BPP ACTUARIAL EDUCATION

Carbon Reduction Plan.

BPP Actuarial Education Limited.

January 2025.

Commitment to achieving net zero.

BPP Actuarial Education Limited is committed to achieving net zero emissions by 2050. This includes committing to a decarbonisation plan aligned to a net zero pathway, with interim science-based aligned targets.

Baseline emissions footprint

Baseline year

01 September 2022 – 31 August 2023

Emissions		Total (tCO2e)
Scope	1	18.94
	2	35.03
	3	53.30
Total Emissions		107.27

Current emissions reporting

01 September 2023 – 31 August 2024

Emissions		Total (tCO2e)
Scope	1	24.70
	2	33.10
	3	49.80
Total Emissions		107.50

In keeping with the GHG Protocol corporate standard for the reporting of greenhouse gases, BPP Actuarial Education Limited classifies its emissions under the following categories:

Scope 1: Direct GHG emissions from sources owned or controlled by BPP Actuarial Education Limited

Scope 2: Indirect GHG emissions relating to the generation of purchased electricity and heat consumed by BPP Actuarial Education Limited

Scope 3: Other indirect (supply chain) GHG emissions

BPP Actuarial Education Limited has reported on Scope 1 and 2 emissions since 2015. We are therefore confident that we have established a meaningful and accurate baseline from which to place our projections for emission reduction.

Current emissions reporting

We are continuing to use 01/09/2022 – 31/08/2023 as our baseline, as this is when BPP Education Group came into scope for PPN06/21. The current reporting period is 01/09/2023 – 31/08/2024.

As we progress toward our net zero commitment, we are improving how we gather data. This includes engaging our suppliers to better understand our supply chain emissions and refining our data collection methods. Consequently, this may result in our emissions increasing year to year. This is indicative of our improvement in data gathering and does not accurately reflect the progress we are making every year in reducing our emissions. We are proud to devote more resources to better understanding our environmental responsibilities and impacts.

Emissions reduction targets

To support our 2050 net zero commitment, we have set an interim 40% reduction target by 2030 for Scope 1 and 2 emissions. We will also set an interim Scope 3 target once we have more complete data.

Completed carbon reduction initiatives.

BPP Actuarial Education Limited is part of the BPP Education Group. The following environmental management measures and projects have been completed or implemented since 2021 across the organisation.

Environmental management and strategy

- We are proud to operate an ISO14001:2015-certified Environmental Management System
- We have an Environmental Policy in place. This is reviewed annually, signed off by the Policy Committee and available to all staff and stakeholders
- Regular ESG reports are presented to the Board for discussion and activities for approval
- We have established an ESG Committee which meets at least bi-annually to assess our environmental performance, and initiate improvement opportunities
- We have established a staff "Sustainability Champions" network across our centres. Representing a cross-section of departments and areas of expertise, these Champions take responsibility for driving progress and highlighting ways in which we can improve our performance

Scope 1/Scope 2 emission reduction initiatives

- We specify high levels of energy efficiency when moving into new buildings, and when running building projects
- We have implemented energy saving recommendations identified by external audits under the Energy Savings Opportunity Scheme
- Investment in the modernisation of HVAC systems, prioritising efficiency and low global warming potential refrigerants
- Within our central energy portfolio, we monitor energy usage on a half-hourly basis, using this data to drive efficiency, particularly out of hours
- Introduced formal procedures to ensure air conditioning and heating systems are switched off in rooms when not in use
- Roll-out of LED lighting across all properties
- Introduced robust maintenance schedules for air conditioning units, recording and reporting on all F-gas emissions
- Investment in high energy efficient rated and fully programmable classroom technology
- Phase out ozone depleting refrigerant R22 from all HVAC systems controlled by BPP
- We now directly send out learning materials to classrooms or end user addresses to order, minimising waste from production and storage at warehouse facilities
- Introduction of a communications strategy, engaging staff in our sustainability goals, and reinforcing the value of individual behaviour efficiencies
- We have transitioned away from owning/leasing company vehicles, and do not offer a company car scheme
- We installed secondary glazing at one of our major centres to reduce unnecessary spending on heating and cooling

The BPP Education Group is a global education provider, made up of a number of group companies based in the UK and internationally. Within this Carbon Reduction Plan, the term BPP Education Group refers to our key UK based operations, specifically: BPP Actuarial Education Limited, BPP Professional Education Limited, BPP University Limited, Buttercups Training Limited, Estio Training Limited and Firebrand Training Limited. As these entities have significant strategic overlap, and share a group-wide sustainability approach, we refer to our initiatives collectively.

Scope 3 emission initiatives

- 96% of our staff have moved to a more flexible working approach through hybrid working, reducing emissions associated with commuting
- We have introduced an active cycle to work scheme, providing bike storage and shower facilities at several of our locations
- We encourage staff and students to commute using low-carbon methods. Car parking spaces are non-existent or limited at sites, and all major sites are located next to public transport links. To support this effort, we offer employees transport season ticket loans
- For business travel, the use of public transport is encouraged where practically possible, and monitored to identify areas for improvement
- Our design architecture favours data centres where the energy supplies are from green or renewable sources
- We are phasing out paper, where practicable, offering a digital-first library offering, and multiple paperless programmes
- Each centre has designated recycling bins, and separate waste collection streams for batteries, waste electronics, toners and lightbulbs
- We have removed disposable cups at water machine stations, instead encouraging the use of reusable drinking cups and bottles
- We promote online meetings for internal calls and appraisals, external meetings and first interviews – eliminating unnecessary travel
- We have digitised our administrative processes, saving on paper and minimising waste

Sustainability in education

- Our Group has produced a range of tailored ESG courses, from an overall introduction to ESG to the statutory requirements of financial reporting and the opportunities of sustainable investment. These courses are available to all employees within the Group
- In 2023, the BPP Education Group launched its Sustainability Champion Award. Sitting within the Apprentice of the Year Awards, this honour recognises those who are engaging with ESG matters as part of their apprenticeship
- Topics of sustainability are considered within most taught programmes across the Group

Key focus areas to support our net zero commitment.

We are currently in the process of setting our decarbonisation plan to deliver against our net zero commitment. In addition to our ongoing activities, we also plan to implement the following measures:

Scope 1 and 2 emission reduction

- We are engaging with the ESOS to implement energy reduction measures as expert guidance recommends. Audits in 2024 highlighted areas for potential improvement and savings
- We plan to install secondary glazing in buildings across the Group
- Optimising classroom scheduling to ensure our buildings operate efficiently
- We're planning to use temporary setups for our testing and development work. This means we won't have to keep our systems running all the time, especially during weekends when we're not working. This approach helps us save resources and only use our systems when we really need them
- We will implement carbon-aware monitoring tools to track our environmental impact of our digital estate. This data will be used to drive sustainability improvements
- We will implement data classification policies to store data in environmentally friendly ways
- We have committed to introducing an asset level energy monitoring programme to assist us with reducing electricity use in one of our major centres. The findings from this programme will guide future energy savings schemes throughout our estate

Scope 3 emission reduction

- We will continue to reduce employee commuting by offering flexible working patterns
- We are formalising carbon analysis into all major procurement projects, in keeping with a centralised policy which emphasises energy efficiency
- We will work to better embed environmental sustainability into our contract terms and conditions with our suppliers
- Environmental and sustainability topics will be integrated within all our education programmes
- We are working to better incorporate sustainability into BPP through a dedicated environmental page and including sustainability in job listings

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 and uses the appropriate Government emission conversion factors for greenhouse gas 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.

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

Joanna Preston-Taylor

Chief Financial Officer

Signed on behalf of BPP Actuarial Education Limited on 22/08/2025

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