

TRIBAL

Carbon Reduction Plan

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Contents

1	Commitment to achieving Net Zero	3
2	Baseline Emissions Footprint	3
3	Current Emissions Reporting	4
4	Emissions Reduction Targets	4
5	Progress	5
6	Carbon Reduction Projects	6
	6.1.1 Completed Carbon Reduction Initiatives	6
7	Declaration and Sign Off	7
8	Mandatory Document Controls	7

1 Commitment to achieving Net Zero

Tribal Group Plc, and all subsidiaries is committed to achieving Net Zero emissions by 2050.

Tribal's commitment to improving its performance in relation to environmental, social and governance (ESG) issues is long-standing and well established. We believe the credibility and longevity of any business goes beyond pure financial gain; a principle demonstrated by our mission to empower the world of education and supported by our strong values-based culture.

Though we focus on a wide range of matter which affect our stakeholders, in early 2021 we formalised six priority areas for the Group going forward. Each area has key initiatives and objectives for the coming year and appropriate ownership from across our Executive Management Team. We have also demonstrated where these priority areas align with the UN's Sustainable Development Goals (SDGs).

Ultimate responsibility for Tribal's ESG performance lies with the Board, who receive regular updates on the key initiatives from relevant owners.

2 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.

The figures below are based on the SECR reporting requirements in the UK and includes emissions data categorised as follows:

Scope 1 – direct emissions including company-owned vehicles

Scope 2 – indirect emissions from energy purchased

Scope 3 – emissions from private vehicles for business use

Baseline Year:		2020		
Additional Details relating to the Baseline Emissions calculations:				
Area	Category	Sub-category	2020 consumption	Units
Electricity	Electricity	Purchased electricity	464,912	kWh
Gas	Stationary combustion	Natural gas	63,944	kWh
Transport fuel	Combustion of fuel used in personal cars on business use	Small sized car (Diesel)	5691	kWh
		Medium sized car (Diesel)	15,678	kWh
		Large sized car (Diesel)	5,511	kWh
		Small sized car (Petrol)	9,918	kWh
		Medium sized car (Petrol)	14,748	kWh
		Large sized car (Petrol)	4,323	kWh
		Average sized car (Hybrid)	24	kWh
		Average sized car (Other)	914	kWh
Baseline year emissions:				
EMISSIONS		TOTAL (tCO₂e)		
Scope 1		11.76		

Scope 2	108.39
Scope 3 (including Sources)	55.67
Total Emissions	175.83

3 Current Emissions Reporting

As the baseline year for emissions reporting is 2020, further emissions reporting will be available in the full year reporting for 2021.

Due to the Covid pandemic, global energy use fell by 4 per cent in 2020, and carbon dioxide emissions declined by almost 6 per cent in 2020. But emissions have returned to their upwards trajectory and in December 2020 were about 2 per cent higher than in 2019, before the pandemic. (Source – United Nations)

We have seen similar trends in Tribal so for the purposes of setting targets and key performance indicators we are using 2019 20 as a base year due to the impacts of Covid-19 during 2020.

4 Emissions Reduction Targets

Energy efficiency action

Tribal is part of the Government initiative, Energy Savings Opportunity Scheme (ESOS) and completed its Phase 2 assessment in November 2019. This reviewed Tribal's energy consumption across its UK offices and Tribal is implementing a number of energy saving opportunities as identified throughout its offices.

Emissions Reductions Targets will be clarified in Q1 2022 following review of the full year reporting for 2021.

Air Travel

Our target is to reduce CO₂e from air travel by 25% per head over the next 5 years (on -pre-COVID levels)

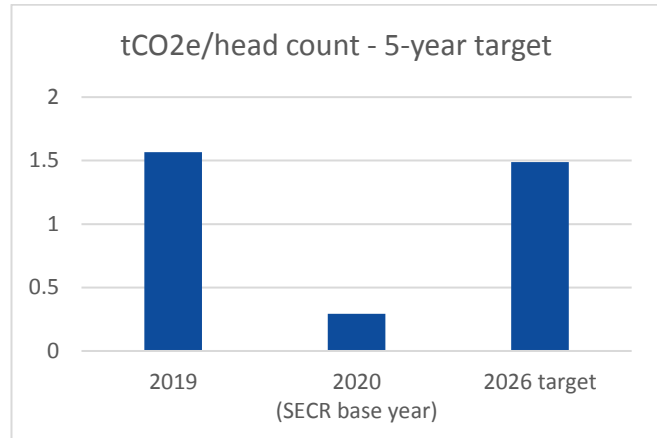
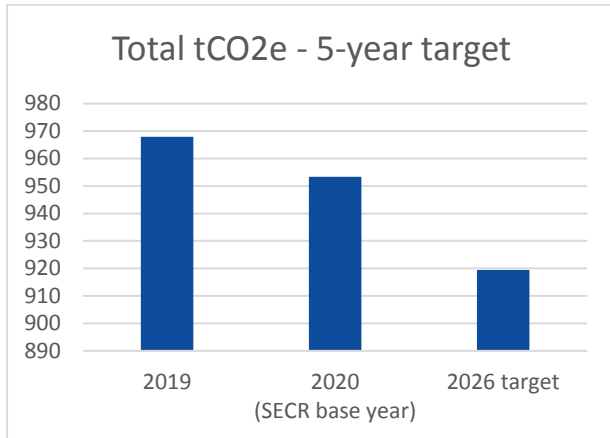
From understanding what our post-COVID-19 essential service delivery travel levels will be, we will then look at ways of offsetting remaining travel CO₂e through other methods. We are currently tendering for a Travel Management Company and "green travel" forms an essential part of any future service provider's offering.

Supply Chain Management

We have developed our Global Supplier Management Framework to enhance visibility of environmental impacts throughout our supply chain. During 2022 we will focus on supporting and educating our Level 1 suppliers to enhance sustainability throughout their own supply chains. We will work with 30% of our suppliers over the next 5 years to support sustainability throughout our supply chain.

UK (SECR) Energy Carbon Reduction

Using 2019 as a base model, our target is to reduce our Scope 1,2 and 3 Carbon Emissions in the UK by 5% over the next 5 years (per head basis).



Electric Vehicles – Salary Sacrifice Scheme

From November 2021 we are offering a salary sacrifice scheme for electric vehicles to all employees. The target is that 10% of employees will participate in the scheme within the first 2 years. In conjunction with this we are working with our landlords to install EV charging points at our offices, with the target that every office will have EV points installed over the next 5 years.

Global Carbon Reduction

We will continue to focus on sustainability throughout our global operations, and work to bring all territories in line with UK operations with regard to energy efficiencies and carbon reduction measures.

5 Progress

Please see above regarding our Carbon Reduction Plan targets.

Carbon Reduction Projects are progressing well, see further detail in Section 6. Further data will be available at the end of Q1 2022.

Key Initiative: Travel

Remote working and the lack of in-person meetings necessitated by the pandemic has meant our travel has been greatly reduced in 2020. However, Tribal has been seeking to reduce the travel of our people for several years, and we believe that the pandemic will have done a great deal to change attitudes towards unnecessary travel going forward. We have committed to a minimal travel budget and set a target of providing remote delivery first, with onsite work deemed a premium activity. Where travel cannot be avoided, we will aim to offset our emissions with reductions elsewhere.

We have recruited a Global Travel Manager to manage and monitor business travel in line with the needs of the business. Whilst we recognise that travel is an essential part of our service delivery, we have developed a revised Global Travel Policy which adopts a “remote first” model for service delivery. Where business travel is required, it is subject to an approvals system to ensure that it meets the requirements for essential service delivery and travel mindfulness.

Remote Service Delivery

We have made significant investment in technology to support remote delivery, ensuring that each of our offices has fully equipped remote meeting spaces.

Having consulted with our employees, we have enhanced flexibility within our working patterns and 67% of our employees are now working on a flexible basis, reducing the impact of daily commuting using private vehicles.

Key initiative: paperless

We are focused on finding ways to reduce our overall resource consumption. Though Tribal still has many customers that require printed documents, we are working with them to change this behaviour and are committed to minimising our paper usage (and the resultant energy use from printing) wherever possible. We have ended our UK contracts with our printer-photocopiers and will look to do the same globally in 2022. We have also invested in equipment that will significantly reduce our need for printing when delivering our services.

We have now ceased our multi-function device rental agreements in the UK and will cease global agreements during 2022. In the UK this has reduced our CO₂e from 2.8K Carbon Kg CO₂e in 2019 to <0.2k Carbon Kg from printing and saving over 46,000 sheets of paper.

6 Carbon Reduction Projects

6.1.1 Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2020 baseline. Progress data will be available in the 2021 year end reporting.

Measures implemented during the period include the following:

- Optimising and aligning operation of aircon units with the operational hours of the business.
- Increase server room temperature.
- Switch off and introduce thermostats for the server room appliances and equipment.
- Installing PIRs and dimming for lighting.
- Optimising aligning the hours of condensing boilers with the operational hours of the business.
- Ensuring there is no active heating and cooling running at the same time.
- Repair existing assets such as fans, PIRs, window sealant.
- LED rolling replacement/installation phase 2 (of 4).

Tribal has actively moved customers to the Public Cloud and we are promoting Tribal Cloud, our managed Cloud service for customers. We work with globally recognised third parties who provide Cloud infrastructure and we expect working with these established businesses to have a positive effect on the impact of our global server usage.

7 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 standard¹ 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) Standard³.

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

Signed on behalf of the Tribal Group Plc:

DocuSigned by:

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Mark Pickett

Chief Executive Officer
 14-Dec-21 | 10:28 GMT
 Date:

8 Mandatory Document Controls

Approval

Document approved by:	Mark Pickett	Chief Executive Officer
Review Requirement	Annual	or sooner if required

Document History

Version Number	Date	Comments	Created by or reviewed and updated by
v1.00	08/12/2021	First version	Rachel Hood Property Manager
V2.00	08/12/2021	Updated with KPI and targets	Rachel Hood Property Manager

Contact Details

All proposals for amendments to this document should be addressed to the following:

Role & Name	Contact Details
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¹ <https://ghgprotocol.org/corporate-standard>

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

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