

# Carbon Reduction Plan

Supplier name: Veritas Education Ltd (Veritas)

Publication date: 5<sup>th</sup> January 2025

## Commitment to achieving Net Zero

Veritas is committed to achieving Net Zero emissions by 2030.

## 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: 2022/23</b>	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
Emissions data had not been published in prior years therefore we selected 2022/23 as our base year. The methodology for measuring our carbon footprint is in line with the Greenhouse Gas protocol and the BEIS Environmental Reporting Guidelines. The calculations were completed on the SmartCarbon Calculator using the UK Government emissions factors.	
<b>Baseline year emissions:</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>4.83</b>
<b>Scope 2</b>	<b>8.50</b>
<b>Scope 3 (Included Sources)</b>	<b>Scope 3 total – 94.28</b>  Upstream T&D – not relevant – explanation provided (Veritas is an Education Recruitment organisation in the UK that supplies Temporary Worker services to the public sector. We provide services rather than goods and, as such, transportation and distribution of goods are not relevant to us).  Waste - 0.5  Business Travel – 43.04

	<p>Employee Commuting – 50.74</p> <p>Downstream T&amp;D – not relevant – explanation provided (Veritas is an Education Recruitment organisation in the UK that supplies Temporary Worker services to the public sector. We provide services rather than goods and, as such, transportation and distribution of goods are not relevant to us).</p> <p>Scope 3 total – 94.28</p>
<b>Total Emissions</b>	<b>107.61</b>

### Current Emissions Reporting

Reporting Year: 2023/24	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	4.59
Scope 2	7.99
<b>Scope 3 (Included Sources)</b>	<p><b>Scope 3 total – 79.58</b></p> <p>Upstream T&amp;D – not relevant – explanation provided (Veritas is a Education Recruitment organisation in the UK that supplies Temporary Worker services to the public sector. We provide services rather than goods and, as such, transportation and distribution of goods are not relevant to us).</p> <p>Waste - 0.25</p> <p>Business Travel – 38.74</p> <p>Employee Commuting – 40.59</p> <p>Downstream T&amp;D – not relevant – explanation provided (Veritas is an Education Recruitment organisation in the UK that supplies Temporary Worker services to the public sector. We provide services rather than goods and, as such, transportation and distribution of goods are not relevant to us).</p>
<b>Total Emissions</b>	<b>92.16</b>

## Emissions reduction targets

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

We project that carbon emissions will decrease over the next five years to 46.08 tCO<sub>2</sub>e by 2027/28. This is a reduction of 50% from 2023/24 and the projection is to reach net zero carbon by 2030. It is envisaged that carbon offsetting or technology such as carbon capture and storage will be deployed to achieve the difference between actual and net zero carbon. Progress against these targets can be seen in the graph below:



## Carbon Reduction Projects

### Completed Carbon Reduction Initiatives

It should be noted that the reductions (from 2020/21) in CO<sub>2</sub> are attributed especially to the period during which COVID significantly impacted operational capacity. 2022/23 was a more typical operational year although with a very significant carbon emissions decrease.

The following environmental management measures and projects have been completed or implemented since the 2020/21 baseline. The measures will be in effect when performing contracts.

Carbon reduction projects have included:

- Implemented Environmental Management system. Ongoing internal audits to ensure we are still compliant and showing continuous improvement.
- Move to hybrid working that has resulted in reduction of company business travel and commuting.
- Staff encouraged to use video conferencing where possible.
- Completed a Sustainability Opportunity assessment that will help us to build and implement our corporate sustainability strategy. This approach includes environmental, social and economic pillars of activity. Carbon reduction is an important element.
- Installation of LED Lighting in three services offices.

- Building management systems have been upgraded to reduce energy usage.
- All single use plastic items removed from Stationery contracts.
- Utilisation of a Carbon Reporting Tool to accurately record our carbon emissions.
- Developed a Carbon Reduction Plan that is due for review in December 2025.
- Offset our unavoidable business travel carbon emissions for 2024/25 with Climatecare.org.
- Sourcing a new supplier to provide refurbished laptops in place of buying new.
- Initiated ESG supply chain assessment.

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

- Implementation of supplier to refurbish our current IT kit, including laptops, instead of purchasing new.
- Requiring suppliers to report their carbon footprint data to us to improve the accuracy of carbon measurement and engaging with suppliers to support our net zero goal.
- All suppliers to have produced their own net zero target and plan (by 2030 latest) that align with Veritas targets.
- Evaluation of all purchased products with specific plans for more efficient use such as reducing single use plastic, switching from disposable to reusable equipment and reducing use of paper.
- Active management and reduction of emissions from staff and Temporary Worker travel. As an example, switching domestic flights to rail, selecting lower emission rail journeys and hotel stays.
- Deliver further reductions in emissions resulting from commuting to client workplace. Encouragement of staff and Temporary Workers to use low carbon transport methods such as walking, cycling and public transport.
- Investigate a new partnership which will help us determine our offsetting approach for 2025/26 and future years – aiming to fully offset emissions.

## **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<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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<sup>1</sup><https://ghgprotocol.org/corporate-standard>

<sup>2</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-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<sup>3</sup>.

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



**Signed on behalf of Veritas:**

Date: 5<sup>th</sup> January 2025

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