



GroupEd Limited – Carbon Reduction Plan

Publication Date: January 2026

Company Registration: GroupEd Limited (Company No. 10416481)

Website: www.grouped.org.uk

This Plan should be read in conjunction with our Environmental Policy

1. Commitment to Achieving Net Zero

GroupEd Limited is committed to achieving **Net Zero greenhouse gas (GHG) emissions by 2035**. We recognise the urgent need to reduce carbon emissions and support the UK's climate goals, and pledge to implement meaningful actions that drive down our environmental impact across our operations and value chain.

This Carbon Reduction Plan has been prepared in line with **government guidance on Carbon Reduction Plans (PPN 06/21)** and follows the principles of the **Greenhouse Gas (GHG) Protocol** for carbon accounting.

2. Baseline Emissions Footprint

Baseline Year:

Financial year **2024–2025**

Emissions Boundaries:

Scope 1: Direct emissions under our control

Scope 2: Indirect emissions from purchased energy

Scope 3 (selected categories): Business travel, employee commuting, upstream transportation and distribution, waste

Baseline Emissions (tCO2e) *(Estimated until detailed inventory is completed)*

- **Scope 1:** 0 tCO2e
- **Scope 2:** Electricity (offices & cloud services) estimate
- **Scope 3:** Business travel, commuter travel, cloud infrastructure emissions, waste

Note: As a cloud-based software provider serving schools with a remote-first team, direct Scope 1 emissions are minimal. The majority of our footprint is expected from

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05/01/2026	Cerys Furlong	05/01/26	15/12/26



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remote working energy use, employee travel, cloud computing infrastructure and outsourced services.

3. Current Emissions Reporting

Our current emissions profile will be established by reporting and measuring:

- Electricity consumption in any office spaces
- Employee commuting patterns
- Business travel (including supplier travel)
- Emissions from cloud servers where measurable
- Waste management data

We plan to publish detailed Scope 1–3 emissions data in our next annual update.

4. Emissions Reduction Targets

To track progress towards Net Zero, GroupEd commits to the following targets:

- **By 2027:** 30% reduction in overall emissions from the 2024–25 baseline
- **By 2030:** 60% reduction
- **By 2035:** Achieve Net Zero emissions

We will review and update these targets annually to reflect improvements in measurement and organisational growth.

5. Carbon Reduction Projects & Initiatives

To achieve our targets, GroupEd will implement the following initiatives:

5.1 Operational Efficiency

- Adopt energy-efficient practices for remote work (guidance and incentives for low-energy home office setups)
- Consolidate any physical office space to highly efficient premises
- Re-evaluate cloud infrastructure usage and adopt carbon-efficient providers where possible

5.2 Travel & Commuting

- Encourage reduced business travel through virtual meetings
- Promote public transportation, cycling and low-emission commute subsidies for staff

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5.3 Cloud and Digital Infrastructure

- Assess and optimise cloud computing emissions through:
 - Regional data centre selection with lower carbon intensity
 - Rightsizing instances and utilisation
 - Scheduling non-critical workloads to energy-efficient times

5.4 Waste & Recycling

- Introduce recycling processes for any office hardware or supplies
- Improve tracking of waste from company-related events

5.5 Employee Engagement

- Appoint internal Sustainability Champions
- Training and awareness programmes on emissions reduction behaviours

5.6 Supplier Engagement

- Request carbon data from major suppliers
- Encourage green procurement practices

6. Future Actions

GroupEd will:

- Publish a **full detailed annual carbon inventory** including Scope 1–3 emissions
- Improve measurement methodologies for cloud emissions in collaboration with service providers
- Seek third-party verification of emissions reporting and reduction progress
- Align future updates with evolving UK government guidance on carbon reporting

7. Governance & Responsibility

Responsibility for delivering this plan sits with the **Leadership Team and Board of Directors**. Progress on targets, carbon monitoring, and reduction actions will be reviewed **quarterly** and reported in an annual sustainability update.

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8. Declaration and Sign Off

This Carbon Reduction Plan has been prepared in accordance with government standards and reporting requirements for Carbon Reduction Plans. Emissions have been assessed using recognised methodologies (e.g., GHG Protocol), and reduction measures have been developed to drive continual improvements.

Signed on behalf of GroupEd Limited:

Cerys Furlong

Director or CEO

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