

Carbon Reduction Plan



Cabinet Office

Organisation name: PeoplePlus Group Limited ('PeoplePlus')

Publication date: February 2026

Commitment to achieving Net Zero

PeoplePlus is committed to achieving Net Zero emissions from its UK direct operations by 2050.

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.

Baseline Year: 2022	
Additional Details relating to the Baseline Emissions calculations.	
PeoplePlus has previously reported that 2019 will be used for the purposes of Baseline Emissions reporting. In recent years our reporting capabilities have improved and matured, and our continuous improvement plan and commitment to accurate reporting will mean that the quality of our data continues to strengthen, and the coverage of our data will broaden. 2022 was the first year PeoplePlus reported on Scope 1, Scope 2, and some Scope 3 emissions, and therefore the 2022 reporting year is considered to be a better baseline for future years to be measured against.	
Baseline Year Emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	142.25
Scope 2	370.62
Scope 3	233.94
Carbon Offsetting	(233.94)
Total Emissions	512.87

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Current Emissions Reporting

Reporting Year: 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	90.88
Scope 2	69.81
Scope 3	3044.29
Carbon Offsetting	40.98
Total Emissions	3204.98

Emissions Reduction Targets

In 2023, PeoplePlus projected that our reported carbon emissions would increase significantly in the coming years as we deploy additional capabilities within the business to monitor carbon emissions, specifically in relation to some additional Scope 3 Categories. PeoplePlus conveyed an initial spike in reported emissions during 2024 and has now recorded an additional increase with total emissions rising from 2,248.25 tCO₂e in 2024 to 3204.98 tCO₂e in 2025. These increases are due to an improvement in reporting methods of Scope 3 emissions, and as a result of significant business growth within the reporting year.

In 2025 PeoplePlus commenced delivery of 3 large contracts which has enlarged our estate and raised our staffing numbers. The new contracts consist of education services in HMP Millsike (Private Prison), the Scottish Prison Service (SPS) (including delivery within 16 prisons across Scotland) and growth of our existing education delivery in English Prisons, including 9 additional sites. This has had a direct impact on our Scope 3 reporting in both Category 4 (Business Travel) and Category 5 (Employee Commuting).

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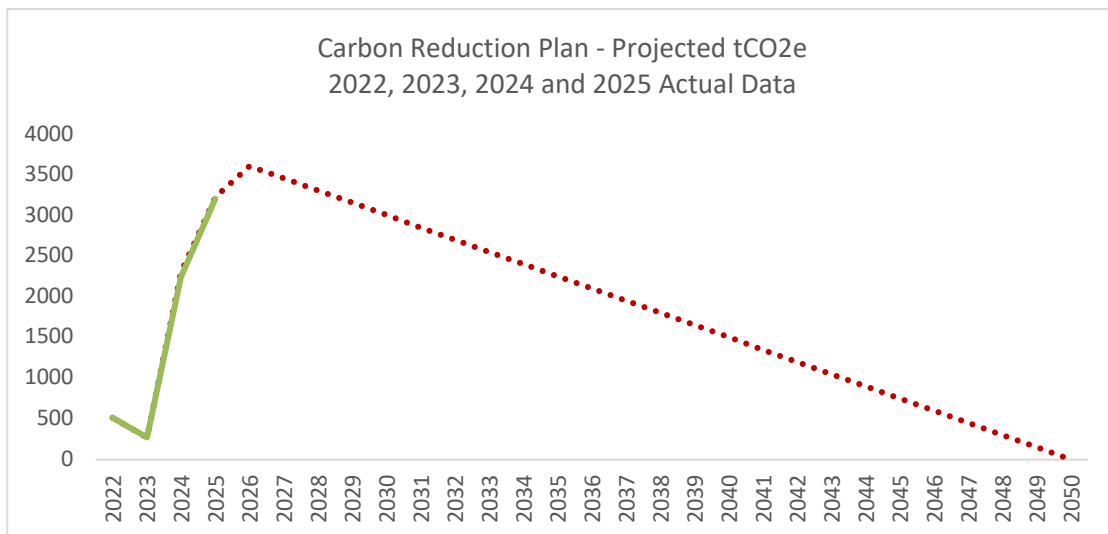


The geography of PeoplePlus’s new Scottish sites has contributed to an increase in business travel as more flights have been booked than in previous years to enable existing staff based in England and Wales to visit and implement delivery. Of the 24 flights taken in 2025, at least 19 of them were either to or from a Scottish city. For the same reason, rail travel has also seen a rise as staff are required to travel further than in previous years to accommodate visiting Scottish sites along with other new sites in our estate. To demonstrate the additional travel required, all pins above the red line shown in the adjoining map are new delivery sites in Scotland.

The change that has had the most impact on PeoplePlus’s reported emissions is the staffing numbers. As a direct result of the new contracts launched in 2025, PeoplePlus has seen an 18% staff increase with almost 300 staff joining our organisation. In 2024 PeoplePlus conducted an employee homeworking and commuter survey that allowed us to calculate our carbon emissions for Category 7 emissions. We have used these figures and included all new staff to recalculate our 2025 emissions. The calculation to include data for these additional staff has increased our emissions in Category 7 by over 700 tCO₂e for 2025. It is PeoplePlus’s intention to launch a new survey in 2026 to refresh these figures accurately and use this to report on in 2026’s report.

Lastly, Scope 1 reporting has increased slightly due to an additional site (Ebbw Vale) in our estates inventory that now relies on Gas.

Due to PeoplePlus’ growth, and it’s expected growth in coming years, alongside increased capabilities in reporting methods, PeoplePlus is expecting our emissions total to increase further before it starts to fall. With this in mind, PeoplePlus have forecasted a slight increase in emissions in 2026 with an approximate 4% year-on-year reduction in total emissions in the following years. This will be achieved through various initiatives and carbon reduction projects as detailed within this plan.



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Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2022 baseline.

- Achievement of ISO14001 in 2022 and maintained in all subsequent years
- Environmental objectives set and achieved in 2022, 2023, 2024 and 2025.
- Reductions in business vehicle/car mileage each year between 2022 and 2025.
- Carbon offsetting arrangements introduced into the business from 2022.
- Utility supplier targeting (energy from renewable sources) initiatives commenced from 2023.
- Recycling initiatives established across the business.
- Waste management controls established across the business.
- Production of a ESG Report
- Research into climate scenarios and long-term business resilience planning has started.

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

- Continued refreshing of environmental objectives and publishing/promoting within the business.
- Continued efforts to maximise recycling arrangements across the business.
- Continued strengthening of Scope 3 reporting capabilities/arrangements.
- Continue 'making the switch' to renewable energy sources for our offices in the UK.
- Maintain our ISO 14001 Certification.
- Creating an Environmental focus with staff by launching Environmental focus sessions throughout the business

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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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Organisation:

Suzie Brayshaw

Date: 17th February 2026

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

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

³ <https://ghgprotocol.org/standards/scope-3-standard>