

Carbon Reduction Plan

2025

**BE THE EXPERT
BE THE CUSTOMER
BE THE FUTURE**



Carbon Reduction Plan

Supplier Name: **Baltic Training Services**

Publication Date:

Commitment to achieving net zero

Baltic Training Services is committed to achieving net zero emissions by **2045**

Baseline Emission 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: 2024 (01/08/2023 - 31/07/2024)

Additional Details relating to the Baseline Emissions calculations

Reported emissions have increased significantly from the base year (2024) to the current reporting year (2025). The primary reason for this is, rather than an increase in carbon intensity, data gathering has been far more comprehensive and accurate with the introduction of new processes to ensure all activities are recorded across all relevant emissions categories. It is anticipated that, with these processes in place, emissions will show a downward trend in coming years.



Baseline Year Emission

Emissions	Category	Total (tCO ₂ e)
Scope 1	-	1.41
Scope 2	-	2.40
Scope 3 (Included Sources)	Upstream Transportation and Distribution	N/A
	Waste generated in operations	0.01
	Business Travel	12.52
	Employee Commuting	256.88
	Downstream Transportation and Distribution	N/A
	Scope 3 Subtotal	269.42
Total Emissions		273.22

Scope 3	Upstream Transportation and Distribution	This category does not apply to our business, as we are a training provider company
	Downstream Transportation and Distribution	This category does not apply to our business, as we are a training provider company

Current Emissions Reporting

Reporting Year: 2025 (01/08/2024 - 01/08/2025)

Emissions	Category	Total (tCO ₂ e)
Scope 1	-	178.26
Scope 2	-	14.41



Emissions	Category	Total (tCO ₂ e)
Scope 3 (Included Sources)	Upstream Transportation and Distribution	N/A
	Waste generated in operations	0.02
	Business Travel	7.48
	Employee Commuting	197.08
	Downstream Transportation and Distribution	N/A
	Scope 3 Subtotal	204.58
	Total Emissions	397.26

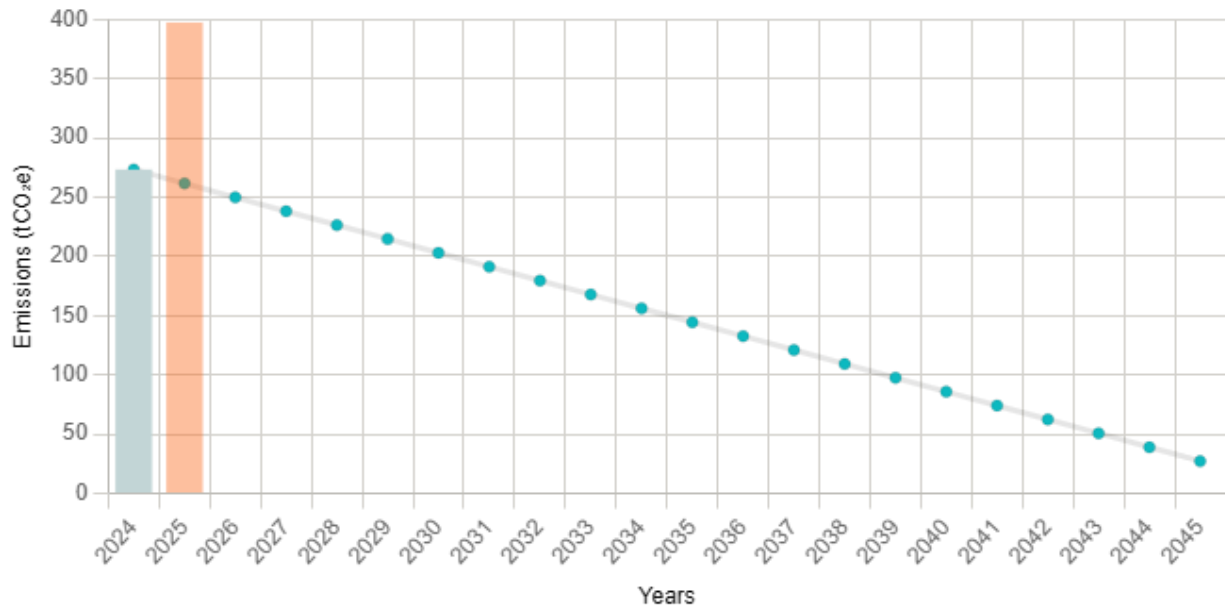
Scope 3	Upstream Transportation and Distribution	As a service based business, no goods or materials are sent to site.
	Downstream Transportation and Distribution	As a service based business, no goods or materials are transported or distributed from site

Emissions Reduction Targets

In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease to 211.20 tCO₂e by 2030. This is a reduction of 25.20%.

Progress against our net zero target can be seen in the graph below:



Carbon Reduction: Projected Vs. Actual

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2024 baseline. The carbon emission reduction achieved by these schemes equate to -124.04 tCO₂e, a -45.40% reduction against the 2024 baseline and the measures will be in effect when performing the contract.

- LED Lighting - Baltic Apprenticeships has implemented LED lighting throughout its premises to improve energy efficiency and reduce electricity consumption. This contributes to lower Scope 2 emissions and supports delivery of our Carbon Reduction Plan.
- Solar PV - Baltic has installed 194 solar panels at its premises, generating on-site renewable electricity and reducing reliance on grid energy. This investment plays a key role in lowering Scope 2 emissions and supports our Net Zero ambition.
- EV Charging - Baltic operates a fully electric company car policy supported by on-site EV charging infrastructure, enabling low-emission business travel and supporting staff in transitioning to electric vehicles.
- Behavioural Change - Baltic embeds behavioural change through a digital-first delivery model, sustainable travel policies and active staff engagement. Car sharing, reduced travel and low-carbon commuting options are actively promoted, with oversight provided through our Sustainability Committee.



- Value Chain – Waste - Baltic takes a structured approach to waste reduction across its value chain, prioritising reduction, reuse and recycling. Waste is managed through segregated recycling streams, and IT equipment is refurbished and redistributed to ensure zero landfill while supporting digital inclusion.
- Supplier (Responsible Procurement) - Baltic works with suppliers that demonstrate responsible environmental practices, including green energy providers and specialist recycling partners. Supplier selection supports recycling, landfill diversion and reduced carbon impact.
- Cycle to Work - Baltic operates a cycle to work scheme to encourage low-carbon commuting and healthier travel choices for staff, contributing to reduced emissions from commuting.
- Zero Waste to Landfill - Baltic achieves zero waste to landfill for IT equipment through refurbishment and redistribution, alongside comprehensive recycling arrangements for wider waste streams.
- Lifecycle (Whole-Life Approach) - Baltic adopts a lifecycle-based approach by prioritising energy-efficient assets, extending the life of equipment through refurbishment and reducing resource use through digital delivery and paperless systems.

Future carbon reduction initiatives

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

Implementation Timescales

While the implementation timescale has been selected as within the next 12 months for each objective, these measures are already in place and operational. The 12-month timeframe reflects our planned enhancement, optimisation and strengthening of existing initiatives, including improved monitoring, expanded capacity, deeper supplier engagement and more formalised processes, rather than first-time implementation.

- LED Lighting - Over the next 12 months, we will continue to monitor energy usage to identify further efficiency opportunities and ensure LED lighting upgrades are embedded into future facilities and refurbishment plans, supporting ongoing reductions in energy demand.
- Solar PV - Over the next 12 months, we will continue to monitor solar generation performance and explore further renewable or low-carbon technology opportunities as part of our longer-term environmental management pathway.
- EV Charging - Over the next 12 months, we will review EV charging capacity as demand evolves and continue to promote electric vehicle adoption as part of our sustainable travel strategy.



- Behavioural Change - Over the next 12 months, we will strengthen staff awareness activity, improve capture of behavioural impact data and further embed sustainability considerations into day-to-day operational decision-making.
- Value Chain – Waste - Over the next 12 months, we will work more closely with suppliers to reduce waste at source, improve data capture across waste streams and identify additional opportunities to support circular economy principles.
- Supplier (Responsible Procurement) - Over the next 12 months, we will strengthen sustainability considerations within supplier review processes and explore more formal approaches to setting environmental expectations as our environmental management approach matures.
- Cycle to Work - Over the next 12 months, we will continue to promote the scheme alongside wider staff engagement activity to increase uptake where cycling is a viable alternative.
- Zero Waste to Landfill - Over the next 12 months, we will maintain zero-landfill outcomes for IT equipment, improve tracking of landfill diversion rates and explore further opportunities to minimise residual waste.
- Lifecycle (Whole-Life Approach) - Over the next 12 months, we will further embed whole-life considerations into procurement and asset decisions, supported by improved monitoring to drive continuous improvement and carbon reduction over time.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 (where required), 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 Supplier:

B. Gavin

Director of People Growth & Culture

Date: 13/02/2026

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>