

# Carbon Reduction Plan

30th April 2025

## Commitment to Achieving Net Zero

Equality Solutions Group Ltd, which incorporates all its subsidiary companies, has committed to achieving Net Zero emissions by 2050.

## 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.

Baseline Year: 2022	
Additional Details relating to the Baseline Emissions calculations.	
<p>We have calculated Scope 1 and Scope 2 emissions from financial data related to invoices for Power and Fuel consumables at standard conversion factors for the reporting period 1st April 2021 to 31st March 2022.</p> <p>We have carried out a broad assessment of Scope 3 emissions on a proportionate basis at this time.</p>	
Baseline year emissions:	
Emissions	Total (tCO <sub>2</sub> e)
Scope 1	4
Scope 2	16
Scope 3 (Included Sources)	465
Total Emissions	485

# Current Emissions Reporting

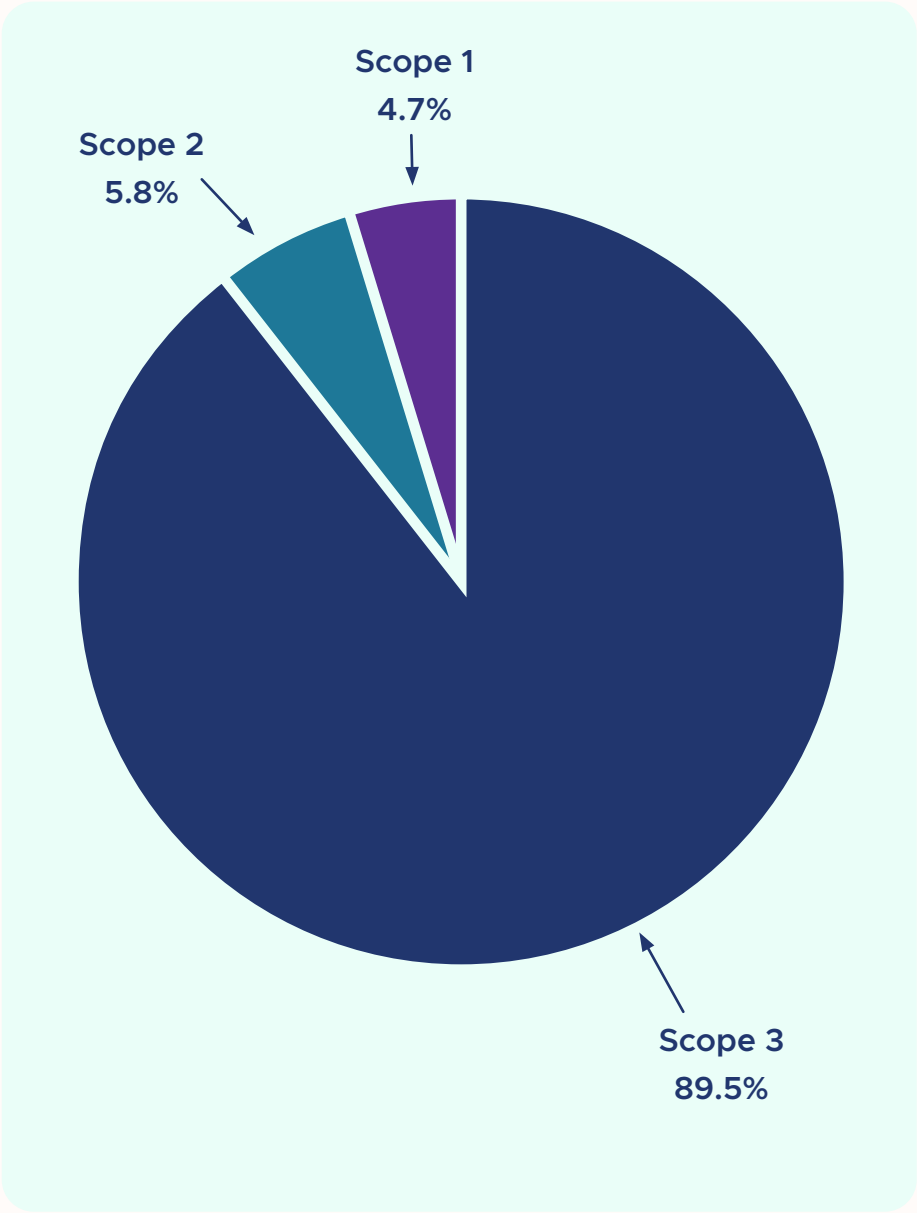
Reporting Year: 2025	
Additional details relating to the current emissions calculations.	
This is the first year of calculations by Carbon Neutral Britain, for the reporting period 1st May 2024 - 30th April 2025.	
Emissions	Total (tCO <sub>2</sub> e)
Scope 1	7.14
Scope 2	8.6
Scope 3 (Included Sources)	133.5
Total Emissions	149.24



Carbon Neutral Britain’s Project 3229: Methane capture and power generation in the Netherlands

Carbon (GHG) Emissions

Reporting Period - 01/05/24 - 30/04/25



Total Carbon Footprint:

149.24 tCO<sub>2</sub>e

GHG Emissions 2024/25 - 149.24 tCO<sub>2</sub>e

GHG Emissions per FTE - 1.91 tCO<sub>2</sub>e

Completed June 2025

# Emissions by Scope

7.14

Scope 1  
Direct Emissions

The main Scope 1 emission occurred from mains gas. Other emissions occurred from the company owned / leased vehicles, and the mileage completed within the reporting period.

8.60

Scope 2  
Energy Indirect

All Scope 2 emissions occurred from electricity consumption within the reporting period. No other Scope 2 emissions occurred.

133.50

Scope 3  
Indirect Other

The main Scope 3 emissions occurred from staff commuting. Other emissions occurred from the energy consumption from staff working at home (these emissions were attributed ‘additional’ energy consumption that would not have otherwise occurred at home), waste, business travel, business hotel stays, inbound and outbound delivery of goods, water usage, transmission and distribution losses and well to tank emissions.



Carbon Neutral Britain’s Project 3029: Wind power in Maharashtra, India





Carbon Neutral Britain's Project 3029: Wind power in Maharashtra, India

## Carbon Neutral Certification

In June 2025, we offset our carbon footprint to become certified as a Carbon Neutral Business by Carbon Neutral Britain. As certification was awarded by an external, it provides assurance that the carbon neutral claim is robust and credible, following calculation using the ISO 14064 and GHG Protocol Emissions Standard principles of relevance, completeness, consistency, transparency and accuracy. Carbon Neutral Status has been awarded to our organisation for a period of 12 months.



Carbon Neutral Britain has recommended we complete an annual calculation of environmental impact and emissions from 2025, to further monitor and evaluate emissions changes after implementing reduction strategies, in addition to offsetting and maintaining carbon neutral status.

## Carbon Offsetting Projects

Through the Carbon Neutral Britain Climate Fund™, we have offset our total carbon emissions through internationally certified carbon offsetting projects. Certified via the Verra - Verified Carbon Standard (VCS), the Gold Standard - Voluntary Emission Reductions (VER) or the United Nations - Certified Emission Reductions (CER) programmes, the projects have also been selected based on their direct and indirect impact around the world - not just in offsetting, but also in supporting education, employment and clean water, as well as having net positive impact on the local wildlife and ecology.

As the three largest and most regulated voluntary offsetting standards used by organisations and even countries in their emissions reductions - all measurements and tonnes of CO<sub>2</sub>e offset are accurate and verified.

Carbon Neutral Britain's Project 2151:  
Household solar lighting in Zambia



You can view an example of a project supported [here](#).

Plus, many more projects can be discovered [here](#).



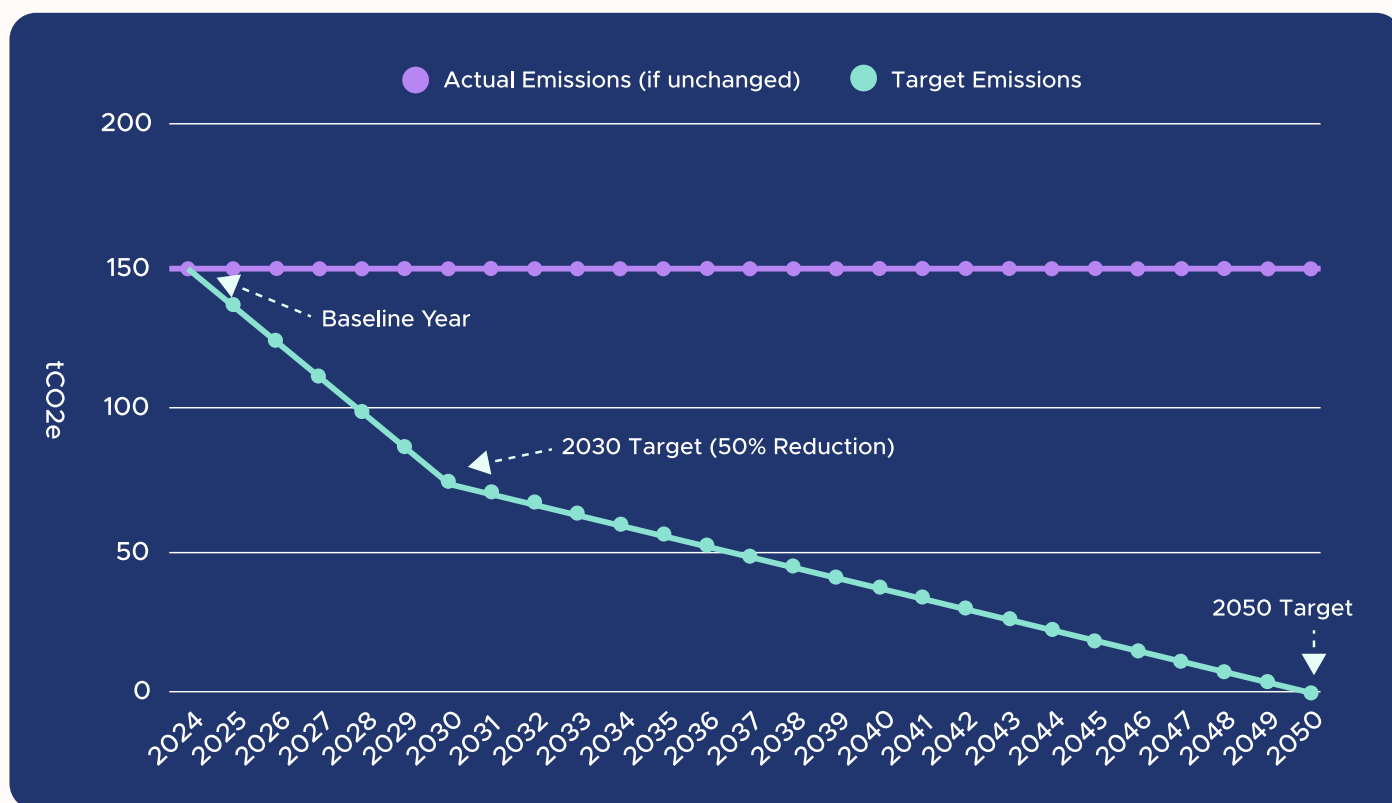


## Emissions Reduction Targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to 74.62 tCO<sub>2</sub>e by 2030. This is a reduction of 50%

Progress against these targets can be seen in the graph below:



Please note that the baseline tCO<sub>2</sub>e is based on run-rate trading at the time, this year we have commissioned Carbon Neutral Britain to undertake our carbon audit and have taken the steps to offset our carbon emissions.

# Carbon Reduction Projects

## Carbon Reduction Initiatives implemented to date:

The following environmental management measures and projects have been implemented to reduce the 2022 baseline.

1. Reduce business mileage across the group
  - Ensuring use of public transport wherever possible (Head office location is near to Metro station)
  - Use of car sharing when going to meetings, paying higher mileage allowances as per HMRC guidelines to encourage this. Car sharing when commuting is also encouraged by the business.
  - Use of technology (I.e. Microsoft Teams) across the group to eliminate unnecessary travel and commuting. Reducing trips by 62% from 2024.
2. ISO 14001 accreditation achieved across all of the group entities (eQuality Solutions Group Ltd, Invate Ltd, e-Quality Learning Ltd, Learning Labs (UK) Ltd, Amano, The Educational Guidance Service).
3. Bike to work scheme rolled out and encouraged across the group.
4. Flexible hybrid working policy implemented.
5. Replaced signing-in book and printed marketing literature with digital alternatives.
6. Refitting of all offices with energy efficient lighting systems and operating a lights off policy when rooms are not in use.
7. Walking group introduced as part of employee well-being to promote walking as an alternative to car use.
8. Replaced the boiler in the Hebburn office to a more environmentally friendly model.
9. Disposed of the company car to reduce mileage.
10. Engaged with Carbon Neutral Britain to offset our Carbon Emissions.





Carbon Neutral Britain's Project 3229: Methane capture and power generation in the Netherlands

**Options to be considered for future implementation include:**

1. Partnering with a large IT distributor that shares the same commitment to environmental management and carbon reduction measures as eQS.
  - Utilising the distribution centre of the IT distributor to hold inventory and eliminate unnecessary deliveries, ensuring that bulk deliveries are made to warehouse.
2. Switching deliveries to a provider against their undertaking to secure electric only delivery vehicles by 2030.
3. Implementation of Zero waste strategy.
4. Ensuring that green, sustainable energy tariffs form part of future energy contract renewals.
5. Review supplier base and plan to only work with those that share the same commitment to environmental management and carbon reduction measures as eQS.
6. Take into account the sustainability practices of future acquisitions and implement Carbon Reduction Plans as part of the post acquisition integration process.

## Carbon Reduction Projects

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).

**Signed on behalf of the company:**



Michael Hall

CEO – Authorised Signatory

Date: 30 June 2025

