Carbon Reduction Plan

For MKC Training Limited

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Created by: Positive Planet

MKC TRAINING

positive planet

Our Net Zero Commitment

MKC Training Limited is committed to achieving Net Zero emissions by 2050.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as "science-based" when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets.

Our near-term targets:

- Reduce scope 1 and 2 emissions by 42% by 2030.
- To procure 100% renewable energy by 2050.
- Reduce Scope 3 emissions by 42% currently by 2030.
- Measure all scope 3 categories by 2030.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2050.
- Neutralise any residual emissions using verified carbon offsets by 2050.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

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Our Carbon Footprint

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. We have chosen to set our baseline year as Sept 2024 – August 2025.

Baseline Year: Sept 2024 -August 2025	
The current reporting year (Sept 2024 – August 2025) is the first year that MKC training have measured and reported their carbon footprint and will serve as the baseline year for future measurements.	
Emissions	**Total (tonnes CO_2e)**
Scope 1: includes on site gas and company vehicles	499.03
Scope 2* Electricity	Market-based: 165.02 Location-based: 165.02
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water	796.70
Total Emissions*	**Market-based: 1460.74** **Location-based: 1460.74**

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*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

Carbon Intensity Metrics

Baseline year: 2024-2025	Carbon intensity metric
Employees (tCO_2e per FTE)	5.77
Revenue (tCO_2e per £m)	64.21

Based upon 252 FTEs (full-time employee equivalents). We are using market-based emissions to calculate our intensity metrics.

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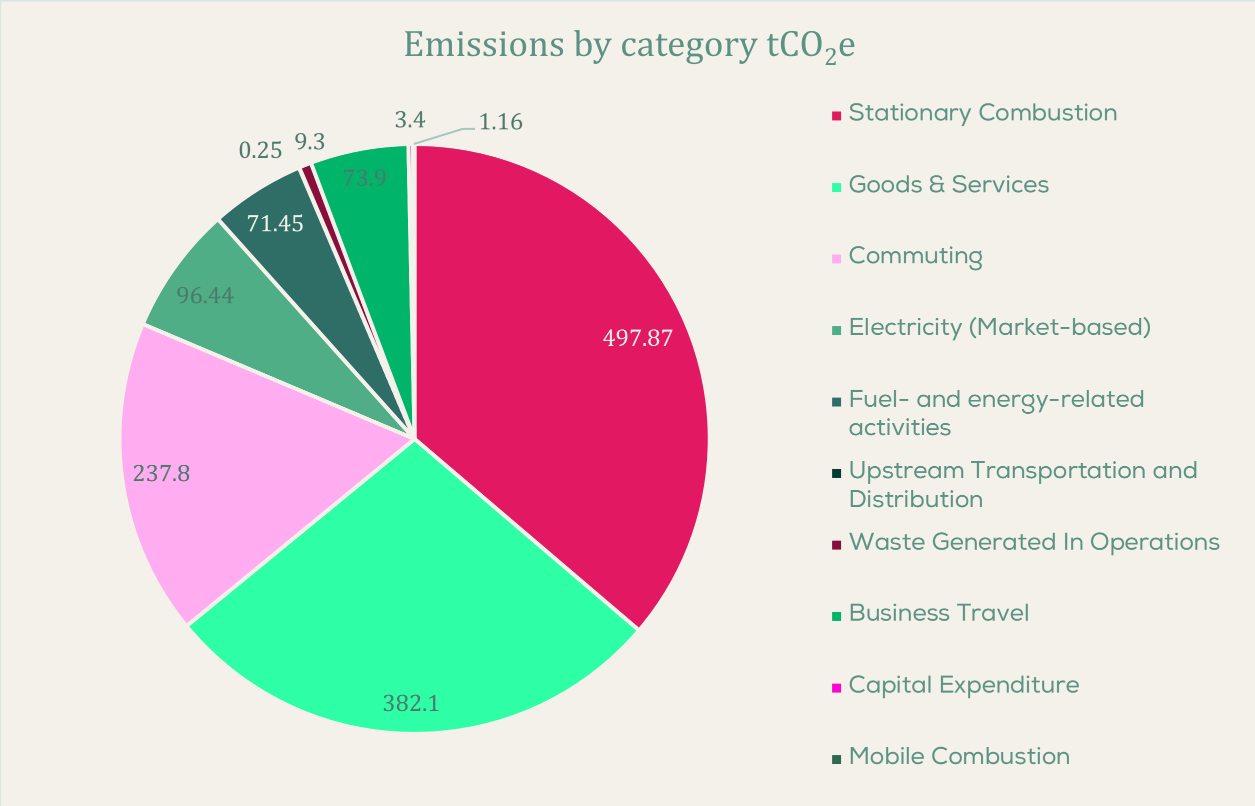
Carbon Emissions Breakdown



The largest contributor to emissions is stationary combustion, primarily from gas usage on site, totalling 497.87 tCO2e. The TTG Workshop is the most significant source within this category, contributing 452.62 tCO2e, reflecting its size and operational demands.

The second largest contributor is purchased goods and services, accounting for 382.1 tCO2e. This category relates to emissions generated through the operational running of MKC Training and includes high-impact areas such as office repairs, alterations and decorating (84.47 tCO2e), as well as services from Head Office and consultancy activities (78.37 tCO2e).

Commuting contributed 237.78 tCO_2e, reflecting emissions from employee travel to and from work, as well as emissions from energy use whilst working from home. Business Travel was the third largest contributor to emissions, and this included 73.9 tCO2e and included emissions from hotels, flight, and vehicles. This data was submitted as spend, for the next reporting period the data quality will be higher and will include distances and mileage.

**Fuel- and Energy-Related Activities emissions are those that occur upstream of energy use. In the other energy use categories, e.g. business travel, we are accounting for the generation of electricity used or the combustion of fuels used. But these calculations do not consider the other emissions that occur, e.g. the generation emissions of electricity lost in the transmission and distribution system or the well-to-tank (extraction, processing and transportation) emissions of fuels. To ensure we are measuring our full impacts, we have included these emissions for all scope 1, scope 2 (mandatory) and upstream scope 3 (optional) energy use activities.*

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Our Targets.

MKC Training Limited is committed to achieving Net Zero emissions by 2050.

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- Reduce scope 1 and 2 emissions by 42% by 2030.
- To procure 100% renewable energy by 2050.
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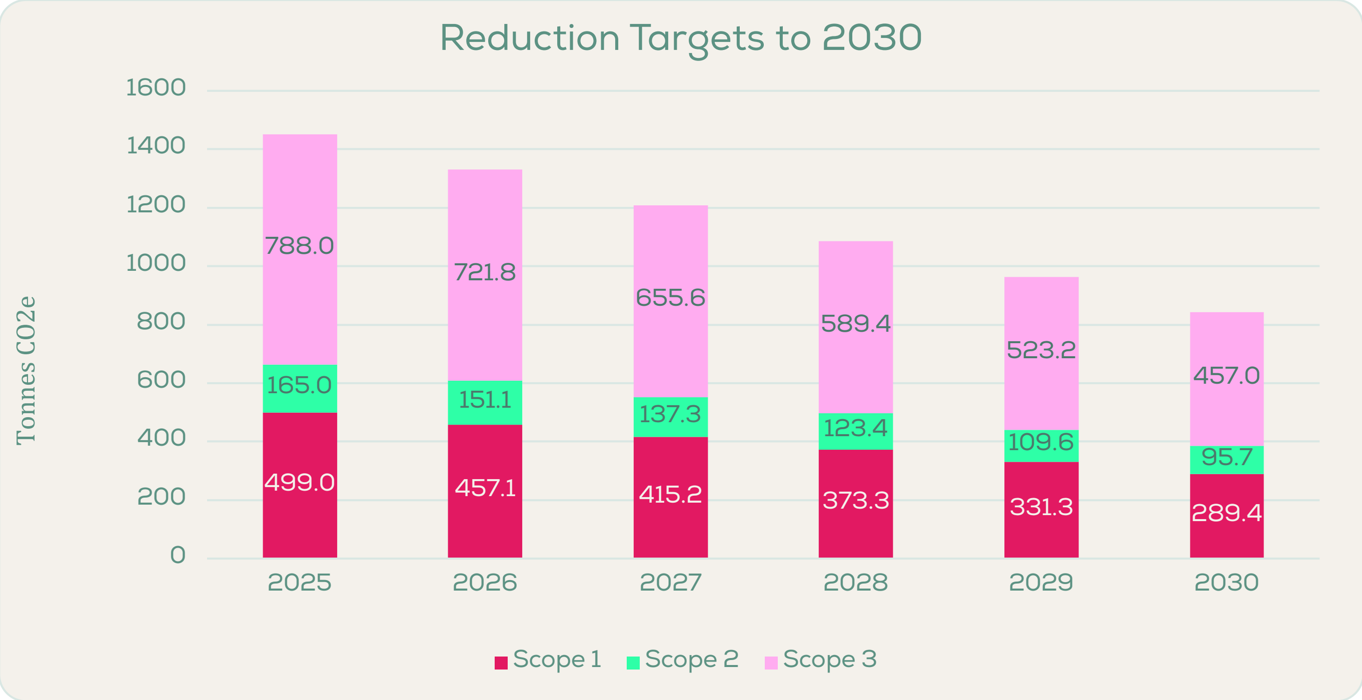
- Measure all scope 3 categories by 2030.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2050.
- Neutralise any residual emissions using verified carbon offsets by 2050.



The graph above outlines our targets to 2030. In order to achieve our near-term targets, we will need to reduce our scope 1, market- based scope 2 and scope 3 emissions by 8.4% each year. This is an annual scope 1 reduction of 41.92 tCO_2e, a market-based scope 2 reduction of 13.86 tCO_2e and a scope 3 reduction of 66.19 tCO_2e. Transitioning to a 100% renewable energy tariff by 2030 would reduce market-based Scope 2 emissions to zero. However, as the site is owned by the MOD, the ability to implement this change is dependent on their approval and procurement processes.

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Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2026	1,2,3
Created a Green Team to lead initiatives. This team has been made up of members from different departments to support the roll out of initiatives and management of data, this includes sharing and collaborating throughout the organisation.	2026	1,2,3
Carbon Literacy Training delivered by Positive Planet and completed by 15 of MKT Limited including managers across the team.	2026	1,2,3
LED lighting has been implemented across all sites as part of a wider commitment to improving energy efficiency.	2025	1,2,3
An Employee Network Group has been established bringing together engaged staff members who are committed to supporting sustainability goals. This group will meet regularly to develop, coordinate, and implement a range of carbon reduction initiatives across the organisation. Their activities may include promoting low-carbon practices, encouraging behavioural change, and supporting wider environmental campaigns.	2026	1,2,3
Energy wardens have been appointed onsite to carry out termly monitoring of energy usage across the facility. Their role involves regularly reviewing consumption data, identifying areas of inefficiency, and ensuring that energy-saving measures are being effectively implemented.	2026	2
Started the transition to move company vehicles away from diesel to electric vehicle with one purchased so far.	2026	1

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Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Reduction Plans – Scope 1 & Scope 2				
Activity No.	**Activity**	**Target Date**	**% Reduction Target**	**Category**
1	Encourage the landlord/management company at the office to procure a 100% renewable electricity tariff. This change will reduce **market-based** emissions (from chosen tariff) from the office to 0 tCO_2e.	2025-2050	100% (market-based)	Purchased Electricity
2	Total **location-based** electricity emissions (National Grid energy mix) are still 165.02. tCO_2e so there is an opportunity to reduce energy use. The Employee Network Group will implement behaviour change initiatives within the workplace for reduction of emissions, including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate across all sites. The energy wardens will continue their work, with high-level monitoring of energy use playing a key role in identifying further pinch points and areas for improvement and consider installing smart metres. By consistently reviewing energy consumption data, they can highlight trends, detect inefficiencies, and prioritise actions where the greatest impact can be achieved	2027-2030	20% (location-based)	Purchased Electricity

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3	In the future, to completely reduce market and location-based energy emissions to zero, install on-site renewable energy generation technologies such as solar PV panels, solar heating, heat pumps (following an energy audit to assess feasibility and payback periods), to generate 100% of heating and energy demand. Consider removing on-site stationary combustion (gas) heating. Look into various government grants that might support the MOD to move away from gas on site in the future. If the UK Grid is 100% powered by renewable energy before this point, your Scope 2 location-based (and market-based) electricity emissions will already be zero. You would still need to consider gas emissions unless removed (or better technology is available).	2040	100% (location and market-based)	Stationary Combustion Purchased Electricity
4	**Conduct a review of company vehicles** to outline a strategy for company vehicle electrification: - determine which vehicles to electrify first, dependent on which vehicles are used most, which vehicles are most polluting, and which vehicles are oldest. - determine if fleet size can be reduced by using active transport (such as using e-bikes or e-cargo tricycles for shorter use cases). - determine a timeframe for vehicle electrification and commit to this.	2026 - 2028	100%	Mobile Combustion Purchased Electricity (EVs)

Based upon the above completed and planned initiatives, it is projected that Scope 1 & 2 carbon emissions will decrease by 42% by 2030.

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We also aim to implement the further initiatives below to reduce Scope 3 emissions:

Reduction Plans – Scope 3				
Activity No.	Activity	Target Date	% Reduction Target	Category
1	**Commit to improving the quality of data in the next reporting year**. For business travel, implement processes to better capture detailed expenses data, particularly for rail travel, including start and end locations, number of tickets booked, and whether journeys are return trips. For hotel stays, ensure that relevant information is collected, such as location, number of nights stayed, and number of rooms booked. Ensure that this is then collected regularly throughout the year.	2028	20	Business Travel
2	**Collect and improve commuting data responses for the next reporting period.** Analyse data to identify key trends, high-emission travel behaviours, and opportunities for improvement Use findings to inform sustainable travel initiatives (e.g. cycling schemes, public transport incentives, carsharing) Share key insights with stakeholders to support decision-making and carbon reduction planning.	2028	20	Commuting
3	**Commit to measuring the remaining downstream Scope 3 categories,** meaning that year's carbon emissions measurement will be a full picture of MKC Training Limited. Currently, the largest missing categories are downstream leased assets, meaning that once these are measured, reduction activities targeted at these categories will be able to be created.	2028	10	Downstream Leased Assets Product emissions Franchises Investments

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4	**Continue training and engagement for employees and the management team. Next steps consider training for the Employee Network committee.** On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.	2026-2028	2.5 - 7.5%	Commuting & Home Working Business Travel
5	**Implement a Sustainable Procurement** Policy and share with top suppliers. Encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms.	2026 - 2028	20%	Purchased Goods & Services
6	**Commit to a Sustainability Survey** to request further information regarding credentials – Plan to send these to the top 10 suppliers by spend. This data collection will support reduction journey by gathering important data for future measurements & encourage supply chain integration towards Net Zero. Complete this audit within two phases: 1. Identify suppliers for engagement 2. Formulate and collect data (survey/scoring) Once completed prioritise suppliers with lower carbon footprints as part of the above phased approach. This may also involve purchasing second hand/refurbished (furniture, IT equipment) and extending the lifespan of purchased items. Develop and monitor procurement policy for all new suppliers to align to Net Zero goals.	2026 - 2027	20%	Purchased Goods & Services
7	**Review logistics partners/couriers and utilise the above Sustainable** Procurement Policy. Work with providers to gather their emissions data, and/or switch to lower-carbon providers.	2026 - 2028	20%	Upstream Distribution Downstream Distribution

	Prioritise purchasing from local suppliers to limit delivery mileage.			
8	**Develop and implement a Sustainable Travel Policy** to support environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate. Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes, such as bike to work or car sharing opportunities. Utilise the emissions travel hierarchy: - Digital communication - Walking and cycling - Public and shared transport - EV's and car sharing/clubs - ICE vehicles and car sharing/clubs - Air travel	2026	15%	Business Travel Commuting
9	**Consider creative ways to engage** and support the staff to influence behaviour change to travel. Encourage the Employee Net Work Group to promote the cycle to work scheme and think about ways to offer train discounts and car sharing platforms as well installing EV charging points on site. Examples include setting an internal organisation carbon credit scheme (limit that to a number of tCO_2e per year),	2026-2027	15%	Business Travel Commuting
10	**Review and update the MK Training Sustainability page** on the website. Showcase the achievements so far and actions for the future.	2026-2027	All categories	Waste

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Declaration and Sign Off

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

This Carbon Management Plan has been reviewed and approved by MKC Training Limited Executive Team.

Signed on behalf of MKC Training Limited

Name: Peter Cox

Position: Commercial & Business Services Director

Date: 01/07/2026

1 https://ghgprotocol.org/corporate-standard

2 https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

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