

One Education Limit

Net Zero and Carbon Reduction Policy

Policy Owner: Director of IT & Business Development
Approved by: Executive Team
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1. Policy Statement

One Education Limited recognises the significant environmental, social and economic challenges presented by climate change and accepts its responsibility to reduce the environmental impact of its operations.

As an organisation working in partnership with schools, academies, Multi Academy Trusts, communities and families, One Education also recognises the important role the education sector can play in supporting a more sustainable future.

One Education is therefore committed to reducing greenhouse gas emissions across its operations and supply chain and to achieving **Net Zero greenhouse gas emissions by 2050 at the latest**.

Where possible, we will seek to achieve reductions ahead of this date.

Our approach will prioritise the prevention and reduction of emissions. Carbon offsetting or other forms of carbon removal will only be considered for residual emissions that cannot reasonably be eliminated through operational, technological or behavioural changes.

This policy provides the framework through which One Education will measure, manage and progressively reduce its carbon footprint.

2. Purpose

The purpose of this policy is to:

- set out One Education's commitment to achieving Net Zero;
- establish clear principles for reducing greenhouse gas emissions;
- embed environmental considerations within business planning and decision-making;
- provide a framework for measuring and reporting our carbon footprint;
- encourage employees, suppliers and partners to support our environmental objectives;
- reduce emissions associated with energy, travel, procurement, technology, waste and service delivery;
- support One Education's customers in meeting their own environmental and sustainability objectives where appropriate; and
- support compliance with relevant UK legislation, government policy and public-sector procurement requirements.

This policy should be read alongside One Education's Environmental/Sustainability policies and procedures, procurement arrangements, travel policies, business continuity arrangements and annual Carbon Reduction Plan where applicable.

3. Scope

This policy applies to:

- all One Education employees;
- directors and members of the Leadership Team;
- workers, consultants and contractors acting on behalf of One Education;
- One Education premises and facilities where the organisation has operational control;
- business travel undertaken on behalf of One Education;
- goods and services purchased by One Education;
- technology and digital services commissioned or operated by One Education; and
- suppliers and subcontractors, where it is proportionate and practical to influence their environmental performance.

The policy applies to activities across One Education Limited's UK operations.

4. Our Net Zero Commitment

One Education commits to achieving Net Zero greenhouse gas emissions by 2050 at the latest.

To support this commitment, One Education will establish and maintain an organisational carbon footprint covering the greenhouse gas emissions that are material to our operations.

Our carbon accounting will consider:

Scope 1 – Direct Emissions

Emissions from sources owned or directly controlled by One Education, for example:

- fuel used in company-owned or controlled vehicles;
- natural gas or other fuels used within buildings under our operational control; and
- emissions associated with equipment such as heating or air-conditioning systems where applicable.

Scope 2 – Purchased Energy

Indirect emissions arising from energy purchased and consumed by One Education, principally:

- electricity;
- purchased heating;
- purchased cooling; and
- other forms of purchased energy where applicable.

Scope 3 – Other Indirect Emissions

One Education will progressively measure and reduce material Scope 3 emissions associated with its activities, including:

- purchased goods and services;
- upstream transportation and distribution;
- waste generated through our operations;
- employee business travel;
- employee commuting and, where appropriate, homeworking;
- IT equipment and technology services;
- cloud and data-centre services where reliable information is available;
- professional and contracted services; and
- downstream transportation and distribution where applicable.

Where One Education prepares a Carbon Reduction Plan for public procurement purposes, it will ensure that the Scope 3 categories required by the applicable government guidance are included.

5. Carbon Baseline and Reduction Targets

One Education will establish, validate and maintain an appropriate baseline year against which progress towards Net Zero can be measured.

Where complete historical data is unavailable, the first year for which sufficiently reliable organisational data can be obtained will be adopted as the baseline.

One Education's initial objectives are to:

By 2027:

- establish or validate an organisational carbon emissions baseline;
- identify the most significant sources of emissions;
- establish arrangements for annual carbon reporting;
- identify priority carbon reduction projects; and
- improve the quality of Scope 3 emissions data.

By 2030:

- aim to reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by at least **50% against the agreed baseline**, wherever these emissions are within One Education's reasonable operational control;
- significantly reduce emissions associated with business mileage and travel;
- increase the proportion of electricity obtained from renewable or low-carbon sources where procurement arrangements allow;
- embed environmental considerations within relevant purchasing decisions; and
- engage key suppliers in supporting One Education's Net Zero objectives.

By 2050 at the latest:

- reduce greenhouse gas emissions as far as technically and commercially practicable; and
- address only genuinely unavoidable residual emissions using credible and appropriately verified carbon-removal mechanisms.

Interim targets may be strengthened as improved emissions data, technology and opportunities become available.

6. Carbon Reduction Priorities

6.1 Buildings and Energy

One Education will seek to reduce energy consumption by:

- monitoring electricity and heating consumption wherever appropriate data is available;
- identifying unnecessary energy consumption;
- promoting effective heating and temperature controls;
- switching off lighting, equipment and appliances when not required;
- increasing the use of LED and other energy-efficient technology;
- considering energy efficiency when purchasing or replacing equipment;
- working with landlords and facilities providers to improve the environmental performance of occupied buildings; and
- investigating renewable or low-carbon energy options where practical and commercially viable.

Where One Education does not have direct control over the energy supply or fabric of a leased building, it will seek to work constructively with landlords and managing agents to encourage improvements.

6.2 Business Travel

Travel is an important part of One Education's work because many services are delivered directly within schools and other education settings.

The organisation will therefore seek to reduce travel emissions without compromising service quality or customer outcomes.

Employees should consider the following hierarchy when planning business activity:

1. avoid unnecessary travel;
2. use telephone or online meetings where these can achieve an equivalent outcome;
3. combine visits and journeys where practical;
4. use public transport where reasonable;
5. share journeys where appropriate;
6. use lower-emission vehicles where available; and
7. travel by higher-carbon methods only where operational requirements make this necessary.

The organisation will periodically review business mileage and travel data to identify opportunities to reduce emissions.

Greater use of electric and low-emission vehicles will be encouraged as infrastructure, operational requirements and financial considerations permit.

6.3 Employee Commuting and Flexible Working

One Education recognises that employee commuting contributes to its wider environmental footprint.

Where compatible with the requirements of an employee's role and effective service delivery, One Education will support measures that may reduce commuting emissions, including:

- flexible and hybrid working;
- public transport;
- car sharing;
- cycling and walking;
- use of digital collaboration technologies; and
- transition towards lower-emission vehicles.

The organisation will periodically consider employee commuting patterns as part of its Scope 3 carbon assessment.

6.4 Procurement and Supply Chain

Purchased goods and services are likely to represent an important element of One Education's wider carbon footprint.

Environmental considerations will therefore be incorporated into procurement decisions where proportionate to the nature, value and risk of the purchase.

This may include consideration of:

- the environmental credentials of suppliers;
- suppliers' carbon reduction commitments;
- Net Zero targets and Carbon Reduction Plans;
- energy efficiency;
- product lifespan;
- repairability and reusability;
- packaging;
- transportation;
- responsible disposal;
- use of recycled materials;
- whole-life cost rather than purchase price alone; and
- opportunities to source goods and services locally where this represents good value and is operationally appropriate.

For significant contracts, One Education may request information from prospective suppliers regarding their environmental policies, carbon emissions and carbon reduction initiatives.

The environmental impact of a purchase will be considered alongside quality, safeguarding, service requirements, social value, legal obligations, cost and overall value for money.

6.5 Information Technology and Digital Services

One Education recognises that digital services have environmental impacts through energy consumption, data storage, cloud computing, equipment manufacture and disposal.

We will therefore seek to:

- extend the useful life of IT equipment where this can be achieved securely and economically;
- specify energy-efficient equipment;
- minimise unnecessary printing;
- reduce unnecessary electronic storage and duplication where practical;
- use responsible arrangements for recycling and disposal of electronic equipment;
- consider environmental credentials when selecting major technology and cloud suppliers;
- consolidate systems and infrastructure where this provides environmental and operational benefits; and make appropriate use of digital meetings, remote support and collaboration tools to reduce unnecessary travel.

Environmental objectives will not override One Education's responsibilities for information security, data protection, safeguarding, resilience or effective service delivery.

6.6 Waste and Resource Efficiency

One Education will follow the waste hierarchy by seeking, in order, to:

Prevent → Reduce → Reuse → Recycle → Recover → Dispose

We will seek to:

- reduce unnecessary consumption;
- minimise single-use products;
- reduce paper use;
- increase digital processes where practical;
- reuse furniture, equipment and materials where appropriate;
- recycle paper, cardboard, plastics, electronic equipment and other materials through appropriate waste streams;
- purchase recycled and recyclable products where practical; and
- ensure electrical equipment and confidential materials are disposed of securely and responsibly.

6.7 Water

Although water consumption is not expected to represent one of One Education's largest sources of greenhouse gas emissions, the organisation will seek to use water responsibly.

This will include reporting leaks, avoiding unnecessary consumption and considering water efficiency when facilities or equipment are refurbished or replaced.

7. Service Delivery and Our Work with Schools

Sustainability should support, rather than detract from, One Education's primary purpose of improving outcomes for children and young people.

Where appropriate, One Education will use its expertise and relationship with the education sector to:

- share good environmental practice;
- help customers consider sustainability when planning services and technology;
- support efficient and sustainable procurement;
- promote digital and remote delivery where this represents an effective alternative to travel;
- help schools and trusts understand opportunities to reduce energy, technology and operational costs; and contribute positively to customers' sustainability and social value objectives.

Environmental considerations will be incorporated into service design where they can deliver measurable benefits without adversely affecting service quality, accessibility, safeguarding or outcomes.

8. Carbon Measurement and Reporting

One Education will progressively develop an annual greenhouse gas inventory.

Emissions will normally be reported in tonnes of carbon dioxide equivalent (tCO₂e).

Calculations will use recognised methodologies and the relevant UK Government greenhouse gas conversion factors available for the reporting period.

Where appropriate, One Education will align its methodology with the **Greenhouse Gas Protocol Corporate Accounting and Reporting Standard**.

Our annual assessment will seek to include:

- Scope 1 emissions;
- Scope 2 emissions;
- relevant and material Scope 3 emissions;
- total emissions;
- changes against the established baseline;
- carbon intensity measures where useful;
- progress against reduction objectives;
- carbon reduction initiatives completed during the year; and
- planned actions for the following reporting period.

Where estimated data is necessary, the assumptions and methodology used will be documented and improved as better information becomes available.

9. Carbon Reduction Plan

One Education may maintain a separate **Carbon Reduction Plan (CRP)** to provide detailed evidence of its emissions and progress towards Net Zero.

The Carbon Reduction Plan will complement this policy rather than replace it.

Where required for public-sector procurement, the CRP will be prepared in accordance with the relevant UK Government requirements in force at the time.

It will normally include:

- One Education's commitment to Net Zero;
- baseline emissions;
- current reporting-year emissions;
- Scope 1 emissions;
- Scope 2 emissions;
- the required Scope 3 categories;
- emissions reduction targets;
- completed carbon reduction initiatives;
- future reduction measures;
- Board approval; and
- senior management/director sign-off.

The Carbon Reduction Plan will be reviewed at least annually.

10. Carbon Offsetting

One Education's priority is to **reduce actual greenhouse gas emissions**, rather than rely on carbon offsetting.

The organisation will follow the general principle:

Measure → Avoid → Reduce → Replace → Remove/Offset residual emissions

Carbon credits or carbon-removal schemes will not be used as a substitute for reasonable and achievable operational reductions.

Where carbon offsetting or removal becomes necessary to address residual emissions as One Education approaches Net Zero, any scheme used should:

- operate to recognised standards;
- demonstrate additional and measurable carbon benefits;
- provide appropriate verification;
- minimise the risk of double counting; and
- be capable of appropriate scrutiny and reporting.

11. Responsibilities

Board of Directors

The Board is responsible for:

- approving this policy;
- providing overall oversight of One Education's Net Zero commitment;
- considering material environmental risks and opportunities; and
- reviewing significant progress towards the organisation's carbon reduction objectives.

Executive Team

The Executive Team is responsible for:

- ensuring this policy is implemented;
- incorporating Net Zero objectives into relevant organisational planning;
- allocating appropriate responsibilities and resources;
- reviewing annual carbon performance; and
- approving priorities for further carbon reduction.

Managers

Managers are expected to:

- apply this policy within their areas of responsibility;
- identify opportunities to reduce environmental impact;
- encourage environmentally responsible behaviours;
- consider carbon impact when making relevant purchasing and operational decisions; and
- provide information required for carbon measurement and reporting.

Employees

All employees have a role to play in supporting the organisation's environmental objectives.

Employees are expected, where practical, to:

- avoid unnecessary energy and resource use;
- minimise waste;
- consider lower-carbon travel options;
- use digital alternatives where appropriate;
- comply with recycling and waste procedures;
- consider environmental impacts when purchasing goods or services; and
- identify opportunities for improving environmental performance.

12. Training and Employee Engagement

One Education will raise awareness of its Net Zero objectives through appropriate employee communication, guidance and training.

Sustainability will be incorporated into induction, management communication or wider employee engagement where appropriate.

Employees will be encouraged to suggest practical improvements and participate in initiatives that reduce carbon emissions, waste and resource consumption.

13. Environmental Decision-Making

Carbon reduction will be considered as part of significant organisational decisions where environmental impact is relevant.

This may include:

- property and facilities decisions;
- major IT investments;
- procurement exercises;
- fleet or vehicle arrangements;
- service redesign;
- significant contracts;
- supplier selection; and
- changes to working practices.

Decisions will balance environmental benefits with financial sustainability, legal requirements, safeguarding, accessibility, operational resilience, service quality and value for money.

14. Monitoring and Key Performance Indicators

One Education will develop measurable environmental indicators as the quality of available data improves.

These may include:

- total annual Scope 1 emissions;
- total annual Scope 2 emissions;
- material Scope 3 emissions;
- total tCO₂e;
- emissions per employee or another appropriate intensity measure;
- electricity and gas consumption;
- business mileage;
- proportion of business mileage undertaken using lower-emission vehicles;
- waste volumes and recycling rates;

- paper consumption;
- proportion of electricity from renewable sources;
- emissions associated with employee commuting;
- proportion of significant suppliers with Net Zero or carbon reduction commitments; and
- annual percentage change in emissions against the baseline.

Performance will be reviewed annually, with material findings reported to the Executive Team and, where appropriate, the Board.

15. Continuous Improvement

One Education recognises that the transition to Net Zero is a long-term process and that technologies, legislation, customer expectations and best practice will continue to evolve.

We will therefore:

- review our carbon footprint annually;
- evaluate progress against targets;
- investigate significant increases in emissions;
- identify new carbon reduction opportunities;
- improve the accuracy and completeness of our data;
- review emerging technology;
- learn from good practice within the education and wider public sectors; and
- update our objectives when appropriate.

Where a target is not achieved, the reasons will be reviewed and appropriate corrective or alternative actions considered.

16. Legal and Regulatory Framework

One Education will have regard to relevant legislation, regulations, standards and guidance, including where applicable:

- Climate Change Act 2008 and subsequent amendments;
- the UK's statutory Net Zero target;
- Procurement Act 2023;
- current UK Government Procurement Policy Notes relating to Carbon Reduction Plans;
- UK Government Environmental Reporting Guidelines;
- Streamlined Energy and Carbon Reporting requirements where applicable;
- UK Government greenhouse gas conversion factors;
- Greenhouse Gas Protocol Corporate Accounting and Reporting Standard; and
- other environmental legislation relevant to One Education's activities.

This policy will be updated where material changes occur to applicable legislation or government guidance.

17. Policy Review

This policy will be reviewed **annually**, or sooner where:

- there is a significant change in legislation or government guidance;
- One Education establishes new carbon reduction targets;
- there is a material change in the organisation's activities or estate;
- significant new environmental risks are identified; or
- changes are required following monitoring, audit or management review.

18. Approval

One Education Limited confirms its commitment to reducing greenhouse gas emissions and achieving **Net Zero greenhouse gas emissions by 2050 at the latest**.

The Board and Executive Team recognise that achieving this objective will require sustained action across the organisation, involving our people, suppliers, customers and partners.

Approved by the Executive Team: __Aug 2026__

Name: __Mark Seddon__

Position: __Director of IT & Business Development__

Date: __Aug 2026__

Next Review Date: __Jul 2027__