

Carbon Reduction Plan

Table of Contents

1.0	Commitment to Achieving Net Zero
2.0	Baseline Emissions Footprint
3.0	Current Emissions Reporting (2025)
4.0	Carbon Reduction Targets
5.0	Carbon Reduction Initiatives
6.0	Document Control
6.1	Version Control
6.2	Next Review Date
6.3	Document Authorisation

Carbon Reduction Plan

1.0 Commitment to Achieving Net Zero

Talented Training is committed to achieving Net Zero greenhouse gas (GHG) emissions by the year 2040, ahead of the UK Government's national target of 2050.

2.0 Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been emitted in the past. This is the first year that Talented Training is reporting on emissions, so 2025 will serve as our baseline year.

Emissions Scope	Baseline (2025)
Scope 1	0 tCO ₂ e (No owned vehicles or direct fuel combustion)
Scope 2	Estimated minimal tCO ₂ e (Electricity from renewable sources)
Scope 3	Limited: In-house energy-efficient printing only, minimal commuting/business travel, limited procurement impacts.

Note: A full carbon audit will be conducted to quantify Scope 2 and 3 emissions for future reporting.

3.0 Current Emissions Reporting (2025)

Emissions Scope	Emissions (tCO ₂ e)
Scope 1	0
Scope 2	2.692
Scope 3	3.236

4.0 Carbon Reduction Targets

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

- By 2027: Reduce paper usage by 50% through digital-first course delivery.
- By 2030: Achieve 100% remote or hybrid delivery where possible to limit energy and travel impact.
- By 2035: Transition of all equipment procurement to verified sustainable suppliers.
- By 2040: Net Zero emissions achieved across all scopes.

Progress against these targets will be reviewed and reported annually.

5.0 Carbon Reduction Initiatives

Talented Training is already implementing the following initiatives to reduce carbon emissions:

- Digital-first Approach: Increasing use of digital tools and reducing printed materials.
- Remote Learning Delivery: Offering online training sessions to reduce energy and travel-related emissions.
- Energy Efficiency: Operating from buildings powered by renewable electricity and using energy-efficient equipment.
- Low-impact Printing: All printing is done using an in-house energy-efficient photocopier.
- Waste Awareness: Encouraging waste reduction through staff awareness and digital resource distribution.

Future initiatives may include:

- Conducting a formal carbon audit for Scope 2 and 3 emissions.
- Implementing a formal recycling policy.
- Encouraging green procurement and supplier assessments.

6.0 Document Control

Below is the change history and document 'sign off' information.

6.1 Version Control

Record of Amendments		
Version Number	Date of Issue	Detail of Change
V1.0	May 2025	Document created.

6.2 Next Review Date

The next scheduled review of this document will be May 2026 or earlier if there is a need for an additional review.

6.3 Document Authorisation

Document Authorisation		
Name and Position	Signature	Date
Laura Jambawai Quality and Adult Skills Lead	LJambawai	28 May 2025