Carbon Reduction Plan

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Summary

Purpose	To set out the Carbon Reduction Plan for the organisation.
Scope	All Tribal operations in relation to carbon reduction.
Audience	All Tribal personnel and external customers, as required.
Contact	If you have any questions or queries about this document and how it applies to you, please ask your Line Manager or via the contact as named in the Mandatory Document Controls 'Contact Details'.

Contents

Summary 2
Contents 3
1 Commitment to achieving Net Zero 4
2 Baseline Emissions Footprint 4
2.1 Scope 1,2 and 3 intensity ratio 4
3 Current Emissions Reporting 4
3.1 2025 energy consumption 5
3.2 Scope 1,2 and 3 intensity ratio - 2025 5
4 Emissions Reduction Targets 5
5 Carbon Reduction Projects 6
5.1 Completed Carbon Reduction Initiatives 6
5.1.1 People 6
5.1.2 Property 7
5.1.3 Facilities: 7
5.1.4 Procurement: 7
5.1.5 Transport 8
5.1.6 Business Operations 8
6 2024 Key Achievements 8
7 Progress Against 5-Year Targets (2025-2029) 9
8 Future Carbon Reduction Initiatives 9
9 2026 Focus 10
10 Declaration and Sign Off 10
Related Documents 11
11 Mandatory Document Controls 11

1 Commitment to achieving Net Zero

Tribal is committed to achieving Net Zero GHG emissions by 2050.

This commitment is underpinned by carbon reduction targets developed on Science Based Targets in line with the Paris Agreement's 1.5 °C scenario.

2 Baseline Emissions Footprint

The figures below are based on reporting requirements in the UK and includes emissions data categorised as follows:

Scope 1 – direct emissions including company-owned vehicles.

Scope 2 – indirect emissions from energy purchased.

Scope 3 – emissions from private vehicles for business use.

Baseline Year:		**2019**		
Additional Details relating to the Baseline Emissions calculations:				
Our carbon emissions are calculated using all data from our UK operations, in line with SECR reporting requirements.				
Area	**Category**	**Sub-category**	**2019 consumption**	**Units**
Electricity	Electricity	Purchased electricity	796,878	kWh
Gas	Stationary combustion	Natural gas	84,544	kWh
Transport fuel	Combustion of fuel used in personal cars on business use		6,014,506	kWh
Baseline year emissions:				
EMISSIONS		**TOTAL (tCO2e)**		
Scope 1		47.04		
Scope 2		180.65		
Scope 3 (including Sources)		739.31		
Total Emissions		**967**		

2.1 Scope 1,2 and 3 intensity ratio

Year ended 31 December 2019	**Scope 1**	**Scope 2**	**Scope 3**	**Total**
Tonnes of CO2e	47.04	180.65	739.31	**967**
Percentage	5%	19%	76%	**100%**
Emissions intensity relative to revenue (tCO2e/£m)	0.6	2.5	9.4	**12.5**
Emissions intensity – per head basis	0.054	0.206	0.844	**1.104**

3 Current Emissions Reporting

Tribal have adopted 2019 as the baseline year for reporting due to the pandemic in 2020/2021 which saw global energy use fall and carbon dioxide emissions decline in 2020 in consequence.

The overall consumption remains below the level required to meet our Carbon Net Zero target of 2050.

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3.1 2025 energy consumption

Area	Category	Sub-category	2025 Consumption	2024 Consumption	2019 Consumption	Change (from previous year)	Change (from base year)	Units
Electricity	Electricity	Purchased electricity	0	14,257	796,878	14,257	726,532	kWh
		Renewable electricity	70,346	95,666		25,320		kWh
Gas	Stationary combustion	Natural gas	51,186	56,437	84,544	5,251	33,358	kWh
Upstream transportation	Not measured		n/a	n/a	n/a	n/a	n/a	n/a
Waste generated in operations	Not measured		n/a	n/a	n/a	n/a	n/a	n/a
Business travel	Combustion of fuel used in personal cars on business use		131,748	263,569	6,014,506	131,821	5,882,758	kWh
Employee commuting	Not measured		n/a	n/a	n/a	n/a	n/a	n/a
Downstream transportation	Not measured		n/a	n/a	n/a	n/a	n/a	n/a

3.2 Scope 1,2 and 3 intensity ratio - 2025

Year ended 31 December 2025	Scope 1	Scope 2	Scope 3	Total
Tonnes of CO2e	9.35	14.42	15.44	**39.21**
Percentage	24%	37%	39%	**100%**
Emissions intensity relative to revenue (tCO2e/£m)	0.10	0.16	0.17	**0.43**
Emissions intensity – per head basis	0.010	0.016	0.017	**0.043**

4 Emissions Reduction Targets

Tribal embrace our responsibility to contribute to the journey to a net zero future for our planet. We seek opportunities to improve environmental performance within our business operations and are partnering with our suppliers and customers to take up opportunities to protect our planet, together.

To support our continued progress to achieving Carbon Net Zero by 2050 we will:

- achieve Net Zero emissions, in line with the Paris Climate Accord.
- drive Circular Economy innovation by working towards zero waste in our operations and collaborating with others to create closed loop services.
- ensure our global data centres will be climate neutral, as part of our commitment to the EU Climate Neutral Data Centre Pact
- achieve our science-based targets and achieve a carbon neutrality of 100% of GHG emissions from Scope 1 and 2 energy sources from our 2019 baseline.
- reduce business travel by 50% per FTE versus 2019 levels.
- source 100% renewable electricity for our buildings.
- invest in certified market solutions for emissions we cannot eliminate.

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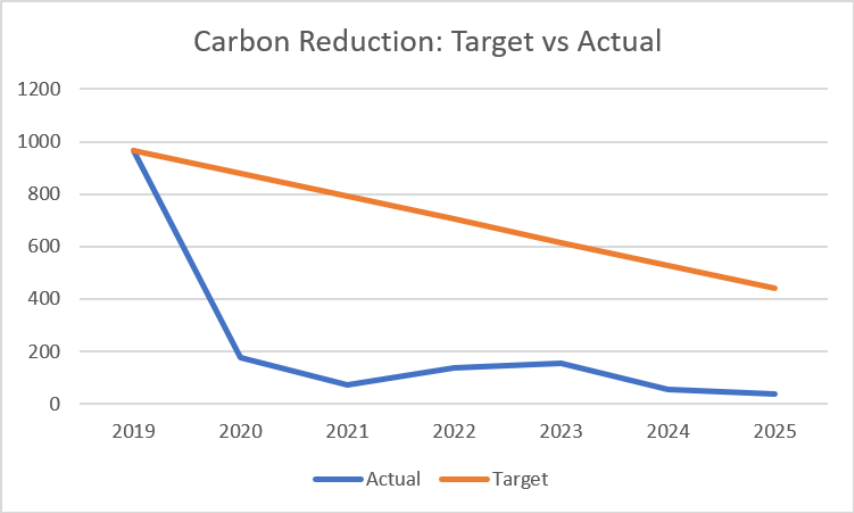
We project that carbon emissions will decrease over the next 5 years from our baseline year to 88 tCO2e by 2030. This is a reduction of 90% from our baseline year.

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



2021/2022 saw an increase in mileage expense claims and business travel following emergence from the COVID-19 Pandemic. Mitigations going forward include the salary sacrifice scheme enhancing the take-up of e-vehicles, and a focus on travel mindfulness to reduce business travel to those levels directly required to support business operations.

5 Carbon Reduction Projects

Tribal has always been committed to activities that benefit the environment and society, underpinned by good governance. We are committed to sustainable development to meet the needs of the present, without compromising the ability of future generations to meet their own needs. We aspire to continuously improve our sustainability through an ongoing programme to reduce or eliminate environmentally damaging activities and encourage activities that improve or conserve the environment where possible.

We will empower the world of education and protect the environment within our operations, buildings, management of our people and relationships with external organisations.

5.1 Completed Carbon Reduction Initiatives

The following environmental managements initiatives and projects have been completed or implemented since our 2019 baseline. The carbon emission reduction achieved through these equates to 439 tCO2e, a reduction of 45% against the 2019 baseline.

5.1.1 People

The creation of an Environmental, Social and Governance (ESG) Executive Sub-Committee, who set and promote the strategic direction for Tribal in respect of our environmental and sustainability agenda. This is articulated through our published Annual Report and delivered operationally through the business via our ESG Operations Group, a multi-disciplinary group of employees from throughout the organisation. The ESG Sub-Committee and ESG Operations Group commit to:

- Plan, deliver and review progress against the ESG annual actions, and report this in our published Annual Reports and Accounts, available on our website.
- Communicate to employees to actively contribute to our ESG initiatives and actions and encourage them to contribute to the continuous improvement of Tribal's ESG and Carbon Net Zero journey.
- Encourage our people to adopt a sustainable mindset, understanding that small habitual changes aid the collaborative effort and contribute to our ESG and Carbon Net Zero journey.

Virtual Meetings: Use of Microsoft Teams became an integral part of business operations during the global pandemic, and investment in Surface Hubs and other technologies continues to be a core part of business operations, to enhance accessibility and reduce emissions through business travel. It is our policy that all meetings should have the option for virtual attendance and conference/meetings rooms have been equipped to facilitate this.

5.1.2 Property

Our Property Portfolio Management strategy has sustainability and carbon reduction at its core. As we invest in our estate and manage our portfolio and its usage to best deliver to our business operational needs, we capture opportunities to improve our use of energy through appropriate heating, ventilation and cooling (HVAC) control, installation of PIR and LED lighting, and waste and water reduction.

Our property strategy includes:

- Reducing redundant space
- Improving the building fabric through our maintenance programmes to drive efficiencies and lower heating and cooling demands.
- Introducing water saving initiatives, such as water-free urinals and low consumption taps in our welfare spaces.

5.1.3 Facilities:

Prioritising the environment and sustainability in building design and maintenance.

Employing environmental and sustainable alternatives when undertaking refurbishment works, e.g., replacing luminaire lights with LED, installing automatic readers (AMRs), installing energy efficient boilers and insulation.

- Encourage smart sustainable thinking when using facilities, e.g., turning off lights, monitors, taps etc. when not in use.
- Removing single-use plastic items and investing in reusable items for all staff and adopting a recycling scheme which minimises waste to landfill.
- Removal of multifunction print devices and adopting a paper-free office environment wherever possible.
- Reducing stationery purchases and ensuring that any products now used are derived from sustainable or recycled sources and are recycled after use.
- Adopting electronic documents for customer and supplier contracts wherever possible.

5.1.4 Procurement:

- Recycling/parts re-use of end-of-life equipment, including IT equipment.
- Repurposing of furniture items which are no longer required to local charities and schools.
- Corporate Social Responsibility and Social Value added to all tenders/supplier evaluations, to improve sustainability within our supply chain.
- Introduction of a Supplier Code of Conduct
- Our purchased energy is provided via suppliers operating the Renewable Guarantees of Origin (REGO) scheme, ensuring a high proportion of our energy usage funds renewal energy generation.

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- Actively reducing the number of suppliers in our supply chain, reducing the number of orders we place and the number of deliveries we receive.

5.1.5 Transport

- Our Global Travel Policy requires employees to use environmentally friendly forms of public transport as much as possible.
- In 2022 we introduced a travel mindfulness framework, communicated to all staff, which encourages the reduction in travel where possible, to be replaced by virtual meetings and activities. We continue to focus on reducing travel to those levels necessary for business operations and will continue to promote a remote-first model for service delivery and challenge any travel requests which are out of scope of this ethos.
- Our Travel Team and travel approvals process challenges and rejects out of policy travel requests to ensure our Travel Mindfulness ethos is maintained.
- We have a salary sacrifice e-vehicle scheme in the UK.

5.1.6 Business Operations

- We are committed to harnessing the power of cloud computing to help our customers address the issues of emotional wellbeing and diversity of their student populations.
- We continue to progress from the use of servers running localised versions of our software on customer sites to our next-generation offering, hosted within larger datacentres.
- We have developed policies and procedures to identify and prevent waste in our cloud consumption through removing redundant resources, reducing the over-provision of servers, and reviewing excessive data retention policies.
- We have selected partners such as Amazon Web Services (AWS) and Microsoft, to support our commitment to building a sustainable business for customers and the planet. AWS is on a path to meet its goal to achieve 100% renewable energy in 2025 and Microsoft has been carbon neutral globally since 2012 and commits to being carbon negative by 2030.

6 2025 Key Achievements



In 2025 we were awarded a Silver Medal from our Ratings Agency, EcoVadis, in recognition of our continued sustainability achievements. We increased our overall score by 17% against our 2024 rating.

We committed to planting 25 trees for every new starter, globally, via accredited schemes; to date over 3,600 trees have been funded.

Our E-Vehicle salary sacrifice scheme has produced savings of 5.3 tonnes of CO2e, as much as 2,674 trees can absorb.

We enhanced our Supplier Management Framework to drive the right behaviours in terms of sustainable procurement and engaged with 30% of our Suppliers regarding Sustainability.

We enhanced and developed Cloud Optimisation to limit energy consumption – achieving savings of c$250k based on usage reduction. We also achieved our target for Customer Cloud migrations in 2023.

We reduced Air Travel to within 2025 target in line with the 5-year reduction plan.

We Continued to promote a remote-first model for service delivery and challenge any travel which is out of scope of our travel mindfulness ethos.

Greater than 99% of all change requests, with cost or carbon impact, go to Finance Operations for approval before any changes are made.

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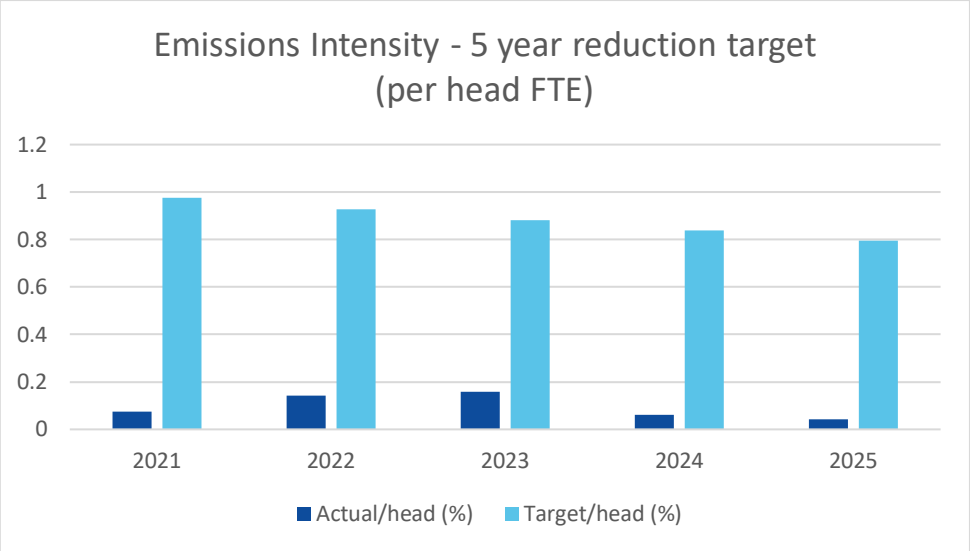
7 Progress Against 5-Year Targets (2025-2029)

Target	Metric	Progress
Reduce air travel CO2 emissions by 25% per head	CO2 emissions from air travel per head	We have delivered a reduction of over 80% of air travel on 2019 base levels and saved an additional 54.67 tCO2e during 2025 through our travel mindfulness approach. This is a reduction of 20% of air travel on FY 2024 levels.
Reduce our Scope 1,2 and 3 carbon emissions in the UK by 5% per head.	Scope 1, 2 and 3 UK carbon emissions per head.	Our Scope 1,2 and 3 UK carbon emissions per head has reduced by 22% since 2024.



8 Future Carbon Reduction Initiatives

Tribal will continue to implement environmental measures, where applicable, to support our Carbon Net Zero journey and environmental and sustainability ethos.

In 2019, Tribal was audited under the Energy Savings Opportunity Scheme (ESOS) and we are guided by their recommendations to improve our energy usage and reduce our energy carbon footprint. These, and other initiatives, are included below:

- Continuing with PIR lighting replacements
- Continuing to engage with staff regarding energy saving actions
- Replacing aged windows at our Hessle office
- Considering office “fallow days” during quieter periods and school holidays
- E-Learning - Introduce eLearning for inductions to promote sustainability via our Tribal Academy
- Further review and consolidation/rationalisation to ensure our portfolio is fit-for purpose and energy efficient, and that redundant space is minimised or repurposed.
- Continuing to monitor our energy carbon footprint
- Engaging with suppliers to confirm how they are reducing emissions and working towards Carbon Net Zero standards.

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9 2026 Focus

Target	Metric
Enhance Scope 1, 2 and 3 carbon emission global reporting to include ROW and maintain reductions at 5% of 2024 base level	Scope 1,2 and 3 carbon emissions per head
Continue to operate ethically through the creation of an inclusive and supportive workplace	Employee satisfaction survey, EDI reporting
Continue to provide innovative software solutions which enable positive educational experience through further developing and continually enhancing products to support safeguarding and student success and wellbeing.	Financial performance, customer base, product development
Continue to operate compliantly by maintaining effective global processes and providing training to all staff	Compliance training completion statistics
Adhere to and maintain global information security standards	ISO 27001:2022 certification Cyber Essentials Plus certification Additional certifications (e.g. Essential 8)
Continue to ensure security in our Supply Chain	Issuing enhanced Supplier questionnaires and Code of Conduct – response rate

10 Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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).



Mark Pickett
Chief Executive Officer

Date: 08/07/2026

Related Documents

Title
Sustainable Procurement Statement
Environmental Statement
Annual Report 2025

11 Mandatory Document Controls

Approval

Document approved by Exec Member	Chief Financial Officer	08/07/2026
Document approved by GSCG (or Sub Group) if required	n/a	n/a
Document approved by Executive Board if required	Executive Board	08/07/2026
Review Requirement	Annual	**or sooner if required**

Document History

Version Number	Date	Comments	Created, reviewed or updated by
v1.0	December 2021	First version	Property Manager
V2.2	July 2024	Annual Review with 2023 FY data added	Head of Property
V3.0	July 2025	Annual Review with 2024 FY data added. Rewording to enhance clarity and reduce unnecessary detail.	Head of Property and H&S
V3.1	June 2026	Annual Review with 2025 FY data added. Scope 3 emissions broken down into mandatory PPN 006 categories. Updated reference to PPN 06/21 to PPN 006	Head of Property and H&S

Document Owner and Contact Details

All proposals for amendments to this document should be addressed to the following:

Role and Name
Head of Property and H&S