



Reviewer: Executive Team

Version: 3

Review date: 12/11/2025

Next reviewed: 10/11/2026

Document Number: GOV-016-R3

Carbon Reduction Plan

Applicability

This policy applies to all divisions, subsidiaries, departments, and associated organisations within Twin Group. It is binding on all employees, contractors, and stakeholders engaged in activities on behalf of the Group, regardless of business unit or location. All members of the Group are expected to adhere to the principles, standards, and requirements set out herein.

Supplier name: Twin Training International Ltd

Publication date: 12th November 2025

Plan Version: V3 (supersedes V2 published November 2024)

Organisational Coverage

This Carbon Reduction Plan applies to the entire **Twin Training International Group of Companies**, including its subsidiaries and associated entities:

- **Twin Training International Ltd** (UK Reg No. 03118260)
- **E-Training Ltd** (UK Reg No. 04439071)
- **Third Sector Consortia Management LLP (3SC)** (UK Reg No. OC347365)

The commitments, governance arrangements, and reporting processes described in this plan apply across all operations, offices, and services delivered by these entities within the United Kingdom.

Emissions are measured and reported collectively, with shared accountability under the Group's **ISO 14001:2015-certified Environmental Management System**.

Commitment to achieving Net Zero

Twin Training International Ltd is committed to achieving Net Zero greenhouse gas emissions by 2037.

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 (1 st January 2022 – 31 st December 2022)	
Additional Details relating to the Baseline Emissions calculations.	
The baseline year covers the period 1 January 2022 to 31 December 2022, which represents Twin Training International's first full year of carbon emissions reporting. Baseline data has been compiled in accordance with the Greenhouse Gas (GHG) Protocol Corporate Standard and the UK Government Greenhouse Gas Reporting Conversion Factors (published by the Department for Energy Security and Net Zero – DESNZ). The baseline includes Scope 1 (direct), Scope 2 (energy indirect), and a material subset of Scope 3 (value chain) emissions. Calculations were based on available consumption data, supplier information, and verified conversion factors, establishing the reference point for future reduction targets.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	4.04
Scope 2	35.96
Scope 3 (Included Sources)	188.0
Total Emissions	228.00

Current Emissions Reporting

Reporting Year: 2024/2025 (covering 1 st July 2024 – 30 th June 2025)		
EMISSIONS	2023/24 (tCO ₂ e)	2024/25 (tCO ₂ e)
Scope 1	3.23	2.70
Scope 2	28.77	24.10
Scope 3 (Included Sources)	169.96	143.20



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Total Emissions	201.96	170.00
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Emissions reduction targets

Twin will continue to reduce absolute emissions in line with its commitment to Net Zero by 2037.

Financial Year	Total tCO ₂ e (Target)
2024/25	170
2025/26	155
2026/27	140
2027/28	125
2028/29	110
2030/31	90
2033/34	50
2037/38	Residual ≈ 5

Targets reflect continued operational efficiencies, energy decarbonisation, and supplier engagement on Scope 3 emissions.

Carbon Reduction Projects

Completed / In-Place Measures (since 2023)

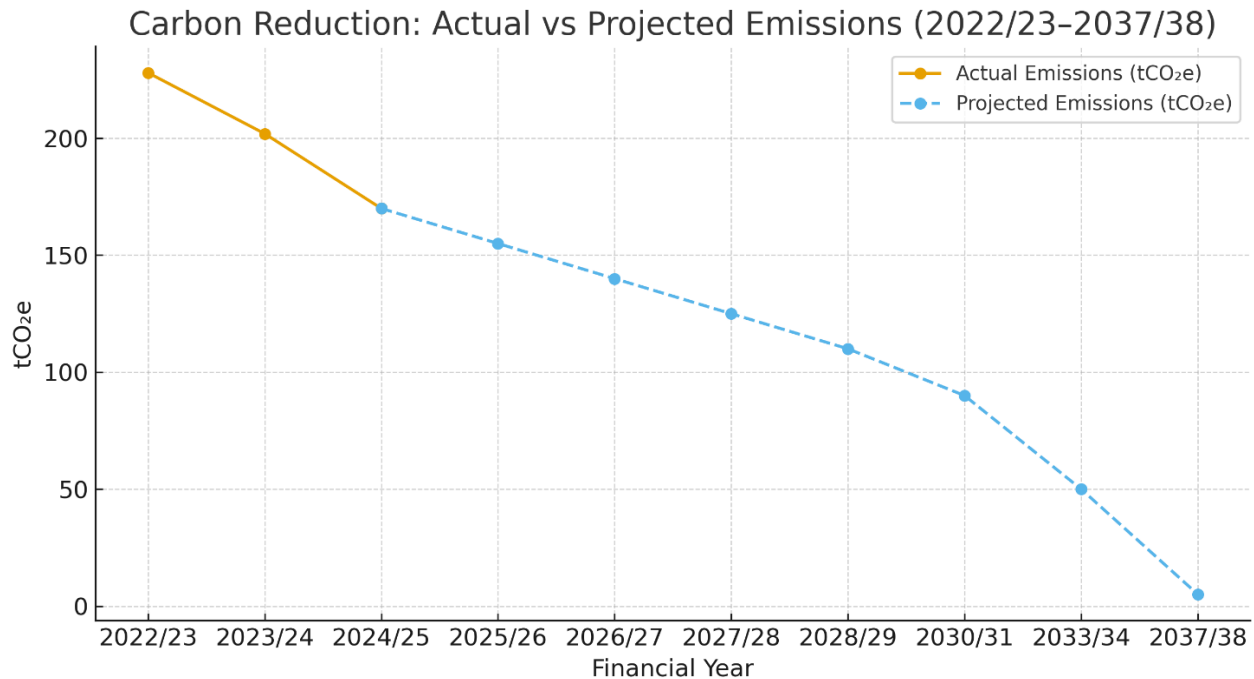
- **ISO 14001:2015 certification achieved (2025)** and embedded across all Group entities.
- Energy efficiency: LED lighting, occupancy sensors, server rationalisation.
- ICT and print: paperless processes and power management policies.
- Travel reduction: virtual-first meetings and public transport promotion.
- Waste management: segregated recycling and WEEE-compliant disposal.
- Staff engagement: green champions and awareness campaigns.

Planned / Ongoing Measures (2025–2028)

- Increase renewable electricity through REGOs or PPAs.
- Expand Scope 3 supplier engagement and hybrid delivery models.
- Introduce annual carbon budgets per department.
- Improve supplier data accuracy and reporting methods.
- Develop high-quality carbon removal strategy for residual emissions by 2037.
- Increase staff awareness of sustainability through training and communications.
- Continue to enable an environmentally safe working environment across all Group sites.

Carbon Reduction Progress Chart

The chart below illustrates Twin Training International Group's actual and projected carbon emission reductions from **2022/23 to 2037/38**.



Governance, Standards and Methodology

- **Standards:** GHG Protocol Corporate Standard; Corporate Value Chain (Scope 3) Standard.
- **Factors:** UK Government Greenhouse Gas Reporting Conversion Factors (published by DESNZ).
- **SECR:** Scope 1 and 2 reported under SECR; Scope 3 in line with PPN 06/21.
- **EMS:** ISO 14001:2015 certified (2025); annual audits and management review.
- **Assurance:** Internal QA and Board oversight with progressive external verification as data matures.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with **PPN 06/21** and associated Government guidance.

It has been reviewed and approved by the **Twin Group Board of Directors** and applies to all Group entities listed above.



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Signed on behalf of Twin Training International Ltd:

A handwritten signature in black ink, appearing to read "Caroline Fox", with a stylized flourish at the end.

Caroline Fox, CEO

12th November 2025

References

1. [GHG Protocol Corporate Standard](#)
2. [UK Government Conversion Factors \(DESNZ\)](#)
3. [GHG Protocol Scope 3 Standard](#)