BOSS Training Carbon Reduction Plan 2023 – 2050

Introduction:

BOSS Training is committed to reducing the greenhouse gas emissions arising from its operations and value chain. This Carbon Reduction Plan sets out our current emissions position, the organisational and reporting boundaries used, and the practical actions we will take towards achieving net zero emissions by 2050. Our priorities are to improve energy efficiency, reduce purchased electricity emissions, manage consumption and waste, influence lower-carbon purchasing decisions, and support more sustainable employee travel and working practices.

Total Scope Breakdown 31/07/26-01/08/2026	
Scope	Metric Tonnes of CO2
Scope 1	0
Scope2	4.54
Scope 3	13.8

Total emissions	**17.72 tonnes CO2**

Calculation methodology and boundary: The emissions calculations shown in this plan were produced using the SME Climate Hub Emissions Calculator, based on the operational data available for the reporting period. The footprint covers the Scope 1, Scope 2 and relevant Scope 3 categories shown in the tables below. BOSS The recorded Scope 3 footprint instead reflects the included categories of purchased goods and services, capital goods, fuel- and energy-related activities, operational waste, business travel, and employee commuting and homeworking.

Scope 1- Direct emissions	**0 tonnes CO2**
Fuel Use- Vehicles	0 tonnes CO2
Fugitive Gases	0 tonnes CO2

Scope 2-Indirect emissions	**4.54 tonnes CO2**
Purchased Electricity (location based)	4.47 tonnes CO2
Electricity used EVs (not from facilities)	0.08 tonnes CO2

NO UNAUTHORISED USE

Scope 3 – Value chain emissions	13.18 tonnes CO2
Purchased good & services	7.21 tonnes CO2
Capital goods	0.7 tonnes CO2
Fuel- and Energy- related activities	1.86 tonnes CO2
Waste generated in operations	0.29 tonnes CO2
Business travel	0.43 tonnes CO2
Employee commuting & homeworking	2.69 tonnes CO2
Upstream leased assets	0 tonnes CO2

Our emission intensity	
Emissions per GBP of revenue	0.01 kilograms CO2
Emissions per employee	1.27 tonnes CO2
Emissions per M2 of facility	0.05 tonnes CO2

Scope 1 and Scope 2 reduction priorities:

The current footprint records no Scope 1 emissions. BOSS Training will seek to maintain this position while focusing on the reduction of Scope 2 emissions from purchased electricity and electricity used for electric vehicles.

- **Energy efficiency:** Monitor electricity consumption and identify avoidable use, including lighting, heating, cooling, office equipment and charging.
- **Efficient equipment and controls:** Give preference to energy-efficient equipment and maintain suitable operating controls, shutdown arrangements and staff awareness.
- **Lower-carbon electricity:** Review electricity supply options and the availability of credible renewable or lower-carbon tariffs when contracts are renewed.
- **Ongoing review:** Investigate significant increases in consumption and consider improvement opportunities when premises, equipment or working arrangements change.

Scope 3 reduction priorities:

Scope 3 is the largest part of the recorded footprint. The figures show that purchased goods and services are the principal contributor, followed by employee commuting and homeworking and fuel- and energy-related activities. Reduction activity will therefore focus on the categories included in the calculation rather than on freelance instructor travel.

- **Purchased goods and services:** Consider environmental performance when selecting suppliers and products, reduce unnecessary purchasing, consolidate orders where practical and favour durable, reusable, recycled or lower-carbon alternatives.

NO UNAUTHORISED USE

- **Employee commuting and homeworking:** Encourage lower-emission travel choices, car sharing, public transport, walking, cycling and proportionate remote working where operationally suitable.
- **Business travel:** Use online meetings where they provide an effective alternative, plan journeys efficiently and select lower-emission travel options where practical.
- **Capital goods:** Consider whole-life energy use, durability, repairability and end-of-life disposal when purchasing equipment and other capital items.
- **Fuel- and energy-related activities:** Reduce demand through the energy-efficiency measures in this plan and review the effect of changes in electricity consumption each year.

The emissions data in this plan relates to the reporting period shown in the tables above. Future annual reviews will use a consistent calculation approach wherever practicable so that performance can be compared meaningfully over time.

Waste and resource management:

BOSS Training will continue to reduce waste at source, separate recyclable materials and use appropriate waste contractors. Halifax Heet Metals supports our general waste and recycling arrangements, while Go Shred provides secure disposal of confidential material. Records and supplier arrangements will be reviewed periodically to confirm that they remain suitable.

Improvement measures will include avoiding unnecessary printing, reusing materials where suitable, improving segregation, monitoring waste volumes where data is available and considering end-of-life impacts when products and equipment are purchased.

Monitoring, governance and review:

The plan and emissions footprint will be reviewed at least annually. BOSS Training will retain supporting data, repeat the calculation using the SME Climate Hub Emissions Calculator or an equivalent recognised method, review progress against the previous reporting period and record significant changes in organisational boundaries, operations or data quality. Carbon performance and agreed actions will be considered through the company's management review arrangements, with responsibilities and timescales assigned where improvements are identified.

BOSS Training's long-term objective is to achieve net zero emissions by 2050. Progress will depend on sustained operational improvement, reliable annual data and practical action focused on the most significant recorded sources. This plan will be updated as better information becomes available and as reduction opportunities, technologies and business circumstances develop.

UNAUTHORISED USE