TurnITon

Environment & commitments

Carbon reduction plan 2025–26

Commitment to achieving Net Zero

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Year April 2021 to March 2022 is TLG TurnITon's baseline year.

TLG TurnITon is committed to achieving Net Zero emissions by 2050. During April 2022 to March 2023, TurnITon began developing the systems needed to compare emissions year on year, including updates to timesheet reporting for employee commuting and a wider range of transport modes. The Carbon Reduction Plan was also prepared for publication on the company website.

During April 2023 to March 2024, TurnITon developed its reporting of employee commuting and published its Carbon Reduction Plan and results online.

During April 2024 to March 2025, TurnITon became part of Transforming Learning Group (TLG) and contributed to the group's work towards B Corp accreditation.

During 2025–26, TurnITon experienced operational growth and continued to improve the completeness and accuracy of its emissions data. The reported position now includes fuller employee commuting data and reflects increased business mileage. These changes provide a more comprehensive view of the organisation's emissions but reduce direct comparability with the original baseline.

Baseline Emissions Footprint

The 2021–22 reporting year remains TurnITon's emissions baseline. Baseline emissions provide the reference point against which future emissions and carbon-reduction progress are assessed. The original baseline information is retained in Annexe A.

During 2025–26, TurnITon reviewed the relevant Scope 3 categories and reported those applicable to its operations in the table below.

Current Reporting Year: April 2025 – March 2026

Reporting Year: April 2025 – March 2026	
Emissions	TOTAL EMISSIONS IN $kgCO_2e$ AND TONNES CO_2e USING UK GOVERNMENT GHG CONVERSION FACTORS 2025
Scope 1	Company-owned and leased combustion vehicles, including installers' vans – 110,339 $kgCO_2e$ Fuels – not applicable Bioenergy – not applicable Refrigerant and other – not applicable Freight and goods-delivery vehicles – not applicable; installers' vans are reported above as company vehicles SECR kWh pass & delivery vehs – not applicable Total Scope 1 – 110,339 $kgCO_2e$ = 110.3 tonnes CO_2e

Scope 2	Electricity supplied to the PR and Witney offices through renewable energy tariffs – 5,774 $kgCO_2e$. These emissions remain included in the gross reported Scope 2 total. Overseas electricity – not applicable UK electricity for EVs – 7,035 $kgCO_2e$ SECR kWh UK electricity for EVs – not applicable Heat and steam – not applicable Total Scope 2 – 12,809 $kgCO_2e$ = 12.8 tonnes CO_2e
Scope 3 (Included Sources)	The following Scope 3 categories were assessed for relevance to TurnITon's operations during the reporting year: 4. Upstream transportation and distribution – reviewed for 2025–26 and determined to be not applicable; shipment of goods was recorded as zero 5. Waste generated in operations – applicable and measured during 2025–26, with waste-disposal emissions of 984.63 $kgCO_2e$ 6. Business travel – covered below 7. Employee commuting – covered below 9. Downstream transportation and distribution of products sold by the reporting company, where not paid for by the reporting company – not applicable WTT- fuels – not applicable WTT- bioenergy – not applicable Transmission and distribution – not applicable UK electricity T&D for EVs – not applicable WTT- UK & overseas elec – not applicable WTT- heat and steam – not applicable Water supply to company-owned or managed buildings – 22.96 $kgCO_2e$ Wastewater for company-owned or managed buildings – 19.48 $kgCO_2e$ Waste disposal – 984.63 $kgCO_2e$

	Material use – not applicable Business travel- air – not applicable WTT- business travel- air – not applicable Business travel- sea – not applicable WTT- business travel- sea - not applicable Business travel by non-owned or leased cars – 155,225.05 $kgCO_2e$ Business travel by public transport – 14,361.34 $kgCO_2e$ WTT- pass vehs & travel- land – not applicable Freighting goods – not applicable WTT- delivery vehs & freight – not applicable Hotel stays – 1,528.80 $kgCO_2e$ Managed assets- electricity – not applicable Managed assets- vehicle – not applicable Employee commuting – 97,617.97 $kgCO_2e$ = 97.6 tonnes CO_2e Total Scope 3 – 269,760.23 $kgCO_2e$ = 269.8 tonnes CO_2e
Total Emissions	392,907.89 $kgCO_2e$ = 392.9 tonnes CO_2e Total reported emissions for 2025–26 were 392.9 tonnes CO_2e, representing an increase of 103.5% compared with the 2021–22 baseline of 193.1 tonnes CO_2e. Excluding employee commuting emissions, the total would have been 295.3 tonnes CO_2e, which is 102.2 tonnes, or 52.9%, above the 2021–22 baseline. The increase reflects a combination of operational growth, increased business mileage, improved data capture and the fuller inclusion of commuting emissions. Because the reporting boundary and quality of the available data have developed since the baseline year, direct comparison should be treated with appropriate caution.

Emissions Reduction Targets

The original corporate baseline remains 2021–22. The 2025–26 reporting year is used as the operational baseline for the reduction targets below because it reflects the expanded reporting boundary and more complete emissions data.

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Using the 2025–26 operational baseline of 392.9 tonnes CO_2e, TurnITon aims to reduce its gross Scope 1, Scope 2 and reported Scope 3 greenhouse gas emissions by at least 15% by 31 March 2028, to a rounded maximum of 334.0 tonnes CO_2e, and by at least 30% by 31 March 2030, to a rounded maximum of 275.0 tonnes CO_2e. TurnITon will work towards a 50% reduction by 31 March 2035, equivalent to a rounded maximum of 196.5 tonnes CO_2e, and remains committed to achieving Net Zero emissions by 2050. Progress will be assessed using consistent reporting boundaries, with emissions-intensity measures also monitored to reflect significant business growth or acquisitions.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

TurnITon became certified to ISO 14001 in 2021.

The following environmental management measures and projects have been completed or implemented since the April 2021 to March 2022 baseline.

- Introduced an electric car lease scheme for employees who use vehicles for commuting or business travel.
- Secured renewable electricity tariffs for both offices.
- Added solar panels to the Witney office in March and April 2023 to support a reduction in purchased electricity and associated emissions.

Planned Carbon Reduction Initiatives

During 2026–27, TurnITon intends to progress the following initiatives:

- Assess Charity Miles or a similar scheme and identify an appropriate environmental or education-based charity.
- Prioritise direct emissions reductions and review suitable, independently verified carbon-offsetting options through Carbon Footprint for residual emissions.
- Continue to improve the accuracy and validation of commuting data, including addressing potential over-recording in timesheets.
- Develop and implement a remote-first business delivery model by 31 March 2028. This is a key measure supporting the 2028 and 2030 reduction targets and is expected to materially reduce business travel, employee commuting and office-related emissions. Its impact will be measured through future reporting.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and the associated guidance and technical standard for Carbon Reduction Plans.

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

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) Standard[1].

This Carbon Reduction Plan has been reviewed and approved by TurnITon's Senior Leadership Team.

Signed on behalf of the Supplier

Sally Bannister

Date: 12 October 2026

[1] https://ghgprotocol.org/standards/scope-3-standard

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Annexe A – Original 2021–22 Baseline Plan

Carbon Reduction Plan

The following information is retained as the original baseline record and has not been restated to reflect subsequent reporting developments. Historical classifications, reporting boundaries and accounting treatments may therefore differ from the current methodology. The original total treated the reported Scope 2 electricity amount as offset and therefore as zero; this explains how the historic total of 193,109 kgCO_2e was derived.

Supplier name: TLG TurnITon

Publication date: February 2023

Commitment to achieving Net Zero

TurnITon is committed to achieving Net Zero emissions by 2050.

Year 2021/22 is TurnITon's baseline year.

Year 2022/23 TurnITon will be able to start to compare year on year. The timesheet reporting system is being updated to allow for reporting on employee commuting and a wider range of transport modes including carbon neutral travel.

Year 2023/24 TurnITon will be able to report on employee commuting. Carbon reduction plan and results will be published online.

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 new strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Reporting Year: 2021/22	
Emissions	TOTAL (tCO_2e)
Scope 1	Vehicles leased by the company 68,582.70 Business mileage with non-owned/leased cars 63,800.52 – petrol 52,572.75 - diesel Total scope 1 – 184,955.97
Scope 2	Electricity at PR and Witney offices 9,666.32 and 3,481.70 Total scope 2 – 13,148.02 – this is already offset and so is a value of 0

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Scope 3 (Included Sources)	Water supply to company owned/managed buildings 9.83 Wastewater for company owned/managed buildings 17.95 Waste disposal 784.64 784.64 Shipment of goods to customers and between sites 0 Hotel stays 861.80 Material use – TurnITon does not procure materials for manufacturing/production purposes. 0 Total scope 3 – 2,458.86
Total Emissions	193,109 kgCO_2e

Emissions reduction targets

2021/22 is our base year.

2022/23 will be the first year where we can compare year on year, but we will only just start to be able to fully report on all travel including commuting towards the end of the year and where we can fully report on all of the different types of travel and the emissions related to it.

2023/24 this will be the first year where we can compare full data year on year although this will be the first year with commuting information.

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. When we report on 2025/26 emissions data, we will be in the position to start measuring accurately and be able to choose our target of reduction.