Pathway First Limited is committed to reducing Co2 emissions per square meter and plan to put in efficiencies such as LED and energy efficient lighting when possible.



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Declaration and Sign Off

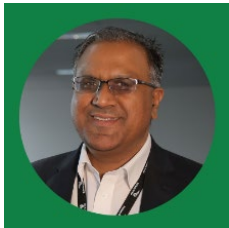
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard² and uses the appropriate Government emission conversion factors for greenhouse gas company reporting³.

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) Standard⁴.

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

Safaraz Ali
Chief Executive Officer



²<https://ghgprotocol.org/corporate-standard>

³<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁴<https://ghgprotocol.org/standards/scope-3-standard>