



Carbon Reduction Plan

2025

Introduction

Under the Paris Agreement, national governments have committed to limit temperature rise to well-below 2oC and pursue efforts to limit temperature rise to 1.5oC. Beyond 1.5oC, the world will increasingly experience dangerous climate impacts such as sea level rise, flooding and extreme heat.

The UK Government amended the Climate Change Act 2008 in 2019 by introducing a target of at least a 100% reduction in the net UK carbon account by 2050. As part of this net zero target, the UK Government are looking to their supply chain's and are making it mandatory for government suppliers who are bidding for large contracts to provide a Carbon Reduction Plan (CRP) detailing their commitment to achieving net zero by 2050 and how they plan to reach this target. In addition to this, in its 2022 [Nationally Determined Contribution](#) (NDC), the UK commits to reducing economy-wide greenhouse gas emissions by at least 68% by 2030, compared to 1990 levels.

Best Practice Network are actively taking steps to reduce carbon emissions to support the UK Government's net zero target.

The below CRP underpins Best Practice Network's commitment to sustainable development and carbon reduction.

Commitment to achieving Net Zero

Best Practice Network is committed to supporting the reductions in the UK NDC & to achieving Net Zero emissions by 2050.

Best Practice Network is committed to protecting the environment by demonstrating high standards of environmental responsibility in all our operations and minimising the environmental impacts associated with our services.

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.

We previously baselined emissions in 2020 but due to large staffing growth within the business and changes to ways of working due to COVID-19, we recalculated our baseline in September of 2022 in partnership with Planet Mark who are subject matter experts.

Planet Mark Baseline

Due to the changing nature of the business, and in order to work to a measurement framework which gives us more understanding of where we need to make improvements, we have started working with Planet Mark who have helped us to re-baseline our carbon emissions with data from FY 2021/22.

Baseline Year: FY 2021/22 (December 2021 to November 22)

Additional Details relating to the Baseline Emissions calculations

Part way through our baseline year we expanded our offices and implemented the following improvements:

- 100% Renewable energy in the office
- LED Lighting
- Energy saving monitors

During this time period the number of employees rose by 94 people (59%)

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	3.9 tCO ₂ e
Scope 2 (market based)	0 tCO ₂ e
Scope 3	25.1 tCO ₂ e
Total Emissions	32.3 tCO ₂ e (plus 42.1 tCO ₂ e for home working*)

This equates to 0.562 tCO₂e per person – we will be measuring our emissions on a per employee basis in order to understand and measure reductions accurately despite business growth.

*Due to the uncertainties surrounding home working emissions, and the fact that commuting emissions have not been calculated as part of our footprint, these figures are provided for information only to give an indication of the scale of the impact associated with home office energy consumption.

We previously reported our Scope 2 as 3.3 tCO₂e for this reporting period. Planet Mark has chosen to move to a market-based approach to ensure that members switch to renewable energy contracts. Due to already being on a renewable energy tariff, Planet Mark have recalculated our Scope 2 emissions baseline.

Year 2

FY 2022/23 (December 2022 to November 23)	
Additional Details relating to the Baseline Emissions calculations	
During this time period the number of employees rose by 35.5 people (19%)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	3.8 tCO ₂ e
Scope 2 (market-based)	0 tCO ₂ e
Scope 3	64.7 tCO ₂ e
Total Emissions	70.9 tCO ₂ e plus 30.3 tCO ₂ e for home working*
This equates to 0.4 tCO₂e per person – we continue to measure our emissions on a per employee basis in order to understand and measure reductions accurately despite business growth.	

Year 3

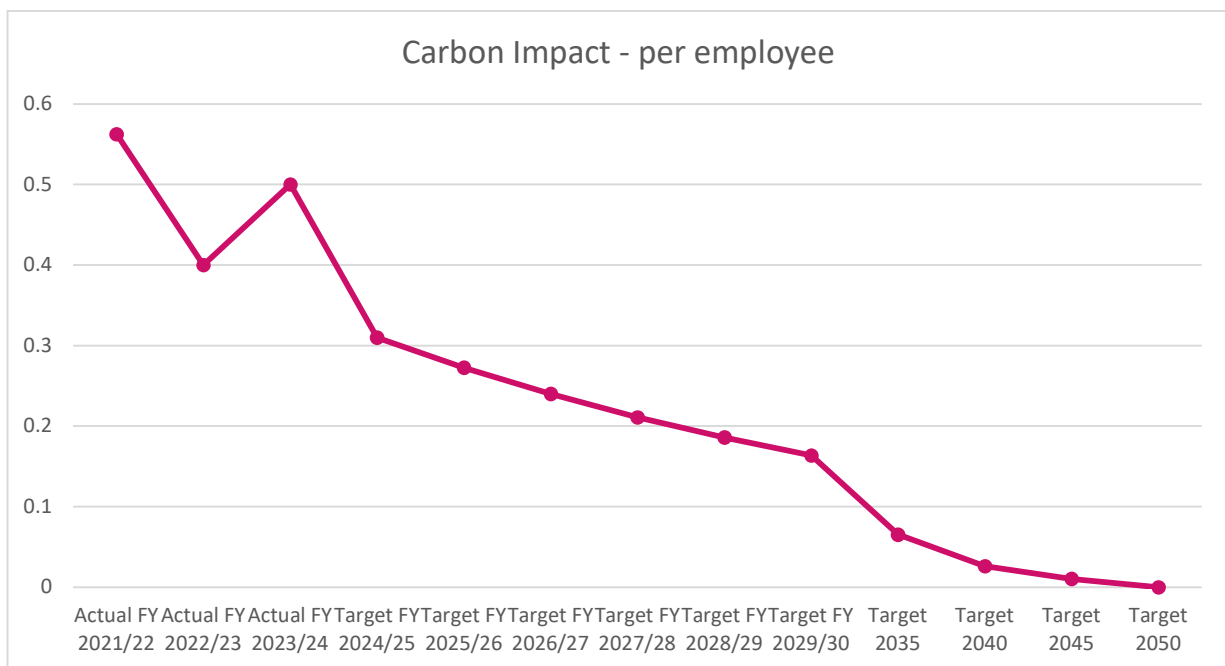
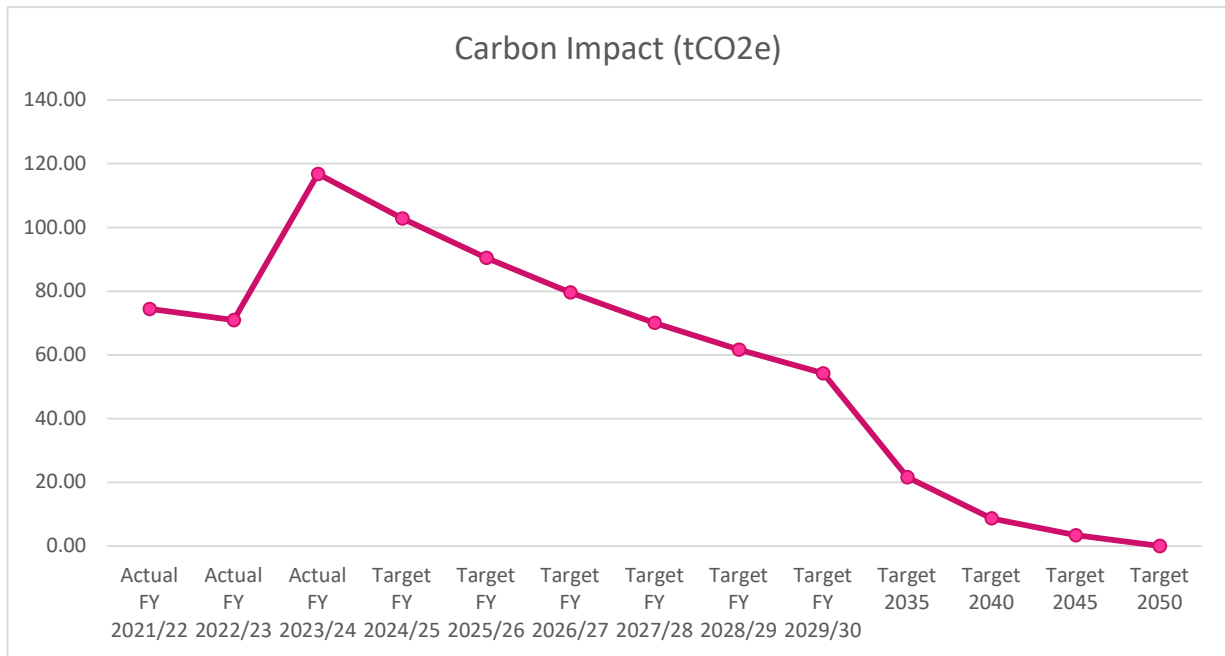
FY 2023/24 (December 2023 to November 24)	
Additional Details relating to the Baseline Emissions calculations	
During this time period the number of employees rose by 132 people (59%). We expanded the office space to include an additional 0.5 floor of our managed offices.	
We have also started to operate internationally which has had an impact on the amount of business travel – however in order to compensate for this, we have started to offset our measurable, in-scope emissions. This offsetting was done to cover the 117 tCO ₂ e generated in Year 3, supporting Schools and Institutions in Uganda, managed by Gold Standard	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	4.4 tCO ₂ e
Scope 2 (market-based)	0 tCO ₂ e
Scope 3	112.5 tCO ₂ e
Total Emissions	116.8 tCO ₂ e plus 115.5 tCO ₂ e for home working*
This equates to 0.5 tCO₂e per person – we continue to measure our emissions on a per employee basis in order to understand and measure reductions accurately despite business growth.	

Emissions reduction targets

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

We project that carbon emissions will decrease by between 5-12% (12% is the average annual decrease of organisations signed up to Planet Mark) each year. This will be a challenge due to forecast business, our international growth and staffing growth.

Progress against the reduction targets can be seen in the graphs below:



Carbon Reduction Projects

Planned Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the September 2021 baseline. The carbon emission reduction achieved by these schemes equate to 151.80 tCO₂e (67% reduction).

With the help of Planet Mark, we have measured our emissions and so far have made the following improvements:

- Transforming our printed marketing collateral into a carbon positive solution by planting of 537 trees to offset emissions
- Moved to 100% renewable energy for our head office building
- 100% waste at our head office site is now sent to recycling or to create energy from waste
- Improved recycling within our offices do divert more waste to be recycled, and promoted the use of recycled products
- Moved to local suppliers for office supplies & events
- Moved to environmentally sound & refillable cleaning products
- Contracted Planet Mark to undertake a thorough audit of all emissions to ensure accuracy in reporting
- Monitor and analyse energy consumption data for premises and processes to establish performance and identify trends and opportunities to further reduce consumption, achieve efficiency improvements and reporting of our carbon emissions
- Improved the energy efficiency of our office, processes and IT systems and sourcing renewable energy
- Promoting use of public transport and cycle to work schemes
- Promoting use of technology to reduce unnecessary travel to meetings
- Introducing a hybrid working plan for office-based staff, resulting in 7400+ commute hours saved in FY 2021/22
- Introducing an Environmental Social Governance (ESG) committee with the goal to increase the awareness of environmental issues among the people we work with & reduce carbon emissions
- Supporting our parent organisation to achieve their own carbon reduction goals
- Engaging Planet Mark to run an all-staff workshop to increase Carbon literacy
- Working at a group level to share best practices and improve emissions to all 11 of the businesses sitting under Supporting Education Group
- Offsetting unavoidable emissions

In the future we hope to implement further measures such as:

- Continuing to minimise printing and paper usage, utilising printers that offset emissions when printing is required
- Improving the energy efficiency of home working and sourcing renewable energy where technically and commercially practicable
- Continuing to work with our supply chain to improve environmental performance

- Continuing to increase the awareness of environmental issues among the people we work with through the ESG newsletter
- Advising and working with our clients & partners to achieve aligned carbon neutral goals

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 Senior Leadership Team.

Signed on behalf of Best Practice Network:



Name: Simon Little

Job Title: Managing Director

Date: 25 July 2025