Carbon Reduction Plan For Imperative Training

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imperative training

positive planet

Our Commitment

Imperative Training is committed to achieving Net Zero emissions by 2040.

What does Net Zero mean in practice?

To achieve Net Zero, wewill be aiming toreduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as "science-based" when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, Imperative Training will need to reduce absolute scope 1 and 2 emissions by 90% and achieve scope 3 reductions equating to either 90% absolute reduction or 97% overall reduction for both physical and economic intensity metrics.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the base year), as well as long-term targets.

Our near-term targets:

- Reduce scope 1 emissions by 40% by 2030, in line with 5% annual linear reduction required to achieve Net Zero by 2040.
- Procure 100% renewable energy by 2030, bringing market-based scope 2 emissions back to zero.
- Reduce scope 3 intensity metrics by 77% overall by 2030, representative of 17% annual compound reduction required to achieve Net Zero by 2040.
- Measure all scope 3 categories by 2026.

Our long-term targets:

- Reduce scope 1 andmarket-based scope 2 emissions by at least 90% by 2040.
- Reduce scope 3 economic and physical intensity by 97% by 2040.
- Neutralise any residual emissions using verified carbon offsets.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

Our Carbon Footprint

Base Year Emissions Footprint

Base year emissions are arecord of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Base year emissions are the reference point against which emissions reduction can be measured. We have chosen to set our base year as 1 January 2022 – 31 December 2022.

Base Year: 2022	
Base year emissions have been restated as part of the 2024 emissions reporting process, the restated emissions inventory now includes goods purchased for resale. Base year emissions have also been remeasured in line with updates to both activity- and spend-based UK Gov emission factors used. The base year measurement will also be restated if a revision to emission factors used occurs, major methodological updates are published, improved data becomes available or organisational change causes a significant change in base emissions (+/- 5%).	
Emissions	**Total (tCO_2e)**
Scope 1	4.9
Scope 2*	Market-based: 0.0 Location-based: 1.9
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Activities - Business Travel - *UpstreamTransportation & Distribution (none, due to spend based factorsused in measuring purchase of sold goods)* - *Downstream Transportation & Distribution (of which none)* - Employee Commuting & Homeworking - Operational Waste & Water - *LeasedAssets (Upstream & Downstream) (of which none)* - *Franchises & Investments (of which none)*	1,952.6
Total Emissions*	Market-based: 1,957.5 *Location-based: 1,959.4*

*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

Carbon Intensity Metrics

Base Year: 2022	Emissions
Employees (tCO_2e per FTE)	178.0
Revenue (tCO_2e per £m)	425.5

Based upon 11 FTEs (full-time employee equivalents), and a £4.6 million revenue during the measurement period. We are using market-based emissions to calculate our intensity metrics.

Current Emissions Reporting

Current Reporting Year: 2024	
Emissions	Total (tCO_2e)
Scope 1	4.1
Scope 2*	Market-based: 1.0 Location-based: 1.0
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Activities - Business Travel - Upstream Transportation & Distribution - *DownstreamTransportation&Distribution(of which none)* - Employee Commuting & Homeworking - Operational Waste & Water - *LeasedAssets(Upstream&Downstream)(of which none)* - *Franchises & Investments (of which none)*	1,792.5
Total Emissions*	Market-based: 1.797.6 *Location-based: 1,797.6*

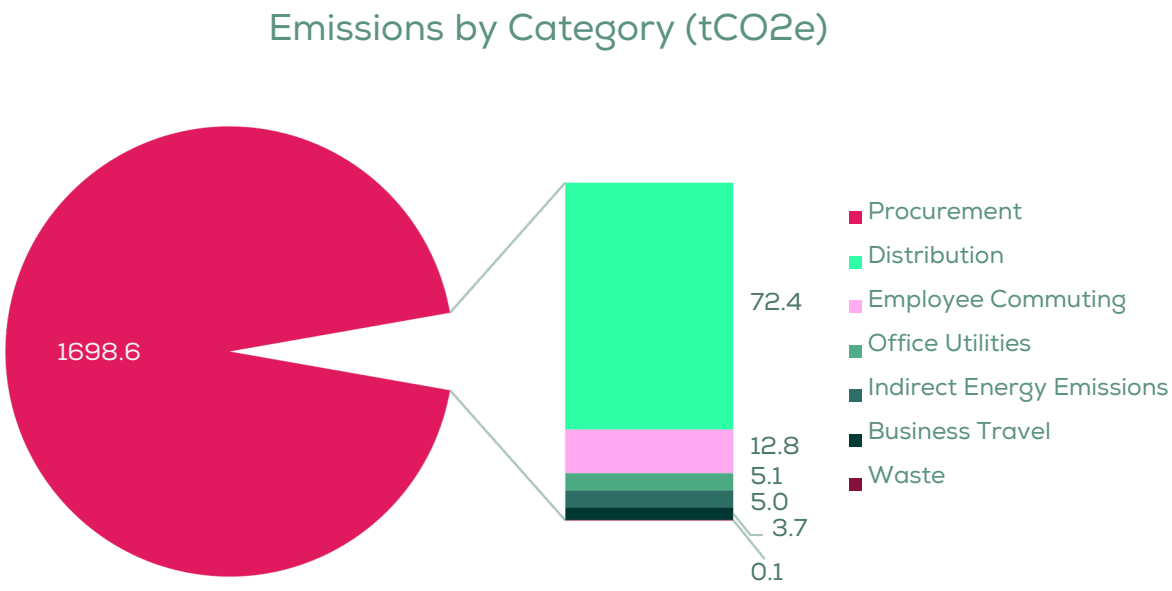
*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

Carbon Intensity Metrics

Current year: 2024	Emissions
Employees (tCO_2e per FTE)	163.4
Revenue (tCO_2e per £m)	240.7

Based upon 11 FTEs (full-time employee equivalents), and a £7.5 million revenue during the measurement period. We are using market-based emissions to calculate our intensity metrics.

Carbon Emissions Breakdown (tCO_2e)



Carbon Reduction

Our Net Zero targets

ImperativeTraining is committed to achieving Net Zero by 2040. To achieve Net Zero under this scenario, we will need to reduce our absolute Scope 1 and 2 emissions by 90% and our Scope 3 economic and physical intensity by 97% from our base year. To keep us on track, we have also set the following near-term targets to 2030.

Our near-term targets:

- Reduce scope 1 emissions by 40% by 2030, in line with 5% annual linear reduction required to achieve Net Zero by 2040.
- Procure 100% renewable energy by 2030, bringing market-based scope 2 emissions back to zero.
- Reduce scope 3 intensity metrics by 77% overall by 2030, representative of 17% annual compound reduction required to achieve Net Zero by 2040.
- Measure all scope 3 categories by 2026.

Our long-term targets:

- Reduce scope 1 andmarket-based scope 2 emissions by at least 90% by 2040.
- Reduce scope 3 economic and physical intensity by 97% by 2040.
- Neutralise any residual emissions using verified carbon offsets.

Progress

Scope	Measured Emissions (tCO_2e)		% Change
	Base Year: 2022	Current year: 2025	
Scope 1	4.9	4.1	-16.3%
Scope 2	0.0	1.0	n/a
Scope 3	1,952.6	1,792.5	-8.2%
Total emissions	1,957.5	1,797.6	-8.2%

Imperative Training is on track to meet scope 1 near-term targets. To continue with this progress, energy efficiency measures should be investigated to further reduce energy

consumption for heating. Larger infrastructure changes can also be investigated to completely reduce Scope 1 emissions to zero.

Whilst kWh consumption of electricity has come down since the last reporting period, Scope 2 emissions remain higher than the base year as Imperative Training no longer procures a 100% renewable energy tariff. Imperative Training is addressing this within internal teams to establish timelines around the addressing this as soon as possible, by reviewing current energy contract durations and commercially available tariffs, with the aim to bring scope 2 emissions back to zero as soon as possible.

Metric	Emissions Intensity (tCO_2e)		% Change
	Base Year: 2022	Current year: 2025	
Employees (per FTE)	177.5	163.0	-8.2%
Revenue (per £m)	424.5	240.0	-43.5%

Scope 3 intensity targets show varying levels of success. Significantly decreased revenue intensity demonstrates that company growth has been achieved while limiting emissions increases. Employee intensity reduction rates are behind near-term targets. As FTE numbers have stayed the same between the base year and the current year, this demonstrates that further decarbonisation action needs be taken to remain on track to meet near-term targets.

Completed Carbon Reduction Initiatives

Thefollowing emissionsmanagementmeasuresandprojects have been completed or implemented.

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Appointed Positive Planet to support with calculating base year carbon footprint and reduction recommendations.	2023	1, 2, 3
Created an informal Green Team to lead initiatives. This team has been made up of members (including the Managing Director, Marketing, Distribution & Finance) from different departments to support the roll out of initiatives and management of data, this includes sharing and collaborating throughout the organisation.	2023	1, 2, 3
Turned electrical appliances off at night, with verbal staff reminders to do so at the end of the day.	2015	2
Implemented monthly batching of warehouse deliveries to reduce amount of delivery vehicles having to make this trip.	2023	3
Implemented a cycle to work scheme to support the reduction of commuting emissions.	2010	3
Switched all lights to LED, and installed PIR motion sensors in periodically used areas of the office (stairs/toilet/kitchen).	2021	3
Installed more energy-efficient gas boiler and put the boiler on a timer.	2021	1
Made a decision not to install air con in the name of energy efficiency.	2021	1, 2
Moved all servers to cloud-based, as this is more energy efficient.	2021	2, 3

Upgraded desktops to energy-efficient laptops (which are more energy-efficient).	2021 & 2025	2
Implemented a trade-in scheme for customers to trade their defibrillator unit in for a new unit. This means we are able to either: make sure they are still functioning correctly and then sell them on; or refurbish them to be used again. Doing so means we are able to reduce waste and avoid manufacturing emissions.	2024	3
Stopped part shipping, which consolidates orders and reduces the number of deliveries required (and associated emissions).	2025	3

Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Reduction Plans – Scope 1 & Scope 2			
Activity No.	Activity	Target Date	Category
1	Ask the landlord to consider low-cost options such as reducing the boiler temperature and adding heat & solar control reflective window sheets.	*ongoing*	Stationary Combustion
2	Consider moving to premises without gas heating for 100% reduction in stationary combustion emissions. Or engage with the landlord to replace the current gas boiler with a low-carbon alternative such as heat pumps, electric boilers or HVAC systems. There is currently a government grant available to assist with cost of this via the Boiler Upgrade Scheme. (NB: Grant closes 31/12/2027)	2040	Stationary Combustion
3	To completely reduce market and location-based energy emissions to zero, encourage the landlord to install on-site renewable energy generation technologies such as solar PV	2030	Purchased Electricity

	panels and battery storage (following an energy audit to assess feasibility and payback periods), to generate 100% of energy demand.		
4	Procure a 100% renewable energy tariff upon current tariff reaching contractual end to bring market-based scope 2 emissions back to zero.	2030	Purchased Electricity

Based upon the above completed and planned initiatives, it is projected that scope 1 & 2 carbon emissions will decrease to 2.9 tCO_2e by 2030.

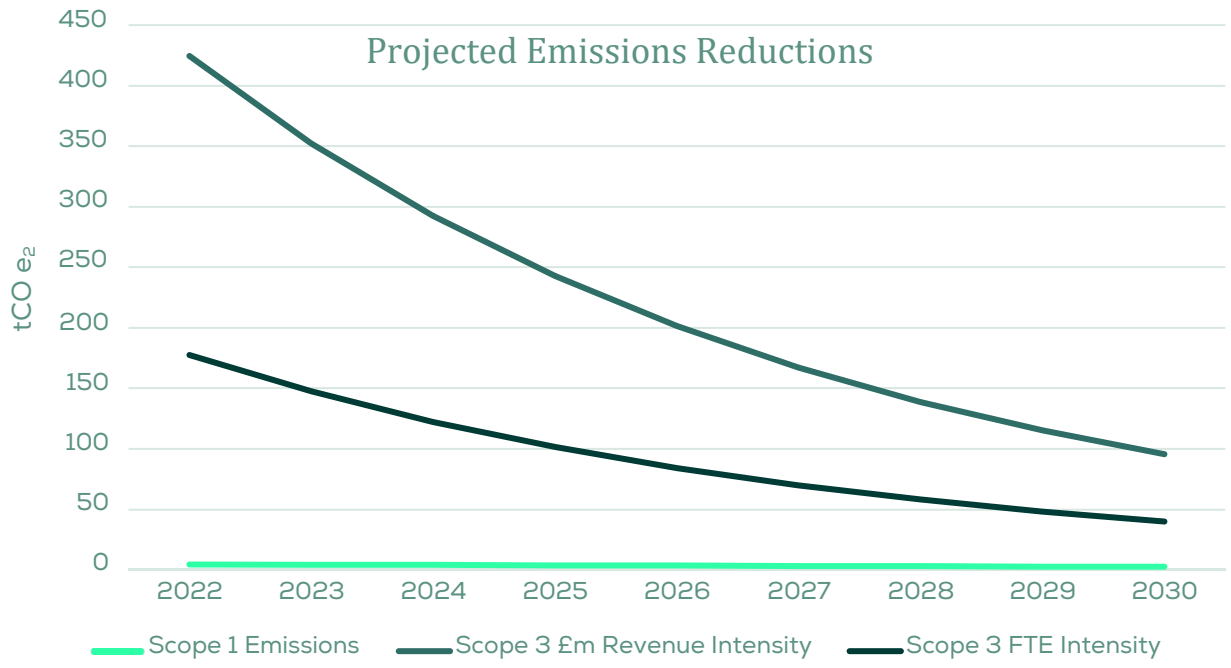
We also aim to implement the further initiatives below to reduce Scope 3 emissions:

Reduction Plans – Scope 3			
Activity No.	Activity	Target Date	Category
1	Commit to measuring the remaining Scope 3 categories in line with the NHS Supplier Roadmap, meaning that year's carbon emissions measurement will be a full picture of Imperative Training's carbon impact. Currently, the largest missing categories are procurement of sold products, and use of and disposal of sold products, meaning that once these are measured, specific reduction activities targeted at these categories will be able to be created. Processes are in place to capture the required data throughout 2026 to be reporting ready during the next measurement project.	2026	Product emissions
2	Consider training and engagement for the Green Team, leadership, and the wider employee base. Including and not limited to, creating spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.	*ongoing*	Commuting & Homeworking Business Travel

3	Develop a Sustainable Procurement Policy with the twin goals of being able to assess and prioritise the sustainability credentials of suppliers, and collect data from suppliers on an annual basis in an effective way. Existing and new suppliers will be engaged with to ensure alignment with sustainability goals and target of Net Zero by 2040. Possible mechanisms to do so could include: - engaging suppliers by sharing this Carbon Reduction Plan and communicating net zero targets, and asking for suppliers' information in return; - introducing sustainability weighting in tender processes/contracts; - adding sustainability criteria to all purchasing decisions, focusing on lifespan and efficiency; - increasing supplier reporting requirements including provision of supplier-specific data; This action will embed sustainability considerations into the procurement process and enable suppliers with lower organisational carbon footprints, lower embodied carbon of products, or a demonstrated commitment to Net Zero to be prioritised, as part of a phased approach. Taking action here is essential, as 94% of measured emissions sit within the supply chain.	2024 - 2027	Purchased Goods & Services
4	Commit to a sustainability audit of existing suppliers. Initially the top 10 suppliers will be engaged with to request further information regarding emissions reporting, net zero targets and sustainability ambitions. As part of this, data quality will be improved through requesting supplier-specific data (e.g. Environmental Product Declarations) or material and weight information for the products purchased, facilitating a shift away from spend data. This data collection will support the reduction journey by:	2024 - 2027	Purchased Goods & Services

	- improving the accuracy of carbon footprint measurements through collecting supplier-specific data; - allowing the positive impacts from reduction actions to be captured; - identifying business risks in the supply chain; and - encouraging supply chain integration towards Net Zero.		
5	Implement aSustainableDeliveryPolicy(based on the SustainableProcurementPolicyabove). Review warehousing,courieranddelivery partners thoughincreasedduediligenceand work with providerstogathertheiremissions data, and/orswitchtolower-carbonproviders that are demonstratingacommitmentto adopting sustainablepractices(especially electric deliveryvehicles,railfreightetc). Where possible,prioritisepurchasingfromlocal suppliers (althoughtherearenolocalsuppliers for our key products)tolimitdeliverymileage.	2026	Upstream Distribution
6	Although businesstravelandcommutingare minor emissionsdriversforImperativeTraining, we will developandimplementaSustainable Travel Policytosupporttheenvironmental impact of choiceswhentravelling,stayingin hotels and commuting.Theprioritieswithinthis policy will supportactivetravelandlowemission travel optionswhereappropriate. Monitor andconsideralternativestoair-based travel as a priorityandcommittooffering support to workforcewithfurtheroptionsfor active and low-carbontravelschemes,such as the EV salarysacrificescheme,seasonticket loans, and carsharingopportunities. Utilise the emissionstravelhierarchy: - Digitalcommunication - Walkingandcycling - Publicandsharedtransport - EV's andcarsharing/clubs - ICE vehiclesandcarsharing/clubs - Air travel	2027	Business Travel, Commuting

Based upon the above completed and planned initiatives, it is projected that (as a minimum) Scope 3 revenue and FTE intensity metrics will reduce to 95.6 and 40.0 tCO_2e respectively by 2030.



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Declaration and Sign Off

ThisCarbon Reduction Planhasbeencompleted inaccordancewith PPN 006 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[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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 approved by Imperative Training Executive Team.

Signed on behalf of Imperative Training:

Name: Lyndsey Hope

Position: Managing Director

Date: 01/04/2026

1 https://ghgprotocol.org/corporate-standard

2 https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting