

Net Zero GHG Emissions and Reduction Plan 2025/26

A message from

Yaelle Candolfi




As an education company, we exist to help young people build their futures. But there's no future without a liveable planet. The climate emergency is undeniable, and while our business's direct emissions are low, our responsibility is not. From the members we support to the tutors we employ, we have an opportunity – and a duty – to lead by example. Our actions now will influence the world that they grow up in. That's why we're proud to share our path to Net Zero.

In 2023 we measured our carbon emissions as an organization for the very first time. This represented an exciting milestone and a fearless new chapter for Explore Learning. We believe we are the first UK tuition and ed-tech provider to do this and have a plan to reduce and commit to Net Zero. Since 2023, we are proud to have made excellent progress in reducing our footprint and are committed to continuing. We hope that others follow our lead as we aim to create more prosperous, sustainable future.

Yaelle Candolfi, Chief People & Operations Officer & Company Director





The first tuition and EdTech provider to
***calculate our entire carbon
footprint & have a plan to
reduce our emissions.***

Calculating our carbon footprint

Using the GHG Protocol, we have collaborated with PlusCarbon climate platform (part of FuturePlus) to calculate our entire 2025 carbon footprint.

Our first calculation was for 2023 and we have been collecting our data on an annual basis and are committed to continuing to do so.

We collected our footprint data and worked with PlusCarbon to map our activity or spend to the appropriate emissions factor. We measured our footprint in tonnes of CO₂-equivalent emissions.



In collaboration with

PLUSCARBON

Part of **FU+UREPLUS**

How we calculated our footprint

Our emissions are split into different scopes, each with different categories. 93.7% of our emissions are located in Scope 3.



Scope 1

Direct emissions

No emissions applicable



Scope 2

Indirect from purchased energy

Purchased electricity for all centres & Head Office



Scope 3

Indirect emissions in the value chain

Purchased goods & services
Digital services, rent & marketing campaigns

Waste generated in operations
Recycling, rubbish & electricals

Online sessions
Emissions associated with online usage

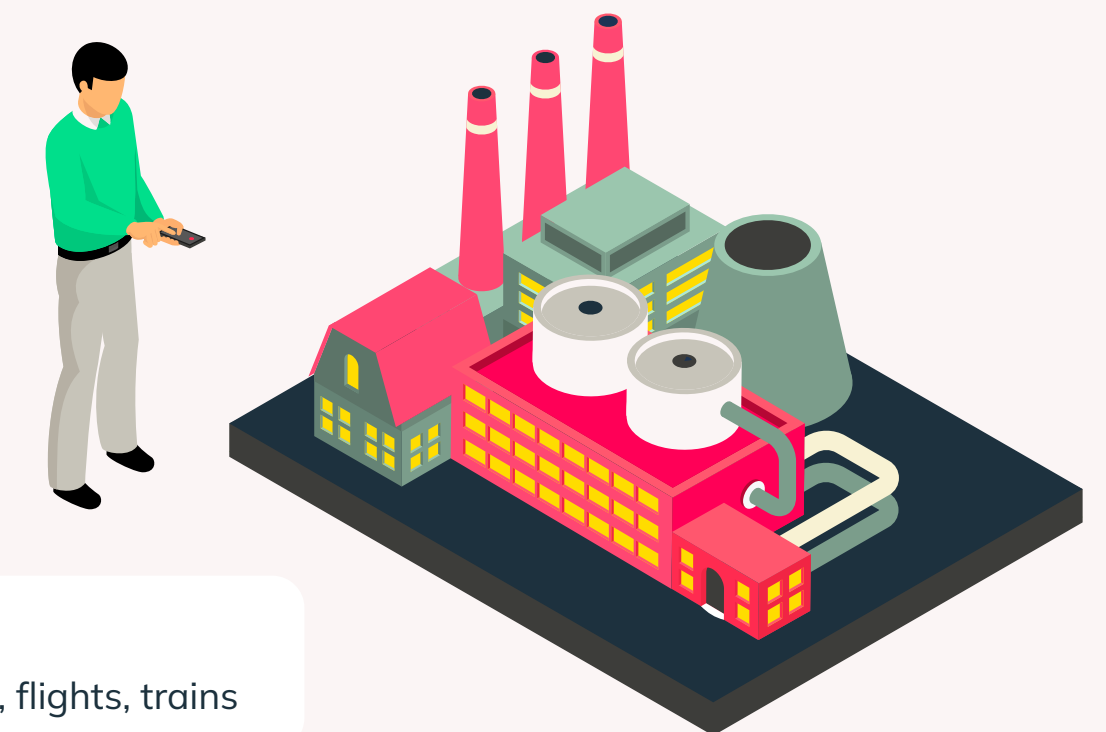
Capital goods
IT equipment, centre refits

Business travel
Car travel, hotels, flights, trains

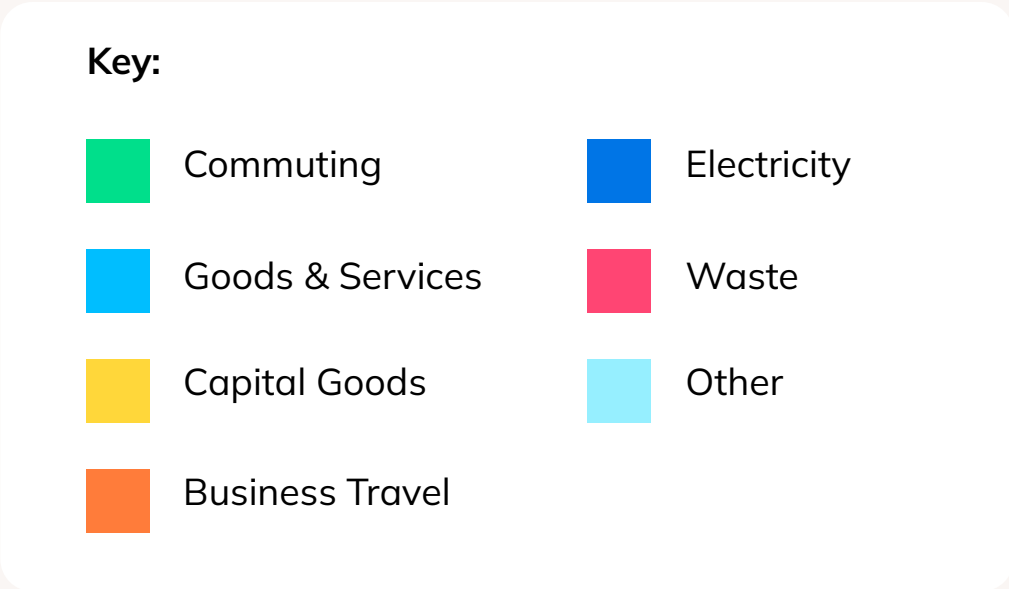
Home working
Emissions associated with home working

Commuting
Transportation taken for staff working in our centres

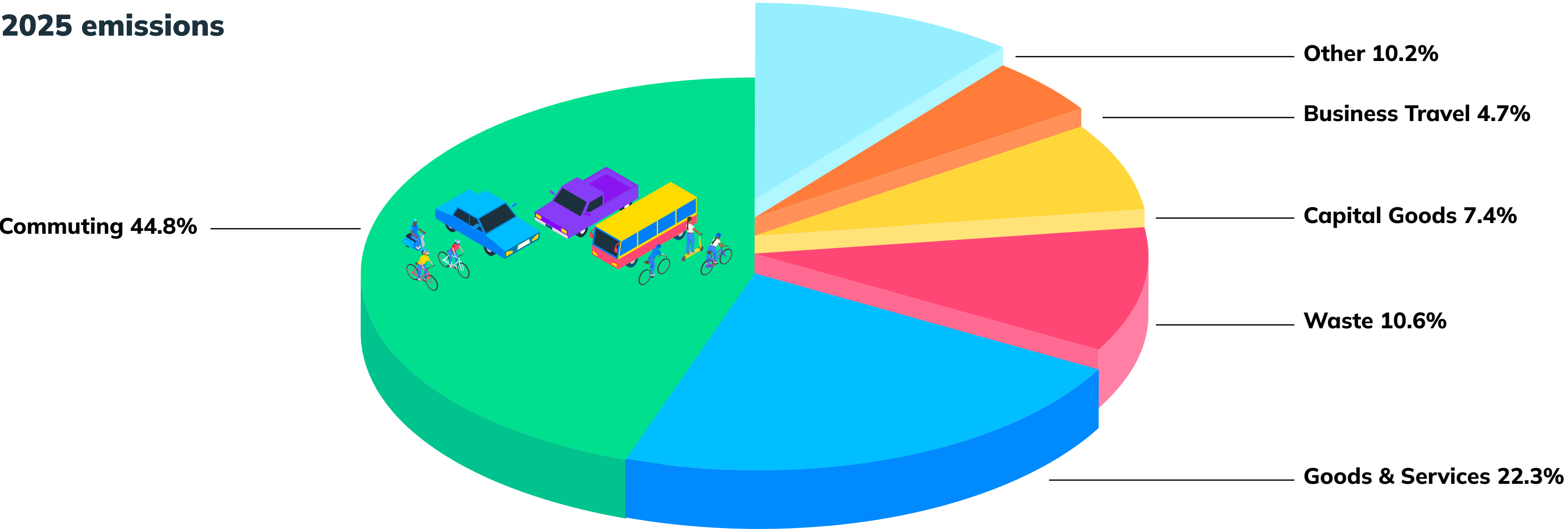
Upstream transportation & distribution
Member prizes, course materials, centre orders



Overview of our emissions



2025 emissions

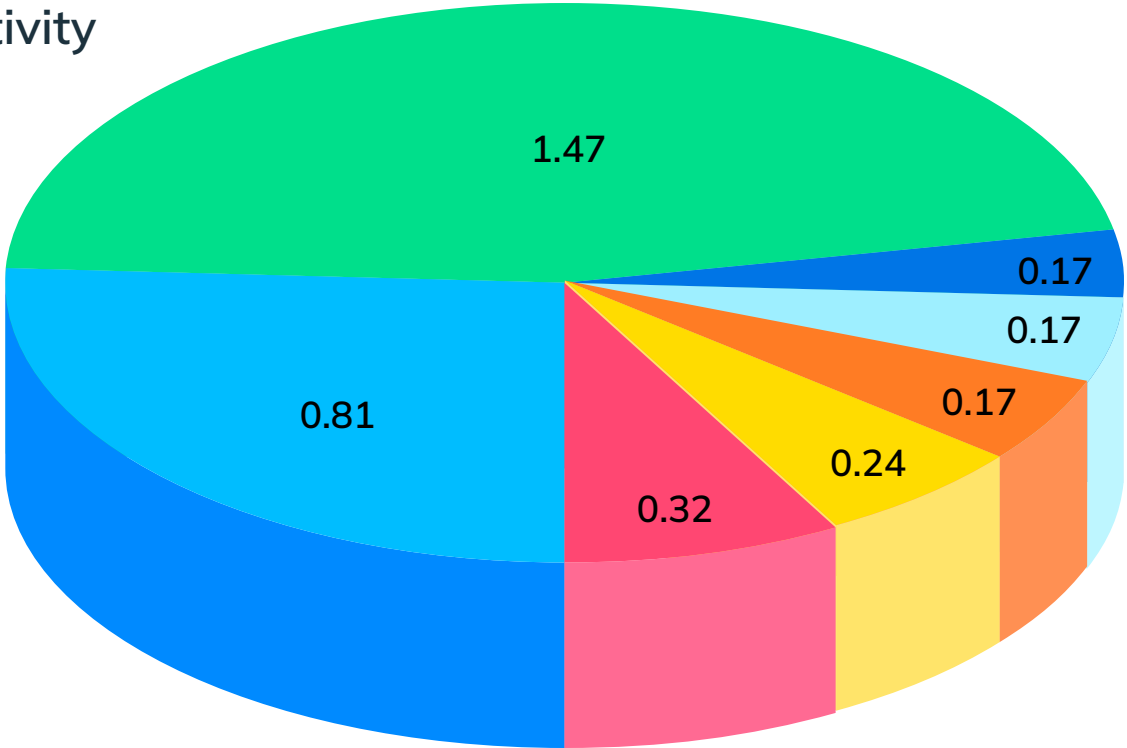


Emissions per FTE Employee

In order to achieve Net Zero by 2050 we need everyone at Explore to play their part. As part of our actions detailed in this plan, we will be engaging with our colleagues and suppliers to support with steps everyone can take to reduce our impact on the environment.

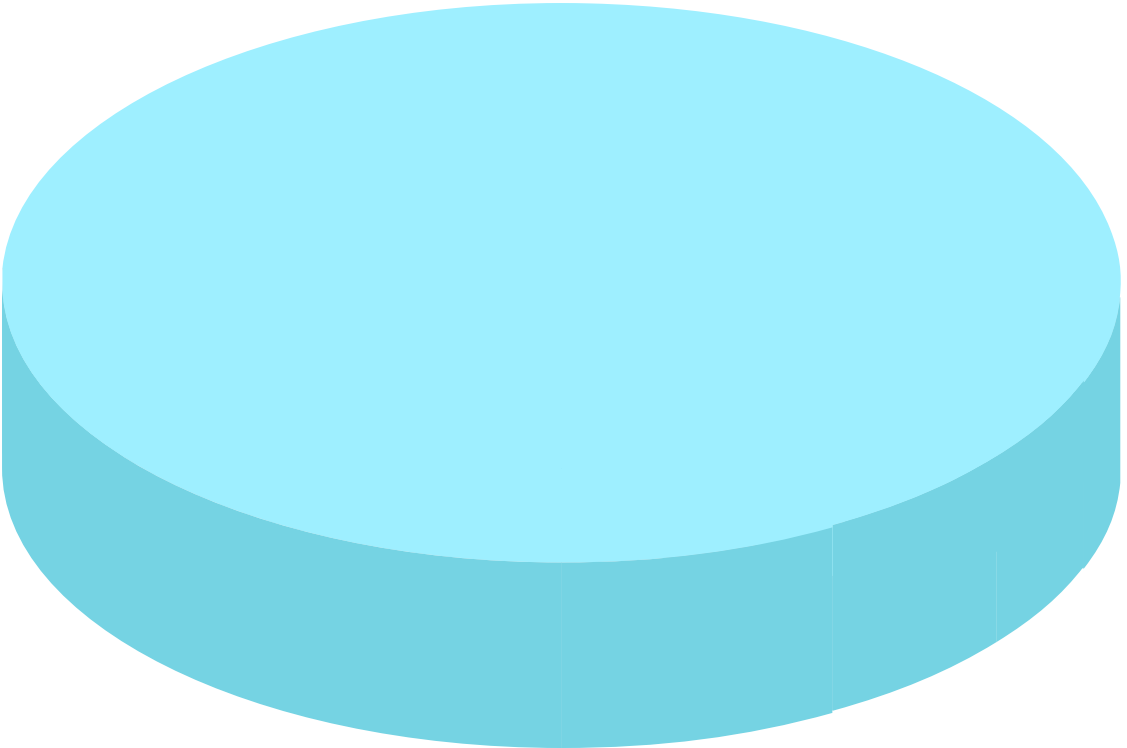
2023 Baseline

Emissions by activity (tCO₂e/FTE)



3.17t CO₂e per FTE

Net Zero target



0.33t CO₂e per FTE

Details of our emissions

Emissions category	GHG Emissions (tCO ₂ e)	Estimated % of organisational footprint	Description
Scope 1			
Scope 1 Total	0	0%	
Stationary Combustion		No emissions	Emissions resulting from the combustion of fuels in stationary sources.
Mobile Combustion		No emissions	Emissions resulting from the combustion of fuels in company-owned/controlled mobile combustion sources.
Fugitive Emissions		Not reported	Emissions resulting from the leakage of refrigerants or the direct release of greenhouse gases.
Process Emissions		No emissions	Emissions resulting from the release of greenhouse gasses in production processes
Scope 2			
Scope 2 (Market-based) Total	123.48	5.6%	
Purchased Electricity	123.48	5.6%	Emissions resulting from the generation of electricity, purchased by the company.
Heat, Steam and Cooling		No emissions	Emissions resulting from the generation of steam, heating or cooling, purchased by the company.
Scope 2 (location-based)	222.70		
Purchased Electricity	222.70		Emissions resulting from the generation of electricity, used by the company.

Details of our emissions

Emissions category	GHG Emissions (tCO ₂ e)	Estimated % of organisational footprint	Description
Scope 3			
Scope 3 Total	2072.58	94.4%	Total Scope 3 emissions including Upstream and Downstream emissions
Scope 3 Upstream Total	2058.65	93.7%	
Purchased Goods & Services	489.03	22.3%	Embedded emissions in purchased goods and services.
Capital Goods	162.47	7.4%	Embedded emissions in capital goods like buildings, cars, ICT, and machinery.
Fuels and energy-related activities	47.72	2.2%	Embedded emissions in the purchase of fuels and energy in other activity categories. Not included in Scope 1 or 2
Transport Upstream	38.11	1.7%	Emissions related to the transport of goods upstream of the production process or any transport purchased by the company.
Waste generated in operations	233.76	10.6%	Emissions related to the disposal and processing of waste generated in operations
Business Travel	104.26	4.7%	Emissions related to transportation of employees for business-related activities.
Employee Commuting	983.30	44.8%	Emissions related to commutes of employees in vehicles not under the control of the company. Also including emissions from employees working remotely.
Upstream leased assets	No emissions		Emissions related to the operation of assets leased by the reporting company
Scope 3 Downstream Total	13.92	0.6%	
Use of sold products	13.92	0.6%	Emissions related to energy use of the product during its planned lifetime.
End-of-life of sold products	0.01	0.0%	Emissions related to the disposal of the sold products at the end of its planned lifetime.
Total emissions	2,196.06 tCO₂e		

What is Net Zero?



Net Zero refers to the balance between the amount of greenhouse gas (GHG) that's produced and the amount that's removed from the atmosphere. It can be achieved through a combination of emission reduction and emission removal.

Why is Net Zero important?

Net Zero is a vital way to limit climate change and the harmful effects on people and the environment. We believe we have a responsibility as a learning organisation that nurtures thousands of children, to play a positive part in reducing our carbon footprint and creating a more sustainable world for future generations.



To achieve Net Zero, we must reduce our total emissions by at least

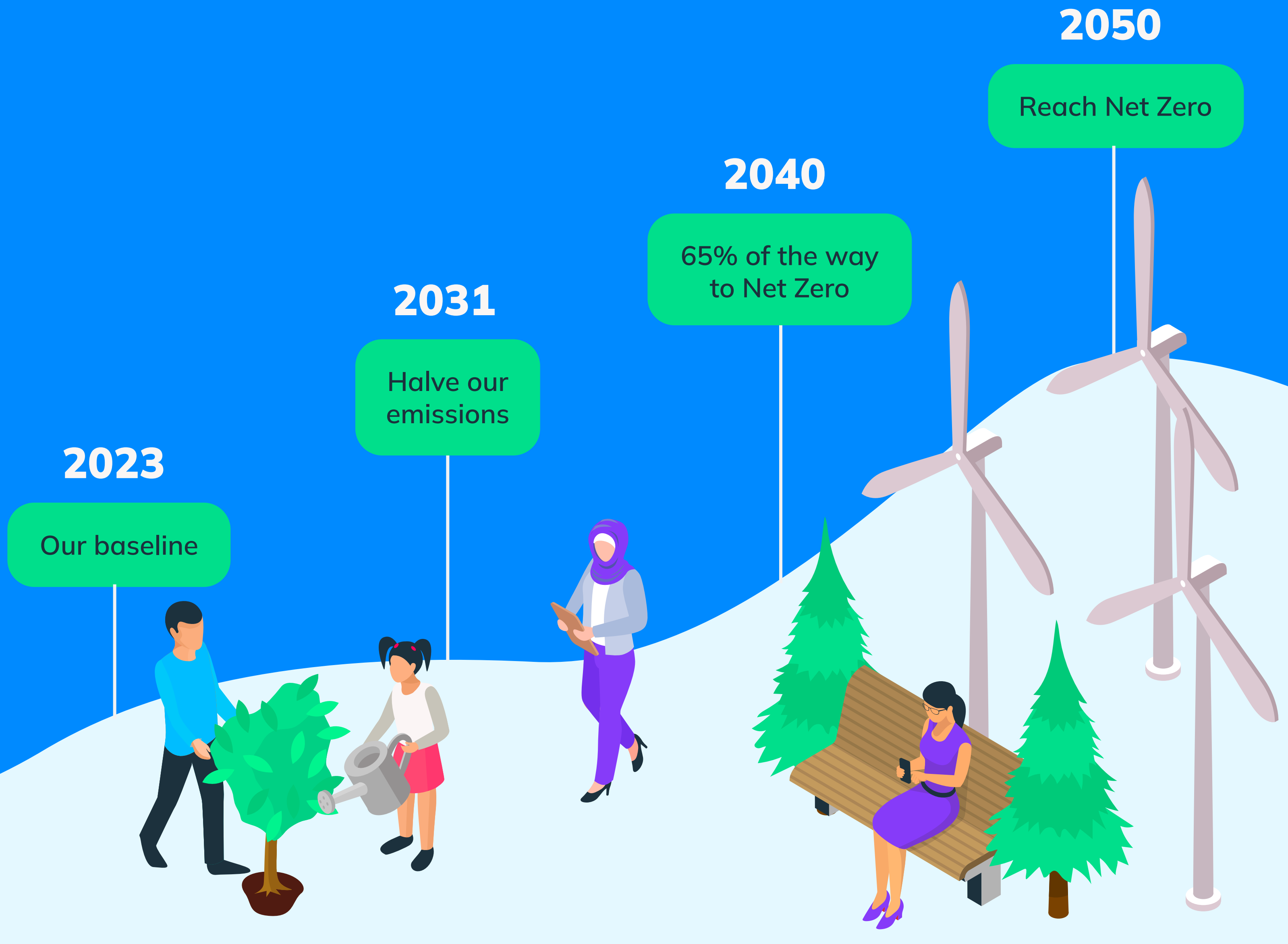
↓90%

Our targets & commitments

Our ultimate end goal is to reach Net Zero emissions by 2050 or earlier. We've worked out how to get 65% of the way there by 2040. We're still figuring out the final part of our journey to achieve the 90-95% reduction needed to achieve Net Zero.

There are lots of moving parts that will help us map out the final part of our plan and we're committed to working with our partners and colleagues across the business over the coming years to solve this.

Our immediate focus is to halve our emissions by 2031 and we are confident in the measures we have agreed to get us to this place.



Our commitments

To reinforce our commitment, we have become a signatory of Tech Zero, joining over 300 other tech companies in fighting the climate crisis.

This means we are committing to publishing our emissions annually, publicly communicating our commitments and progress, aiming to halve our emissions by 2030 and appointing a board member to be responsible and accountable for our target. Joining as a signatory also aligns us with the UN's Race to Zero campaign.

Signatory of



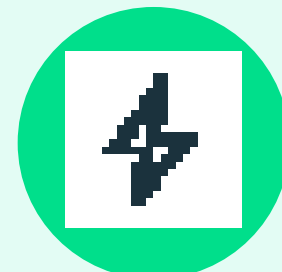
**Publishing
our emissions
annually**



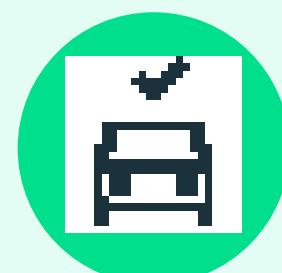
**Appointed a board member
responsible and accountable for
achieving our target.**

We've already made progress

Our emissions reduction has been driven by a mixtures of specific measures, together with improvements in our data collection.



Electricity emissions were **16% lower in 2025 than in 2024**, owing to a reduction in our consumption rate and the “greening” of our electricity suppliers.



Car mileage across the business has **reduced by 100,000 miles** over the last two years.



Flight emissions have halved since 2023.



Reduced emissions associated with our purchased goods and services. This has been driven by in-housing our engineering & digital team since 2023, together with improved supplier data collection.



Switching to digital member rewards on our Compass platform instead of physical prizes **removed 38 tonnes of CO2e**.

Progress areas

Measures already implemented

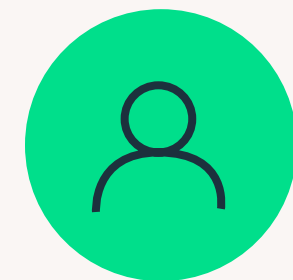


Significant reduction in our printed 11 Plus materials posted to customers



Improved emissions data collection from our key suppliers

Further measures we are taking steps towards implementing



Implement improved “power off” procedures overnight across all our centres.



Change non LED lighting in back office spaces



Improvements to recycling & waste collection in all our centres



Collecting more accurate data from our people about how they commute to centres, to help inform future plans.

Our actions

Scope 2: Electricity

Our electricity supply in 2023 used a mixture of green (renewable) and brown (non-renewable) energy contracts. Furthermore, some of our centres consumption data was based on estimates.

What we've done

- Midway through 2024 we changed electricity provider in half our centres to a green (renewable) source of energy.
- More of our centres (based in Sainsbury's) began to be individually metered in 2024, so we have more accurate consumption data.

What's next

- We are looking at our "power off" procedures by trialling a "last person out" switch so that when our centres are closed, we are consuming less electricity.

Scope 3: Business Travel

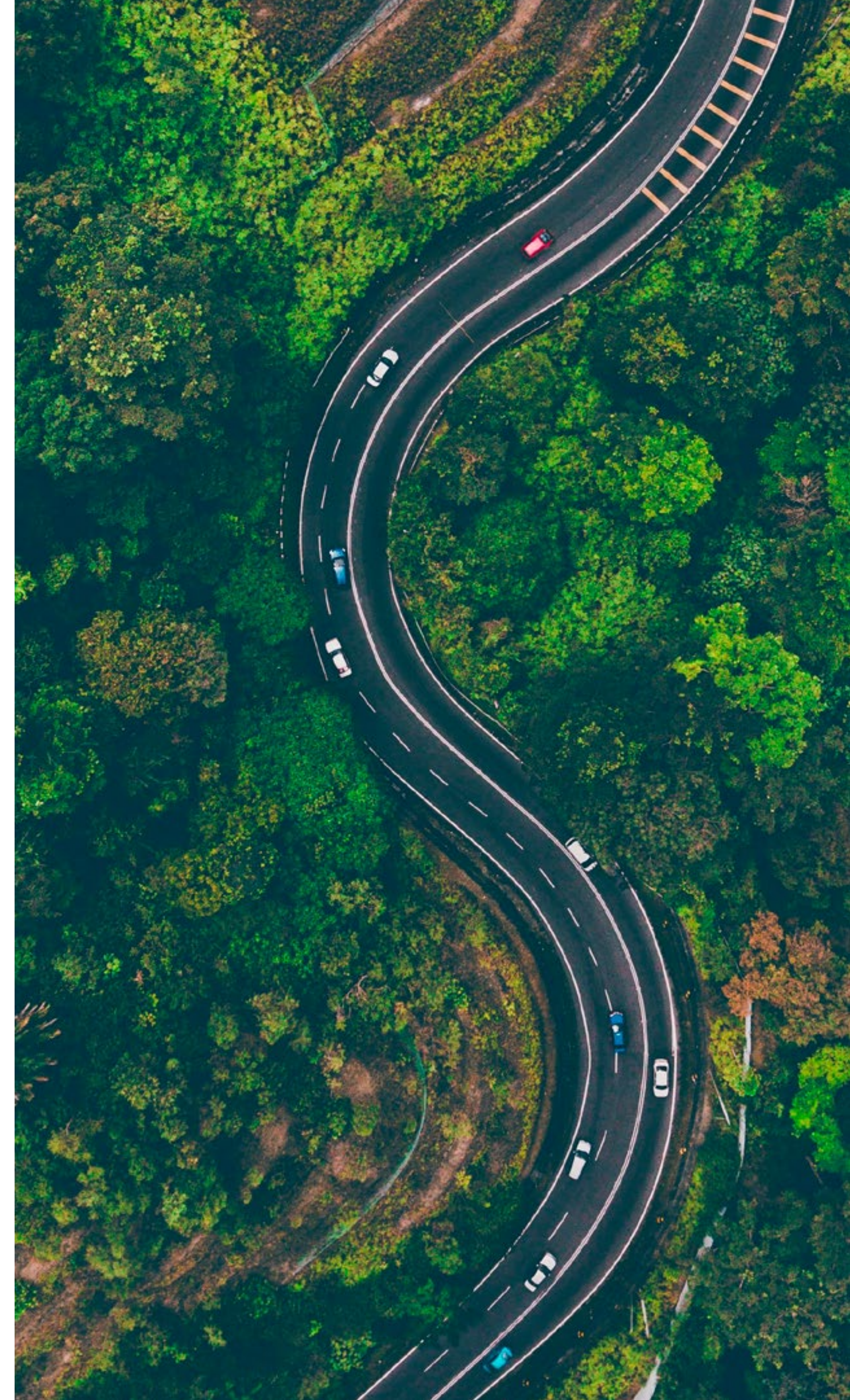
This involves emissions from the transportation of employees for business-related activities. The travel is entirely from employee's personal vehicles as Explore does not own a vehicle fleet.

What we've done

- Identified our top business travel employees in the business. These are mainly in our Operations and IT Teams.

What's next

- Understand the vehicle and fuel type each staff member currently uses.
- Research an Electric Vehicle scheme for our top business travellers.
- Conduct research into the EV charging points that already exist close to our centres.



Our actions

Scope 3: Purchased Goods & Services

This includes all goods and services purchased by the business, including digital services. This primarily consists of digital services, equipment, marketing and printed materials.

What we've done

- Engaged with our top suppliers (as a % of spend) and asked them to support our Supplier Code of Conduct & also provide environmental data on their emissions.

What's next

- Refine data collected from suppliers so our calculations are based on actual emissions rather than spend.
- Encourage our suppliers (if not already) to track their emissions and commit to Net Zero.

Scope 3: Waste

Most of the waste generated is from our individual centres. Although lots of our learning is through technology, we do use paper and other non-recyclable waste.

What we've done

- Surveyed a small sample of centres to better understand the quantity of waste generated on a weekly basis in our centres.
- Asked our teams to provide suggestions on how we can improve recycling and waste.

What's next

- Ensure all centres implement a robust waste and recycling policy.
- Work with waste contractors and Sainsbury's to obtain more accurate waste generation data.



Our actions

Scope 3: Commuting

Employee commuting includes all travelling to and from our 95 tuition centres by our managers and tutors. It also includes associated emissions of our employees who work from home.

What we've done

- Implemented a collection field in our HR system to understand how everyone travels to work.
- Gathered improved data from our online workforce to understand what energy supplier they use.

What's next

- Identify centres with bike storage facilities for staff members
- Continue to offer railcards as a staff benefit for salaried staff
- Engage with our employees through behavioural change campaigns to support greener travel choices.

Did you know?

22% of our tutors walk to work for their tutoring shift.



What can I do to help?

Small actions all add up in our efforts to reduce the impact of climate change. Here are a few suggestions of what you can do to help.

I'm a supplier

Share plans and progress with us. By working together and sharing key information about our emissions, the faster we can all put plans in place and achieve Net Zero.



I work online

Purchase 100% renewable energy. The more of us that power our homes using renewable energy contracts, the better it is for the planet.



I'm a member in centre

Bring your child's water bottle to Explore. We're trying to reduce the use of single use plastics or paper cups.



I'm a member online

Please remember to switch off your laptop after completing your online session, to conserve energy.



I work in a centre

Avoid driving where possible. Public transport or other low-carbon options help reduce our footprint.



What's next?

We have begun making excellent progress, but we are still at the start of our sustainability journey.



As our company expands, we will remain committed to monitoring our progress and plans against our targets and intensity ratios.



We will continue to calculate our emissions annually and publish these, together with our plans and targets.



Armed with these insights, we will make informed decisions to evolve our plans and remain focussed on our commitment to achieving Net Zero.



The first tuition and EdTech provider to
publicly commit to
achieving Net Zero
by 2050 or earlier.

¹ Methodology Summary

Explore Learning's approach to measure and report on emissions as well as establishing a GHG emissions reduction strategy in line with science-based Net Zero targets is outlined in this section. Explore Learning received advice and support from an independent third-party (FuturePlus) in performing GHG emissions calculations and reduction planning.

Establish an Emissions Baseline

Explore Learning began by establishing a comprehensive emissions baseline that captures all relevant sources of carbon emissions across Scopes 1, 2, and 3 for 2025.

Data Collection and Calculation

Activity data was gathered through internal records, including activity-based or spend-based estimates where needed. Using the Greenhouse Gas protocol methodology, standard emissions factors from recognised sources (DEFRA, Ecoinvent 3.10, Exiobase, etc) were applied to convert activity data into carbon dioxide equivalents (CO₂e).

Reduction Planning

We identified opportunities to reduce emissions through energy efficiency improvements outlined through our ESOS reporting, process improvements, technological improvements, procurement and supply chain initiatives, travel reduction, and behavioural change initiatives. Measures implemented and controlled by Explore Learning as well as actions committed to by external parties were considered. Reduction measures were rated based on confidence in the measure achieving the stated reductions in the desired time frames.

Targets and Reporting

The impact of reduction measures was modelled against international reduction pathways to establish the alignment of Explore Learning's reduction strategy against international targets. Progress will be reported annually.

Review and Continuous Improvement

We recognise that our emissions reduction strategy needs to be iterative, dynamic and constantly evolving. Our strategy will be reviewed regularly and updated as necessary, to reflect new data, evolving standards, new technological advancements as well as any successes and failures in our action plan.