

Net Zero GHG Emissions and Reduction Plan 2025

A message from

Yaelle Candolfi




As an education company, we exist to help young people build their futures. But there's no future without a liveable planet. The climate emergency is undeniable, and while our business's direct emissions are low, our responsibility is not. From the members we support to the tutors we employ, we have an opportunity – and a duty – to lead by example. Our actions now will influence the world that they grow up in. That's why we're proud to share our path to Net Zero.

Having fully measured our entire emissions across the organisation, we are determined to reduce this, year on year and achieve Net Zero. This is an exciting milestone and a fearless new chapter for Explore Learning. We believe we are the first UK tuition and EdTech provider to calculate our footprint, have a plan to reduce and commit to Net Zero. We hope that others follow our lead as we aim to create a more prosperous, sustainable future.

Yaelle Candolfi, Chief People Officer & Company Director





The first tuition and EdTech provider to
***calculate our entire carbon
footprint & have a plan to
reduce our emissions.***

Calculating our carbon footprint

Using the GHG Protocol, we have collaborated with PlusCarbon climate platform (part of FuturePlus) to calculate our entire 2023 carbon footprint¹.

This is our first comprehensive calculation and we will be publishing our 2024 data soon, so we can measure our progress.

We collected our footprint data and worked with PlusCarbon to map our activity or spend to the appropriate emissions factor. We measured our footprint in tonnes of CO₂ emissions.



In collaboration with

PLUSCARBON

Part of **FU⁺UREPLUS**

How we calculated our footprint

Our emissions are split into different scopes, each with different categories. 94% of our emissions are located in Scope 3.



Scope 1

Direct emissions

No emissions applicable



Scope 2

Indirect from purchased energy

Purchased electricity for all centres & Head Office



Scope 3

Indirect emissions in the value chain

Purchase goods & services
Digital services, rent & marketing campaigns

Waste generated in operations
Recycling, rubbish & electricals

Online sessions
Emissions associated with online usage

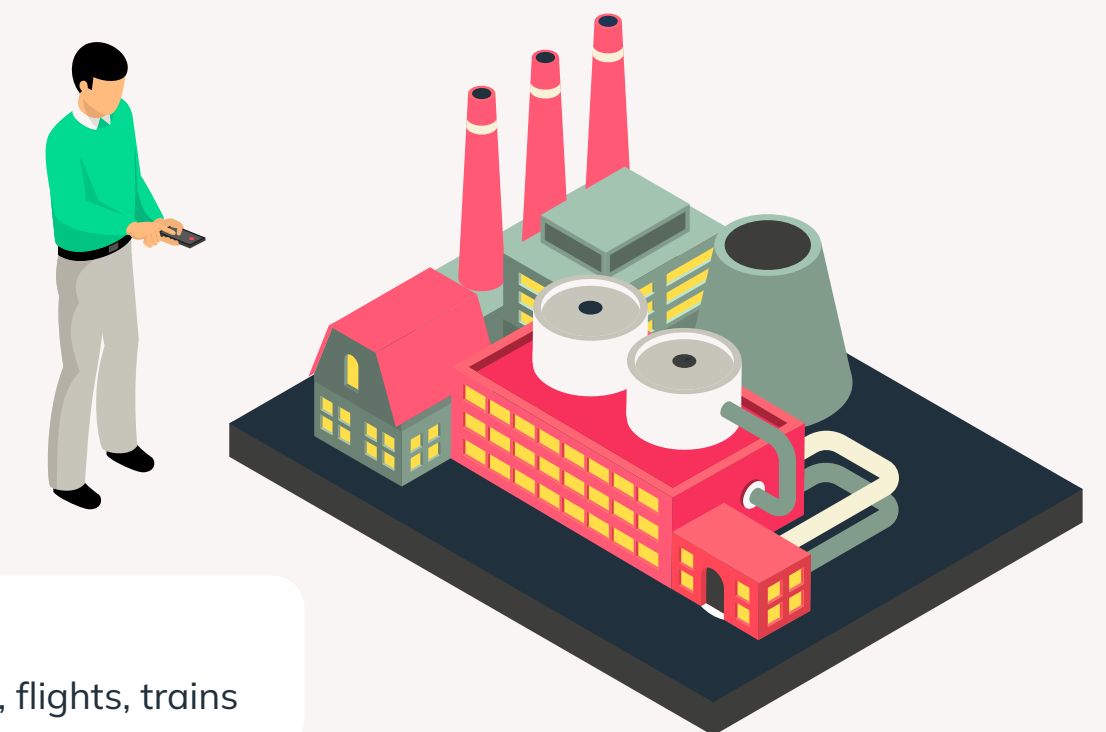
Capital goods
IT equipment, centre refits

Travel
Car travel, hotels, flights, trains

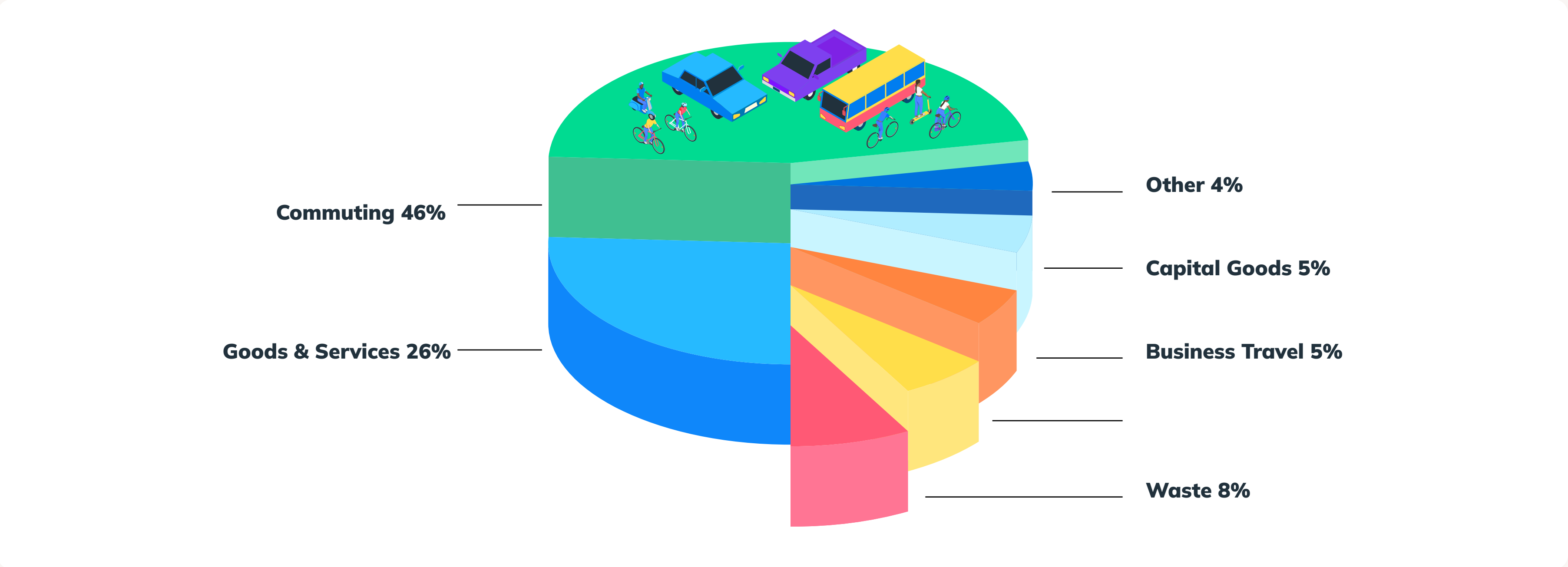
Home working
Emissions associated with home working

Commuting
Transportation taken for staff working in our centres

Upstream distribution & transportation
Member prizes, course materials, centre orders

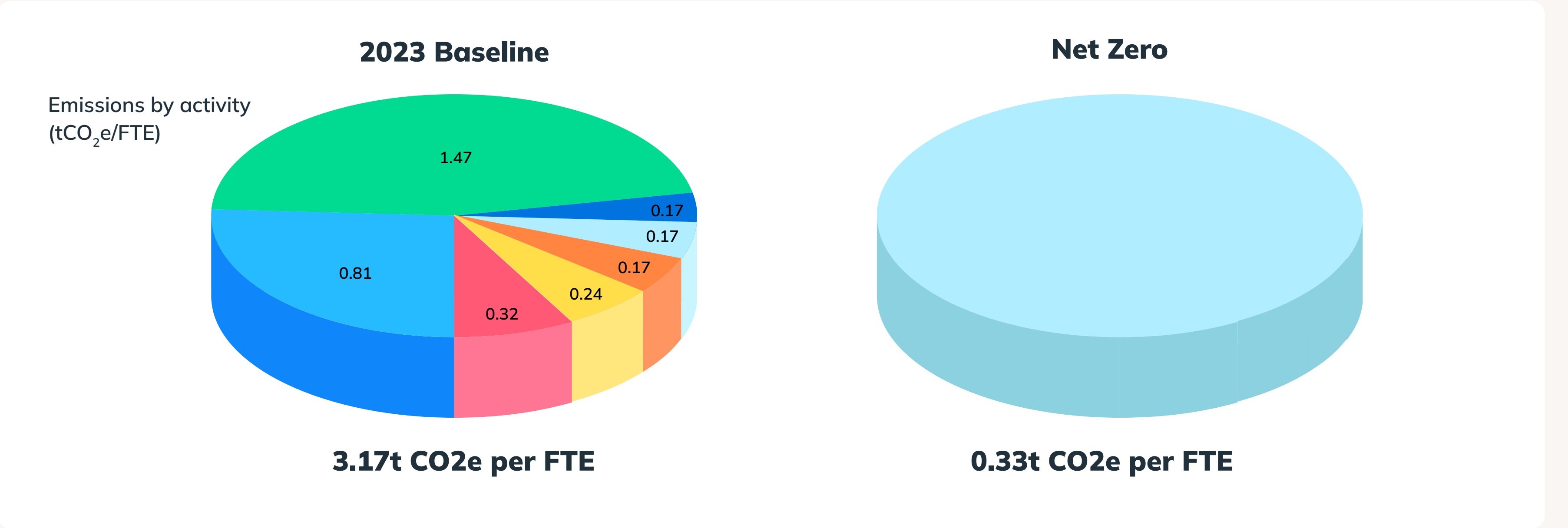


Overview of our emissions



Emissions per FTE Employee

In order to achieve Net Zero by 2050 we need everyone at Explore to play their part. As part of our actions detailed in this plan, we will be engaging with our colleagues and suppliers to support with steps everyone can take to reduce our impact on the environment.



Details of our emissions

Emissions category	GHG Emissions (tCO ₂ e)	Estimated % of organisational footprint	Description
Scope 1			
Scope 1 Total	0	0%	
Stationary Combustion		No emissions	Emissions resulting from the combustion of fuels in stationary sources.
Mobile Combustion		No emissions	Emissions resulting from the combustion of fuels in company-owned/controlled mobile combustion sources.
Fugitive Emissions		Not reported	Emissions resulting from the leakage of refrigerants or the direct release of greenhouse gases.
Process Emissions		No emissions	Emissions resulting from the release of greenhouse gasses in production processes
Scope 2			
Scope 2 (Market-based) Total	158.57	5.9%	
Purchased Electricity	158.57	5.9%	Emissions resulting from the generation of electricity, purchased by the company.
Heat, Steam and Cooling		No emissions	Emissions resulting from the generation of steam, heating or cooling, purchased by the company.
Scope 2 (location-based)	274.59		
Purchased Electricity	274.59		Emissions resulting from the generation of electricity, used by the company.

Details of our emissions

Emissions category	GHG Emissions (tCO ₂ e)	Estimated % of organisational footprint	Description
Scope 3			
Scope 3 Total	2528.53	94.1%	Total Scope 3 emissions including Upstream and Downstream emissions
Scope 3 Upstream Total	2515.65	93.6%	
Purchased Goods & Services	682.96	25.4%	Embedded emissions in purchased goods and services.
Capital Goods	143.08	5.3%	Embedded emissions in capital goods like buildings, cars, ICT, and machinery.
Fuels and energy-related activities	51.91	1.9%	Embedded emissions in the purchase of fuels and energy in other activity categories. Not included in Scope 1 or 2
Transport Upstream	41.86	1.6%	Emissions related to the transport of goods upstream of the production process or any transport purchased by the company.
Waste generated in operations	205.00	7.6%	Emissions related to the disposal and processing of waste generated in operations
Business Travel	144.16	5.4%	Emissions related to transportation of employees for business-related activities.
Employee Commuting	1246.68	46.4%	Emissions related to commutes of employees in vehicles not under the control of the company. Also including emissions from employees working remotely.
Upstream leased assets	No emissions		Emissions related to the operation of assets leased by the reporting company
Scope 3 Downstream Total	12.88	<1%	
Use of sold products	12.52	0.5%	Emissions related to energy use of the product during its planned lifetime.
End-of-life of sold products	0.36	0.0%	Emissions related to the disposal of the sold products at the end of its planned lifetime.
Total emissions	2,687 tCO₂e		

What is Net Zero?



Net Zero refers to the balance between the amount of greenhouse gas (GHG) that's produced and the amount that's removed from the atmosphere. It can be achieved through a combination of emission reduction and emission removal.

Why is Net Zero important?

Net Zero is a vital way to limit climate change and the harmful effects on people and the environment. We believe we have a responsibility as a learning organisation that nurtures thousands of children, to play a positive part in reducing our carbon footprint and creating a more sustainable world for future generations.



To achieve Net Zero, we must reduce our total emissions by at least

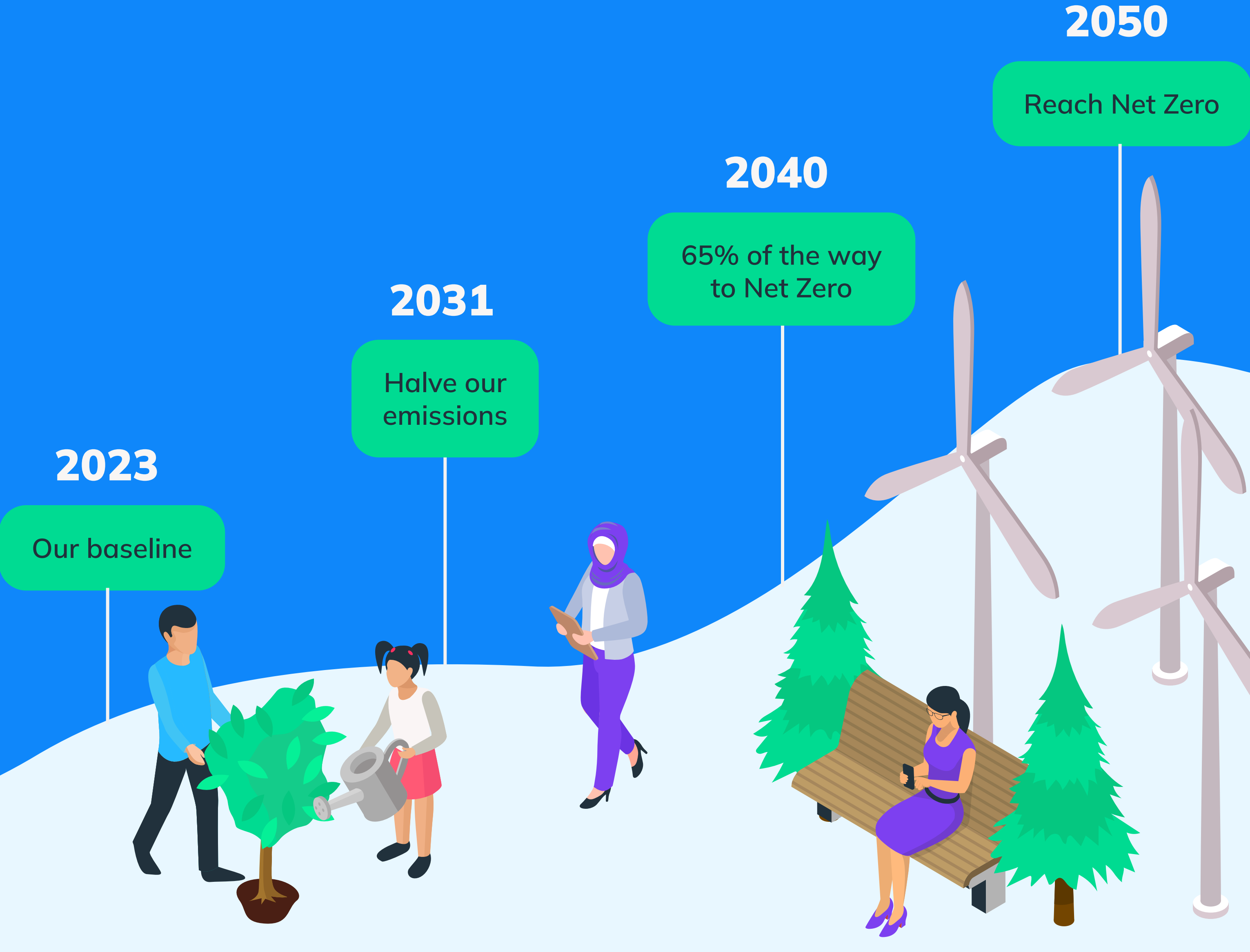
↓ 90%

Our targets & commitments

Our ultimate end goal is to reach Net Zero emissions by 2050 or earlier. We've worked out how to get 65% of the way there by 2040. We're still figuring out the final part of our journey to achieve the 90-95% reduction needed to achieve Net Zero.

There are lots of moving parts that will help us map out the final part of our plan and we're committed to working with our partners and colleagues across the business over the coming years to solve this.

Our immediate focus is to halve our emissions by 2031 and we are confident in the measures we have agreed to get us to this place.



Our commitments

To reinforce our commitment, we have become a signatory of Tech Zero, joining over 300 other tech companies in fighting the climate crisis.

This means we are committing to publishing our emissions annually, publicly communicating our commitments and progress, aiming to halve our emissions by 2030 and appointing a board member to be responsible and accountable for our target. Joining as a signatory also aligns us with the UN's Race to Zero campaign.

Signatory of



**Publishing
our emissions
annually**



**Appointing a board member
responsible and accountable for
achieving our target.**

We've already made progress



100% of our learning spaces use LED lighting. And have done since 2018.



100% of our centres now use a renewable electricity supply. In June 2024 we switched to a new provider in half of our centres.



We've already made progress

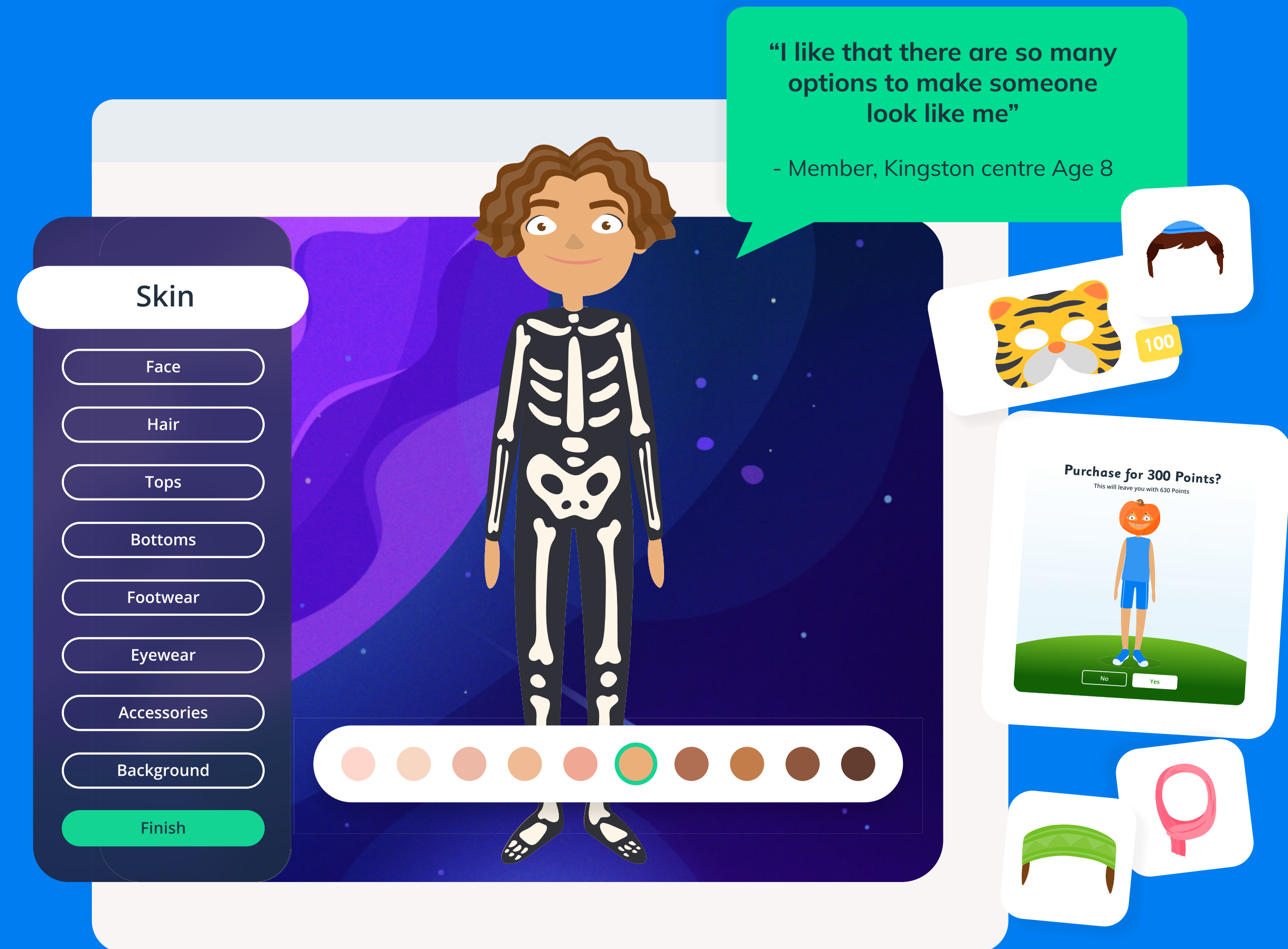
In 2024 we launched a new Reward and Recognition programme for members, using the latest educational research. We removed our physical prizes, which were mostly shipped from overseas.

We replaced these with digital rewards through Compass, our learning platform. Members earn points they can use in the "Character Studio" to create a character as unique as they are.



"We are on a mission to build the most engaging, impactful learning experience. Our new character studio delivers on this, whilst significantly reducing our carbon footprint."

Richard Reynolds, Chief Digital Officer



By removing physical prizes we've also **removed 38 tonnes of CO₂ emissions.**

Progress areas

Further changes we made in 2024

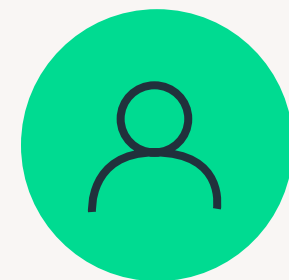


Reduction of 11 Plus printed materials from 23/24



Begun engaging with our suppliers to provide emissions data

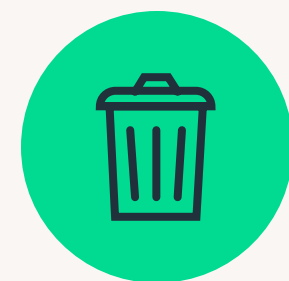
We've also agreed measures that we will begin implementing in 2025



Implement improved "power off" procedures overnight across all our centres by the end of 2027



Change non LED lighting in back office spaces



Improvements to recycling & waste collection in all our centres



Identify centres (10%) to implement sensor controls

Our actions

Scope 2: Electricity

Our electricity supply in 2023 used a mixture of green (renewable) and brown (non-renewable) energy contracts. Furthermore, some of our centres consumption data was based on estimates.

What we've done

Midway through 2024 we changed electricity provider in half our centres to a green (renewable) source of energy. More of our centres (based in Sainsbury's) began to be individually metered in 2024, so we have more accurate consumption data.

What's next

- This year we improved "power off" procedures by implementing a "last person out" switch so that when our centre are closed, we are consuming less electricity. This will be completed by the end of 2027.

Scope 3: Business Travel

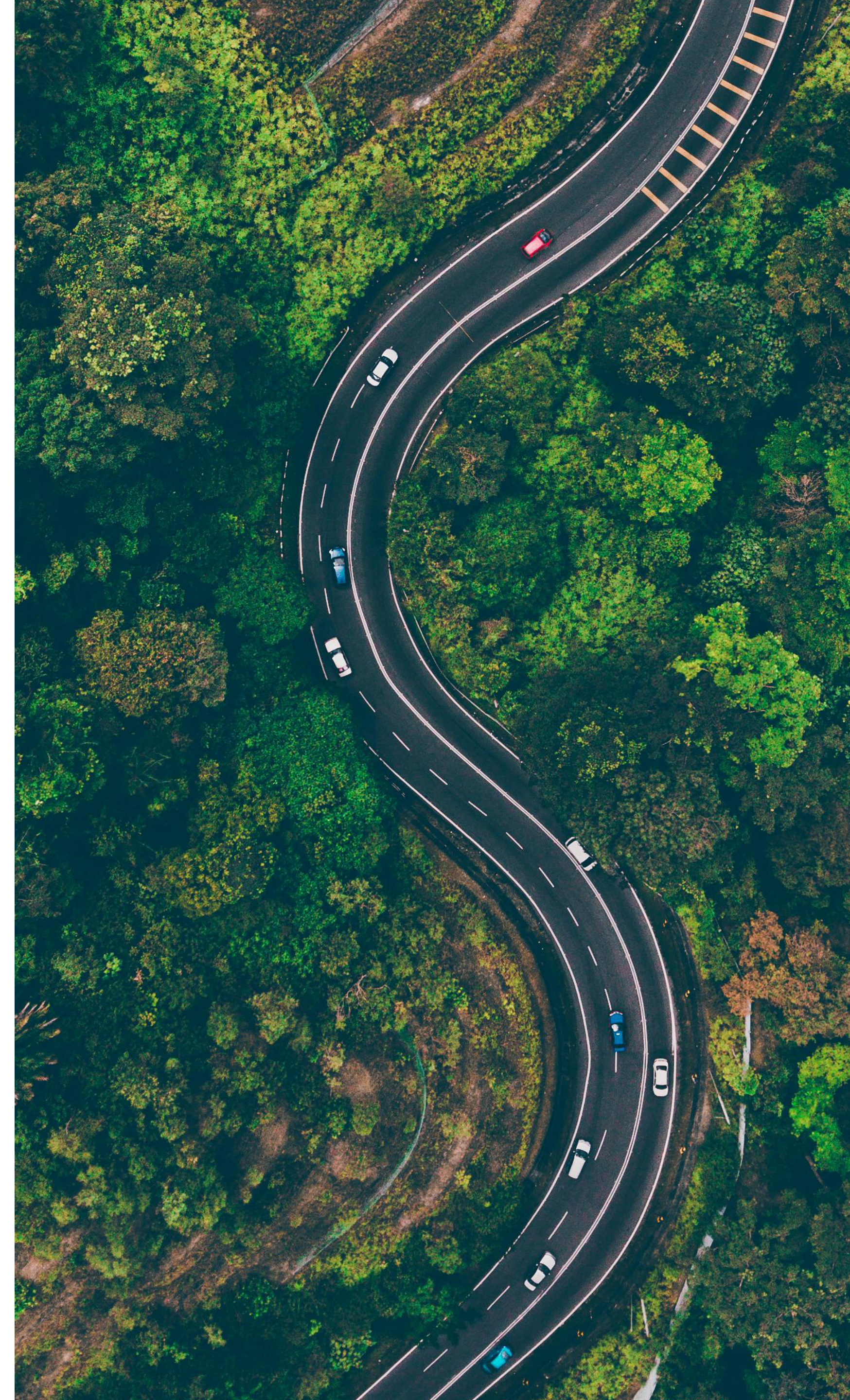
This involves emissions from the transportation of employees for business-related activities. The travel is entirely from employee's personal vehicles as Explore does not own a vehicle fleet.

What we've done

Identified our top business travel employees in the business. These are mainly in our Operations and IT Teams.

What's next

- Understand the vehicle and fuel type each staff member currently uses.
- Research an Electric Vehicle scheme for our top business travellers.
- Conduct research into the EV charging points that already exist close to our centres.



Our actions

Scope 3: Purchased Goods & Services

This includes all goods and services purchased by the business, including digital services. This primarily consists of digital services, equipment, marketing and printed materials.

What we've done

- Engaged with our top suppliers (as a % of spend) and asked them to support our Supplier Code of Conduct & also provide environmental data on their emissions.

What's next

- Refine data collected from suppliers so our calculations are based on actual emissions rather than spend.
- Encourage our suppliers (if not already) to track their emissions and commit to Net Zero.

Scope 3: Waste

Most of the waste generated is from our individual centres. Although lots of our learning is through technology, we do use paper and other non-recyclable waste.

What we've done

- Surveyed a small sample of centres to better understand the quantity of waste generated on a weekly basis in our centres.
- Asked our teams to provide suggestions on how we can improve recycling and waste.

What's next

- Ensure all centres implement a robust waste and recycling policy.
- Work with waste contractors and Sainsbury's to obtain more accurate waste generation data.
- Reduce use of single use plastics and paper cups by asking members to bring own water bottles.



Our actions

Scope 3: Commuting

Employee commuting includes all travelling to and from our 95 tuition centres by our managers and tutors. It also includes associated emissions of our employees who work from home.

What we've done

Conducted a staff survey to understand the travel habits and commuting distances of staff that work in centres.

What's next

- Increase survey response rate so we have more accurate data to understand our emissions.
- Engage with our online workforce to ascertain what energy supplier they use, so we can use this to refine our emissions data.
- Engage with our employees through behavioural change campaigns to support greener travel choices.

Did you know?

Approximately a quarter of our tutors walk to work, according to our first staff commuting survey



What can I do to help?

Small actions all add up in our efforts to reduce the impact of climate change. Here are a few suggestions of what you can do to help.

I'm a supplier

Share plans and progress with us. By working together and sharing key information about our emissions, the faster we can all put plans in place and achieve Net Zero.



I work online

Purchase 100% renewable energy. The more of us that power our homes using renewable energy contracts, the better it is for the planet.



I'm a member in centre

Bring your child's water bottle to Explore. We're trying to reduce the use of single use plastics or paper cups.



I'm a member online

Please remember to switch off your laptop after completing your online session, to conserve energy.



I work in a centre

Avoid driving where possible. Public transport or other low-carbon options help reduce our footprint.



What's next?

Implementing our plan has already begun. We're excited to work with all of our colleagues and suppliers to enact these plans together.



As our company expands, we will remain committed to monitoring our progress and plans against our targets and intensity ratios.



To ensure we have a full picture of where we are, we will publish our 2024 footprint comparison data later this year.



In the first part of 2026, we will measure our 2025 GHG emissions.



Armed with these insights, we will make informed decisions to evolve our plans and remain focussed on our commitment to achieving Net Zero.



The first tuition and EdTech provider to
publicly commit to
achieving Net Zero
by 2050 or earlier.

¹ Methodology Summary

Explore Learning's approach to measure and report on emissions as well as establishing a GHG emissions reduction strategy in line with science-based Net Zero targets is outlined in this section. Explore Learning received advice and support from an independent third-party (FuturePlus) in performing GHG emissions calculations and reduction planning.

Establish an Emissions Baseline

Explore Learning began by establishing a comprehensive emissions baseline that captures all relevant sources of carbon emissions across Scopes 1, 2, and 3 for 2023.

Data Collection and Calculation

Activity data was gathered through internal records, including activity-based or spend-based estimates where needed. Using the Greenhouse Gas protocol methodology, standard emissions factors from recognised sources (DEFRA, Ecoinvent 3.10, Exiobase, etc) were applied to convert activity data into carbon dioxide equivalents (CO₂e).

Reduction Planning

We identified opportunities to reduce emissions through energy efficiency improvements outlined through our ESOS reporting, process improvements, technological improvements, procurement and supply chain initiatives, travel reduction, and behavioural change initiatives. Measures implemented and controlled by Explore Learning as well as actions committed to by external parties were considered. Reduction measures were rated based confidence in the measure achieving the stated reductions in the desired time frames.

Targets and Reporting

The impact of reduction measures was modelled against international reduction pathways to establish the alignment of Explore Learning's reduction strategy against international targets. Progress will be reported annually.

Review and Continuous Improvement

We recognise that our emissions reduction strategy needs to be iterative, dynamic and constantly evolving. Our strategy will be reviewed regularly and updated as necessary, to reflect new data, evolving standards, new technological advancements as well as any successes and failures in our action plan.