

Carbon Reduction Plan 2025

Supplier name: Academics (A-Day Consultants Ltd)

Publication date: 2nd March 2026

Commitment to achieving Net Zero

At Academics, we are 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>At Academics, our greenhouse gas (GHG) emissions are calculated in line with the GHG Protocol Corporate Standard.</p> <ul style="list-style-type: none"> • Scope 1 comprises of GHG emissions produced by the company directly. As such, this includes activities that involve direct consumption of natural gas, heating oil and diesel fuel as well as emissions produced by company vehicles. Our Scope 1 emissions are calculated based the use of company owned/leased vehicles. • Scope 2 comprises of GHG emissions produced by the company indirectly. This includes activities such as, purchase and consumption of local electricity or heating. Scope 2 emissions are calculated based on total energy usage on sites. • Scope 3 comprises of other indirect GHG emissions, which are associated with the company, up and down its value chain. Academics are a service provider and hence, do not supply any goods to our customers. Other indirect GHG emissions that will be applicable include activities such as business travel, employee commuting, waste disposal and downstream emissions from Fuel and energy. Scope 3 emissions are calculated based on the various calculation methods recommended by the GHG protocol guidance. 	
Baseline year emissions: 2022	
EMISSIONS	TOTAL (tCO₂e)

Scope 1	Vehicle use for company business = 24.8 tCO₂e
Scope 2	Electricity consumption = 31.3 tCO₂e
Scope 3 (Included Sources)	<p>Upstream:</p> <p>Fuel and energy: 1.00 tCO₂e from the extraction, production, and transportation of coal consumed in the generation of electricity consumed by Academics.</p> <p>2.38 tCO₂e from the generation (life cycle, i.e., upstream activities and combustion) of electricity that is consumed (i.e., lost) in transmission and distribution.</p> <p>Waste generated in operations: 0.1 tCO₂e - minimal waste is produced within the business as we are a service based business.</p> <p>Business travel: 22.22 tCO₂e produced through a combination of car, rail and taxi travel.</p> <p>Employee commuting: 2,433.49 tCO₂e produced through a combination of car and public transport by our workforce.</p> <p>Upstream leased assets: CO₂e output from leased assets (as a lessee) is deemed to be immaterial given we are a service based business with limited leased assets that produce significant emissions.</p> <p>Upstream transportation and distribution: Not applicable as we are a service based business.</p> <p>Other upstream emission areas are deemed to be out of scope.</p> <p>Downstream: Downstream emissions are N/A for our business given that we are a recruitment business that has no leased assets (as a lessor), sold products, or franchise/investments and hence, no downstream transportation or distribution.</p>
Total emissions	2,515.29 (tCO₂e)

Reporting year emissions footprint

Emissions for the reporting year reflect the greenhouse gases generated during the reporting period, following the implementation of strategies aimed at reducing emissions. These emissions are compared against the baseline figures established in 2022, enabling the company to monitor its progress towards the ultimate goal of achieving Net Zero emissions by 2050.

Additional details relating to the reporting emissions calculations

At Academics, our greenhouse gas (GHG) emissions are calculated in line with the GHG Protocol Corporate Standard.

- Scope 1** comprises direct greenhouse gas (GHG) emissions from sources owned or controlled by the company. This includes emissions from the combustion of fuels such as natural gas, heating oil and diesel, as well as emissions from company-operated vehicles using fossil fuels. Academics Ltd no longer operates any fossil fuel company vehicles, as all owned and leased vehicles are now fully electric. Consequently, no direct vehicle fuel emissions are reported within Scope 1.
- Scope 2** comprises indirect GHG emissions associated with the generation of purchased electricity, heating or cooling consumed by the company. This includes electricity consumed at operational sites as well as electricity used to charge company owned and leased electric vehicles. Scope 2 emissions are therefore calculated based on total purchased electricity consumption across sites and electric vehicle charging activities.
- Scope 3** comprises all other indirect GHG emissions that occur across the company’s value chain, both upstream and downstream. As Academics is a service provider and does not manufacture or supply physical goods, the most relevant Scope 3 categories include business travel, employee commuting, waste disposal, and upstream fuel- and energy-related activities not included within Scope 1 or Scope 2. Scope 3 emissions are calculated using the applicable methodologies and emission factors recommended under the GHG Protocol guidance.

Reporting year emissions: 2025

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	Vehicle use for company business = 0 tCO ₂ e
Scope 2	Electricity consumption = 18.24 tCO ₂ e
Scope 3 (Included Sources)	Upstream: Fuel and energy: 0.93 tCO ₂ e from the extraction, production, and transportation of coal consumed in the generation of electricity consumed by Academics.

	<p>1.82 tCO₂e from the generation (life cycle, i.e., upstream activities and combustion) of electricity that is consumed (i.e., lost) in transmission and distribution.</p> <p>Waste generated in operations: 0.1 tCO₂e - minimal waste is produced within the business as we are a service based business.</p> <p>Business travel: 28.18 tCO₂e produced through a combination of car, rail and taxi travel.</p> <p>Employee commuting: 2,040.65 tCO₂e produced through a combination of car and public transport by our workforce.</p> <p>Upstream leased assets: CO₂e output from leased assets (as a lessee) is deemed to be immaterial given we are a service based business with limited leased assets that produce significant emissions.</p> <p>Upstream transportation and distribution: Not applicable as we are a service-based business.</p> <p>Other upstream emission areas are deemed to be out of scope.</p> <p>Downstream: Downstream emissions are N/A for our business given that we are a recruitment business that has no leased assets (as a lessor), sold products, or franchise/investments and hence, no downstream transportation or distribution.</p>
Total emissions	2,089.92 (tCO₂e)

Emissions reduction targets

The targets adopted during our baseline report were as below:

Year	Emissions in tonnes (tCO ₂ e)	Emissions reduction target against 2022 baseline
2023	2,389.53	5%
2024	2,263.76	10%
2025	2,138.00	15%
2026	2,012.23	20%
2027	1,886.47	25%

As you can see from our reported figure of 2,089.92 tCO₂e in 2025, we are currently ahead of our target and on track to achieve net zero by 2050.

Carbon reduction projects

Academic is committed to continually improving its environmental performance and reducing greenhouse gas emissions across its operations. The following carbon reduction initiatives have either already been implemented or are planned for further development:

- Transitioned all company owned and leased vehicles to electric vehicles (EVs), significantly reducing direct transport-related emissions.
- Continued use of virtual meetings and online training platforms, including Zoom and Microsoft Teams, to reduce unnecessary business travel where practical.
- Encouraging employees to use public transport, car sharing and other lower-carbon travel options when travelling for business purposes.
- Reviewing office lighting and controls across sites, including the adoption of LED lighting and PIR/motion sensor systems where feasible and subject to landlord approval.
- Working collaboratively with landlords across the property portfolio to support energy efficiency improvements and encourage the use of lower-carbon electricity supply arrangements where possible.
- Continuing the company's move towards paper-light operations. The introduction of electronic invoicing, digital timesheets and online document management systems has already significantly reduced paper consumption across the business.
- Monitoring and reviewing office energy consumption to identify opportunities for further reductions in electricity usage and operational waste.
- Promoting employee awareness of sustainability and environmental responsibility through internal communications and operational practices.
-

The company will continue to review and develop practical carbon reduction opportunities in line with operational requirements, technological developments and the principles of the GHG Protocol.

Declaration and sign off

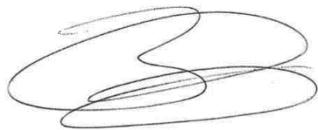
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard⁷ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁸.

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) Standard⁹.

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

Signed on behalf of the supplier:

A handwritten signature in black ink, appearing to be 'Jonathan Long', written over a faint, illegible stamp or background.

Signature:

Name: Jonathan Long

Date: 02/03/2026