



Lifetime
group

Carbon Reduction Plan

Foreword

At Lifetime Group, we are committed to taking meaningful steps to reduce our carbon footprint. **We recognise that taking action on climate change is urgent and we have a responsibility to our current team members, learners, and partners, as well as to future generations to act now.**

This Carbon Reduction Plan outlines how we will continue to make positive changes to our behaviour and the way we use resources.

Our vision is to 'Create tomorrow's workforce' and our mission of 'Solving talent gaps to create competitive advantage, transforming learning, skills and enabling social mobility' is delivered through our people. This is why we see our people as our major asset as a Group. We therefore recognise, as a purpose-led organisation that we all have a role to play in reducing our carbon footprint.

Small decisions about how we travel, where we host meetings, how we deliver learning and conduct assessments, or how we use energy, can make a big difference, and are key to delivering our mission.

Collaborating with our suppliers and partners is essential to encourage sustainable practices throughout our value chain and making a positive impact together.

Regulations further reflect the critical nature of climate change and Lifetime Group is committed to ensuring requirements are met and, where possible, exceeded.

Transitioning to a low carbon economy starts with understanding the business' baseline carbon emissions, and that starts with our people.

With support from carbon consultants, Auditel, we have calculated our carbon emissions footprint for our baseline year 2023/24. By understanding our baseline carbon footprint and engaging with our people, we have identified key areas to prioritise within our carbon reduction plan, which has been drafted with Auditel.

Several of the measures we are planning to implement will reduce our carbon emissions, create operational efficiencies, and reduce costs, which bring the added benefit of protecting us from possible increases in energy and fuel costs in the future.

As part of our mission to enable social mobility and our vision of creating tomorrow's workforce, we know that it is our responsibility to lead by example. Together, by taking meaningful action on climate change, we can build a sustainable future for our business, our learners, and the wider community. A copy of the supporting verified Auditel Reduction Plan can be reviewed at the end of this report.





Introduction

This Carbon Reduction Plan outlines Lifetime Group's approach to measuring and reducing our carbon emissions. It reflects our commitment to tackling climate change and creating a sustainable future. By understanding our environmental impact and identifying carbon reduction opportunities, we aim to reduce emissions across our operations, engage our team members, and work collaboratively with suppliers, employer partners, and customers to drive positive change.

Context

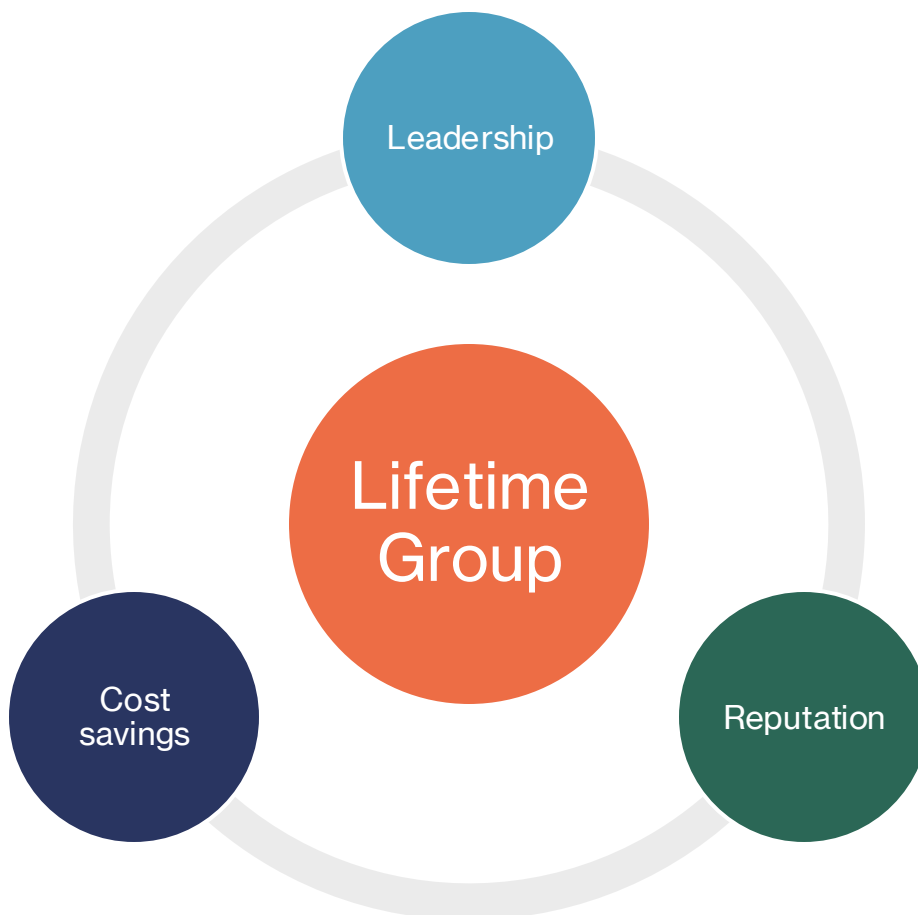
The need to take action on climate change has never been more urgent. According to the World Meteorological Organisation, global average temperatures are now more than 1.1°C above pre-industrial levels, and the carbon dioxide (CO₂) levels in the air we breathe today have increased by 50% since the Industrial Revolution began.

Critically, CO₂ levels are rising faster than ever. Since 2000, they have increased ten times faster than any other sustained increase in the past 800,000 years, according to the United Nation's Climate Change Panel. The consequences of inaction are clear: rising sea levels, extreme weather events, and there are growing risks to health, resources, livelihoods, and ecosystems.

Lifetime Group has a vital role to play in mitigating the effects of climate change to protect the future for tomorrow's workforce and the wider communities that we live within. By collaborating with our people, learners, employer partners, and customers across the UK, we can create a more sustainable future. We have a responsibility to reduce our carbon footprint, prepare for the impact of a changing climate, and drive awareness of climate change.

In addition to the moral and environmental reasons for taking action on climate change, there are several key drivers for Lifetime Group to address this issue:

- **Leadership:** taking strategic action to reduce our carbon footprint will enable the business to lead the way in developing effective processes to tackling climate change.
- **Reputation:** as national targets become more ambitious, there is a growing expectation for businesses to demonstrate genuine leadership on environmental issues. Taking proactive steps strengthens our credibility and enhances our public image. Failure to act could lead to reputational damage.
- **Cost savings:** as businesses face growing pressure to reduce budgets more effectively, reducing energy consumption is an opportunity to reduce utility bills and operate more efficiently.



Reporting standards and scope

The calculation of Lifetime Group's carbon footprint is in line with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. This is the most widely used global standard for measuring and reporting greenhouse gas (GHG) emissions from businesses. It provides a clear framework for calculating emissions across three categories, known as Scope 1, 2, and 3, (outlined below) helping organisations to track and reduce their climate impact.

Lifetime Group employed the carbon accounting services of Auditel to conduct a series of quality assurance checks in line with industry best practice to ensure that the greenhouse gas (GHG) statements represent a true and fair account of Lifetime Group's GHG emissions from the data available.

The process followed the principles of ISAE3410, Assurance Engagements on Greenhouse Gas Statements Standard, but is not a formal assurance to the standard currently. ISAE3410 is an international standard used by independent auditors to verify an organisation's greenhouse gas emissions data.

It is carried out to ensure that the statement is considered materially correct, a fair representation of the Greenhouse Gases emitted, and is prepared in alignment with the Greenhouse Gas Protocol and the relevant activities of Lifetime Group.

A full copy of the Auditel Carbon Baseline Report is available to be reviewed in conjunction with this Carbon Reduction Plan.

Current emissions reporting

Baseline year: 2023/24

There are seven greenhouse gases identified under the Kyoto Protocol: Carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆), and nitrogen trifluoride (NF₃). All seven Kyoto Protocol Greenhouse Gas groups are included in the emissions footprint calculations, giving a more complete and accurate picture of our overall climate impact. The unit tCO₂e (tonnes of carbon dioxide equivalent) is used to measure the impact of all seven Greenhouse Gases (not just CO₂) in a single number.

2023/24 is our baseline year and the emissions inventory includes all measurable Scope 1, 2, and 3 emissions.

Scope 1: direct emissions from energy sources that the business owns or controls, such as company cars or gas boilers to heat offices.

Scope 2: indirect emissions from energy that is purchased, such as electricity used in offices.

Scope 3: all other indirect emissions in the value chain, such as business travel, employee commuting, office waste, and procurement.

Current emissions reporting

2023/24 carbon footprint summary

Scope category	Sources included	2023/24 tCO ₂ e	% of carbon footprint
1	Vehicle fleet Gas for heating	91.58	5.0
2	Electricity	20.93	1.1
3	Purchased goods and services, fuel and energy related activities, upstream transport and distribution, waste from operations, business travel, employee commuting and homeworking	1,732.43	93.9
Total		1,844.94	100.0

Scope 3 carbon emissions accounted for 93.9% of the total carbon footprint. The categories with the highest emissions were business travel (79.5%) and employee commuting and homeworking (13.5%).

Lifetime Group’s total carbon emissions during 2023/24 are 1,844.94 tCO₂e, which is an intensity indicator of 1.62 tCO₂e per employee.

Carbon dioxide (CO₂) is a colourless and odourless gas, making it difficult to visualise. To put it into perspective, one tonne of CO₂ would fill a hot air balloon that is about 10 meters wide, or 500m³. Therefore, in 2023/24 our carbon emissions equated to just over one and a half hot air balloons per employee.



Science based targets

The UK government has set a target to reach net zero greenhouse gas emissions by 2050. This goal aligns with international efforts to limit global warming to well below 2°C, and ideally to 1.5°C, compared to pre-industrial levels, as outlined in the Paris Agreement. The Paris Agreement was adopted at the United Nations Climate Change Conference in 2015 (COP21) and was signed by 196 countries. Keeping global warming levels within this limit is critical to reduce the severe risks that climate change can cause.

Achieving net zero means reducing carbon emissions as much as possible and balancing any remaining emissions with actions that remove carbon from the atmosphere.

Reaching net zero by 2050 means reducing our GHG emissions by 90%, with the remaining 10% balanced by future carbon removal technologies. While 2050 is the long-term goal, it is important to have nearer-term milestones to guide our progress.

The Science Based Targets Initiative (SBTi) recommends setting a target for a 42% reduction in Scope 1 and 2 emissions and a 25% reduction in Scope 3 emissions by 2030, compared to 2020 levels. As we do not have data from 2020, we will use the 2023/24 emissions data as the baseline for planning and tracking our progress.

90%

reduction of
our GHG
emissions
by 2050

42%

reduction in
Scope 1 and
Scope 2 by
2030

Emissions reduction targets

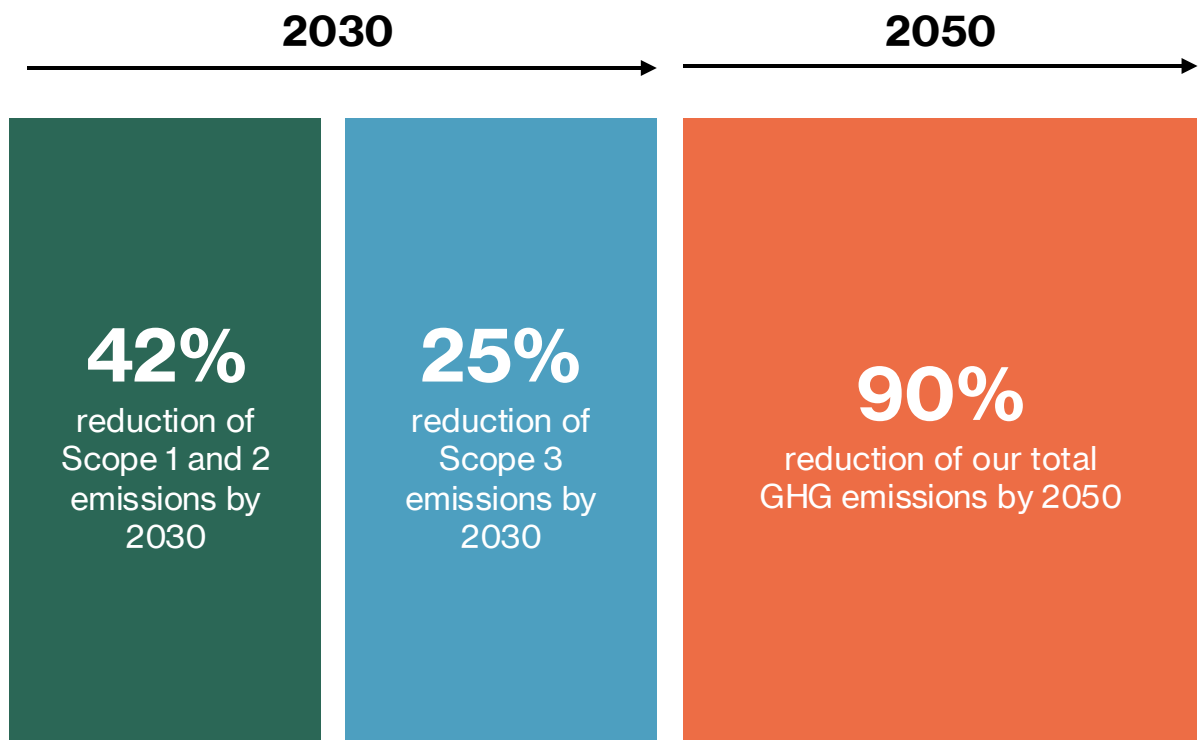
Our net zero targets are:

Long-term:

- 90% reduction by 2050.

Near-term:

- 42% reduction of Scope 1 and 2 emissions by 2030.
- 25% reduction of Scope 3 emissions by 2030.





Implemented carbon reduction initiatives

The following sustainability projects had been introduced before the 2023/24 baseline carbon footprint was measured.



Digital transformation:

- New software has been introduced to facilitate the online delivery of sessions for some employer partners, allowing a blended delivery model and partly reducing reliance on travel. While technology has enabled greater flexibility, we remain focused on meeting the diverse needs of our learners. We provide personalised, specialist, and inclusive support aligned with our mission of creating tomorrow's workforce.
- Virtual meeting platforms are used across the Group, decreasing the frequency of business travel.
- We have transitioned to a fully cloud-based solution to reduce electricity consumption.



Sustainable events

Creating Tomorrow group event

- Travel using public transport and carpooling was encouraged for attendees of a Group-wide celebration event in Leeds. Coaches were provided for Bristol-based team members to travel together.
- The venue was ISO 14001:2015 accredited, which is an internationally recognised framework for effective environmental management. It shows the venue has systems in place to reduce its environmental impact, comply with regulations, and continuously improve its sustainability performance.
- Tickets for the event were digital, and the e-ticket provider went the extra mile by donating to their climate charity partner for each ticket that was processed.
- The trophy provider is committed to making awards that are eco-friendly and sustainably sourced.



Sustainability through our programmes

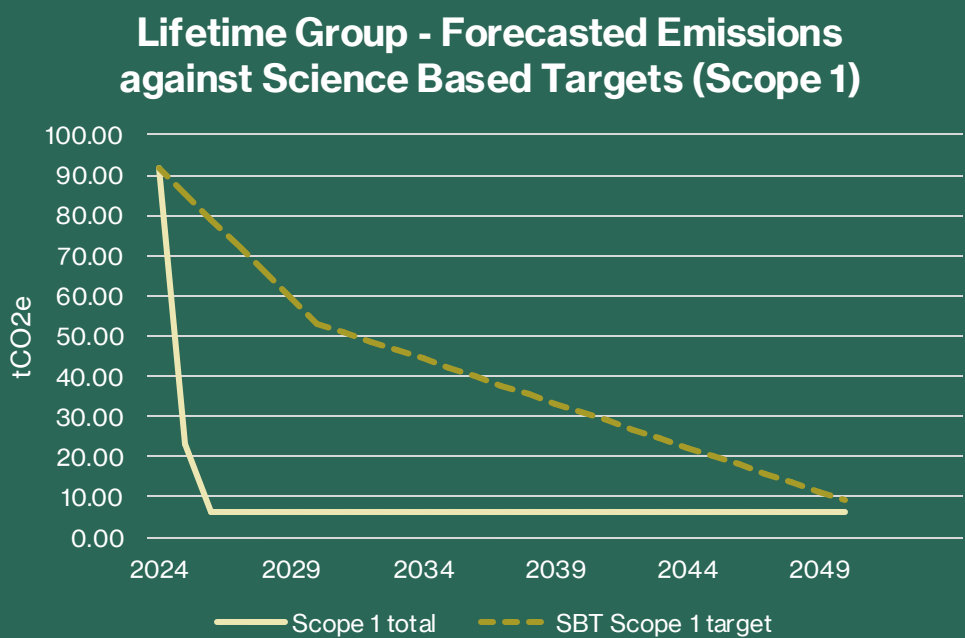
- Our chef programmes promote the use of local, seasonal, and surplus ingredients to reduce food miles, carbon emissions, and food waste. The programmes donate surplus food to homeless charities, which supports the local community and ensures edible food does not end up in landfill.

Carbon reduction initiatives

Scope 1 reduction initiatives

During the 2023/24 reporting period, Lifetime Group decided to no longer provide company vehicles. Our people now use personal vehicles for any business travel. Consequently, Scope 1 fleet emissions will be removed from the forecast (68 tCO₂e). From 2024/25, these emissions will be transferred to Scope 3 business travel (as outlined in the Scope 3 graph below).

Reducing carbon emissions within Scope 1 will be focused on efficiencies regarding gas used for heating, which made up 1.3% of our total emissions.



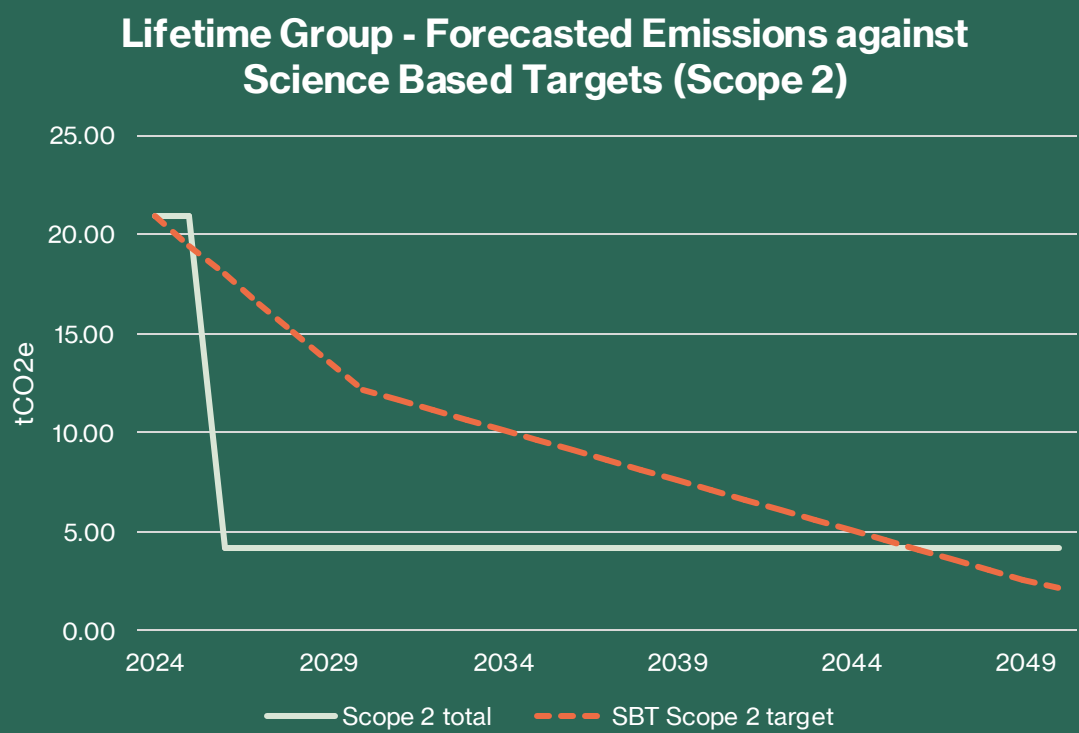
The reduction in the forecasted emissions against Science Based Targets are shown in the Scope 1 graph above. Reductions are forecasted from 2025/26 due to changes in two of Lifetime Group’s four offices.

The office in Portsmouth has been closed and the team are working remotely.

The Group head office is moving to a significantly smaller office.

These changes are likely to reduce Scope 1 emissions by an estimated 17 tCO₂e. There will be a consequential effect on emissions caused by commuting and homeworking, which is outlined in Scope 3 graph below.

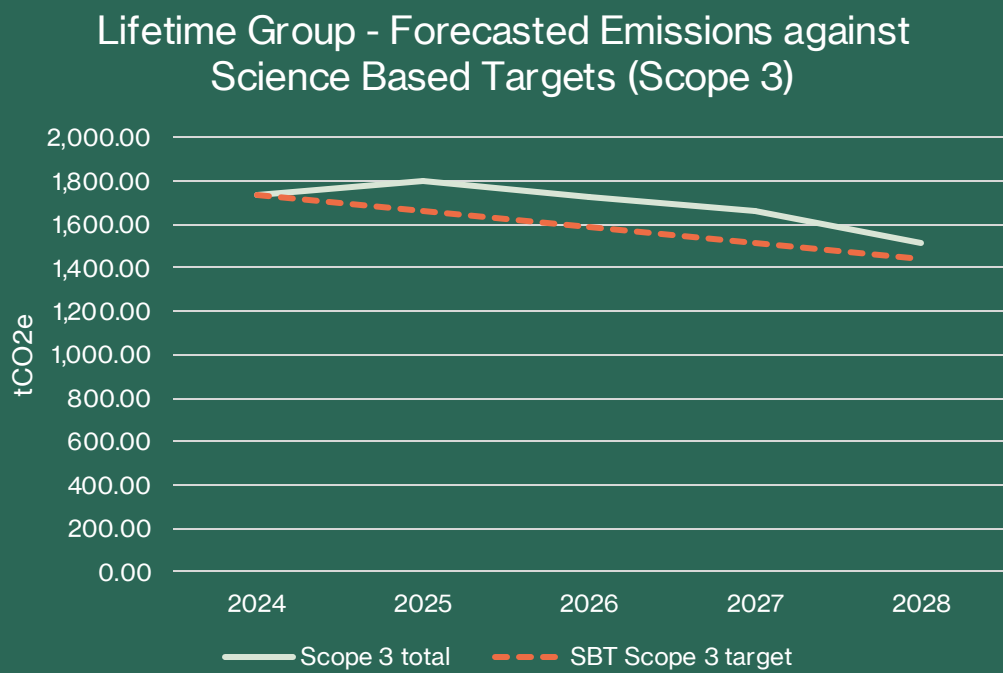
Scope 2 reduction initiatives



The office changes outlined above should also result in a reduction in electricity usage. It is estimated that there will be a reduction of 16.7 tCO₂e in Scope 2 emissions. The graph above shows forecasted emissions against Science Based Targets.

Scope 3 reduction initiatives

The graph below shows forecasted emissions for the next three years against Science Based Targets.



The most important element in tackling Scope 3 emissions is making sure data is complete and accurate. To do this, we will work closely with our suppliers and subcontractors to report and monitor data.

To guide our progress, we have developed a plan for the next three years, focused on the following areas:

- Office changes
- Electric vehicle salary sacrifice scheme
- Reviewing business travel
- Exploring how our people can help us to reduce our footprint

Office changes

The Group head office will be moving to a smaller location, and it is expected that there will be half the number of commuting days for team members. It is anticipated that there will be a decrease in commuting related emissions (70.5 tCO₂e) and a small increase in homeworking related emissions (0.55 tCO₂e).



Electric vehicle salary sacrifice scheme

Business travel makes up the largest proportion of our carbon footprint (79.5%). The largest element of business travel emissions comes from employees' car mileage (90.3%). This will increase following the removal of the company fleet.

An electric vehicle salary sacrifice scheme is being introduced. By encouraging our people to use zero-emission vehicles, there will be a reduction in business travel emissions as well as cost efficiencies for our people and the business through tax savings. We have forecasted a 5% participation in the scheme, which would result in a reduction of 52.7 tCO₂e. 50.2 tCO₂e of this would be related to business travel and 2.5 tCO₂e related to Employee commuting.

Reviewing business travel

As part of our commitment to continuous improvement, we are reviewing our approach to business travel to drive greater efficiencies, which is supported by feedback from the employee survey. This includes technology enhancements to support smarter ways of learning and skills transformation. The review will also include greater consideration for the geographic locations of our learners and our coaches, tutors and assessors. As previously highlighted, the nature of our operational delivery model through our people, including in person sessions, helps to contribute towards optimum qualification achievement rates. Travel to our learners therefore remains a key part of what we do, and such a review of business travel will always be balanced and measured with the outcomes for learners and partners being kept firmly in mind.



Exploring how our people can help us to reduce our footprint

Other initiatives including driver awareness training and relaunching the Cycle to Work Scheme are planned for the year ahead. Training sessions and webinars will support colleagues to learn about the impact their behaviours and decisions have on our journey to net zero and to strengthen this message across the Group. A gradual reduction in emissions is expected to total approximately 15 tCO₂e.



Decisions like choosing to car share, use public transport, or adapt ways of working to reduce environmental impact are greatly appreciated. These actions may seem small, but together they make a meaningful difference. We are confident that we can achieve our net zero goals by working together.

Beyond 2027

The next phase of strategic planning will take place from 2027. It is worth highlighting that the current detailed plans for Scope 3 reductions cover the near-term to 2028, rather than long-term to 2050, unlike Scope 1 and 2 reductions. We anticipate further reduction plans by 2027 will include:

- Further improvements within the operational model
- Technological advancements.
- Further supplier engagement and including environmental criteria in the procurement process.

It is hard to capture the quantum of annual reduction on the above activities at this time. However, we will conduct annual reduction plan reviews to ensure that we incrementally progress our reduction plans closer to net zero each year, and we will update this reduction plan accordingly.

Commitment to achieving net zero

Lifetime Group's commitment is underpinned by strong governance with Board oversight ensuring that efficiencies are implemented and targets are achieved. The Board, along with an ESGI Steering Group and an ESGI Team Member Forum, ensure that the Group remains accountable for reducing its environmental footprint.

Lifetime Group's most significant emissions come from fuel use, mainly from commuting and business travel. We are fully committed to reaching net zero by 2050 and will continue to monitor developments in technology that can facilitate this. This reduction plan will be formally reviewed annually through governance channels detailed above. As new solutions emerge, we will strengthen our efforts, and where possible, set more ambitious carbon reduction targets to enable becoming net zero by 2050 a realistic and achievable goal.

Appendix

Appendix 1: 2023/24 carbon footprint measurement prepared by Auditel

Appendix 2: Carbon reduction plan prepared by Auditel

Appendix 3: Carbon reduction implementation summary table

Initiative	Planned impact	Implementation date	Key results	Responsible department	Target completion date
Removal of company vehicle fleet	Removal of Scope 1 fleet emissions.	Implemented 2023/24	68 tCO ₂ e Scope 1 reduction. Emissions transferred to Scope 3.	N/A - complete	N/A - complete
Portsmouth office closure	Removal of office-related emissions (heating, electricity, and commuting).	Implemented 2023/24	0.18 tCO ₂ e Scope 1 reduction. No ongoing emissions related to this office.	N/A - complete	N/A - complete
Head office downsizing	Reduction of heating, electricity, and commuting emissions.	2024/25	Expected reductions: 17 tCO ₂ e Scope 1 (heating). 16 tCO ₂ e Scope 2 (electricity). 70.5 tCO ₂ e Scope 3 (commuting).	People Team (Facilities)	2025
Electric vehicle salary sacrifice scheme	Encourage low-emission travel and reduce Scope 3 emissions.	Implemented 2024/25	5% staff uptake. 53 tCO ₂ e Scope 3 reduction (business travel and commuting).	People Team	2028
Driving awareness training	Promote fuel-efficient driving behaviours.	2024/25	% of completed training.	People Team (L&D)	2028

Initiative	Planned impact	Implementation date	Key results	Responsible department	Target completion date
Sustainability awareness training sessions and webinars	Supporting our people to learn about the impact behaviours and decisions have on our journey to Net Zero.	2024/25	% of completed training.	People Team (L&D)	2028
Business travel review	Reduce car mileage and improve efficiencies.	2024/25	Reduction in Scope 3 emissions (business travel).	Operations Team People Team	2028
Cycle to work relaunch	Encouraging cycling to reduce commuting emissions.	2024/25	Reduction in Scope 3 emissions (commuting).	People Team	2028
Online delivery and virtual meetings	Reducing business travel/commuting as appropriate.	Ongoing	Reduction in mileage/travel related emissions.	Operations Team People Team	2028
Sustainable events	Making sustainable choices e.g. using sustainable venues, digital tickets, low emissions travel.	Ongoing	Minimising event-related emissions.	All (events)	2028
Supplier Engagement	Collaborate to improve and reduce Scope 3 emissions data.	2024-2027	% of supplier responses.	ESGI IT Team	2027
Strategic Planning Beyond 2027	Review including operational efficiencies and technological advancements.	2026/27 2027/28 2028/29	Updated carbon reduction plan and net zero targets.	SLT ESGI	2028/29