

Reporting period: 31 December  
2025

Leep Group Limited

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# GHG Emissions & Carbon Reduction Plan

*This report details Leep Group Limited's GHG emissions and their reduction plan.*

This carbon reduction plan is compliant with PPN 006.

**flotilla**

20/02/2026



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Company name:

**Leep Group Limited**

Publication date:

**20/02/2026**

Reporting period:

**1 January 2025 - 31 December 2025**

At Leep, we believe everyone has more potential than they realise, and that businesses grow faster when they unlock the potential of their people.

The world of work is competitive, fast-moving and often too focused on what looks good on paper, But real progress happens when we look beyond job titles and qualifications, and focus on the whole person: their skills, their strengths and their ambition.

That's where we come in.

Delivering government funded training to >20,000 learners per year our programmes provide qualifications from entry level to Level 7, as well as providing high intensity employability support ensuring that whatever a person's career starting point we can help them achieve their career goals with: Employer-built programmes grounded in real workplace needs, not just qualifications; Cross-sector expertise spanning trades, technology, digital, HR, professional services and more; Holistic, people-first support that builds confidence, soft skills and long-term resilience; Complete career lifecycle partnerships – covering the entire journey from unemployment to career advancement across multiple sectors.

Across every part of the group, we share one belief: potential shouldn't go to waste. With expert training, human support and real opportunities, we help people power up their future.



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.

Leep Group Limited’s emissions have been calculated against a baseline year of 2025.

Leep Group Limited’s GHG emissions inventory is aligned to the GHG Protocol and covers:

## Scope 1: Direct emissions

Direct emissions from sources owned or controlled by an organization, such as fuel combustion in company vehicles, manufacturing processes, and onsite energy production.

## Scope 2: Indirect emissions

Indirect emissions from the consumption of purchased electricity, steam, heating, and cooling. These emissions occur at the source of energy production but are attributed to the organization that uses the energy.

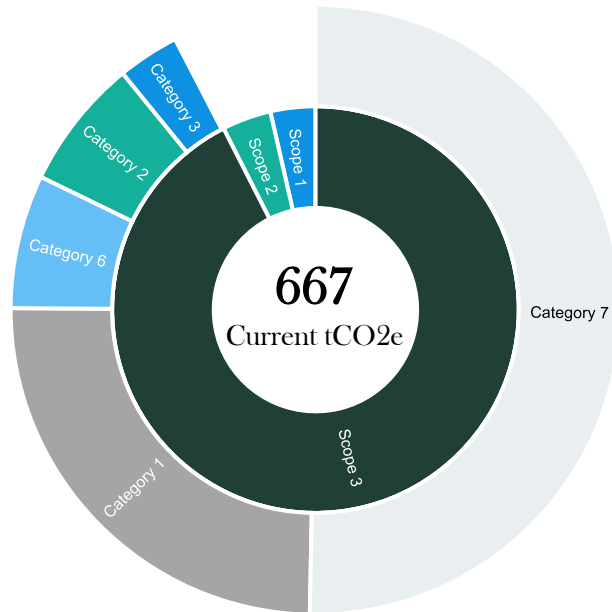
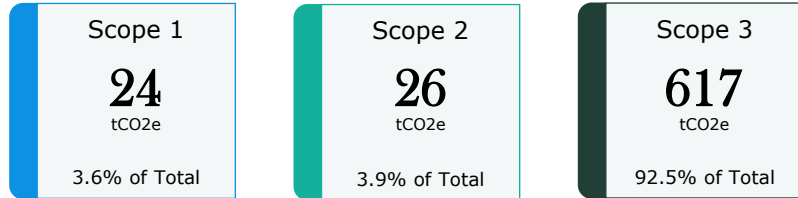
## Scope 3: Supply chain emissions and categories

These have been calculated using spend based data except for Employee commuting where a distance-based method is used depending on the data available.

Scope 3 GHG Category	Description
Category 1: Purchased goods and Services	Emissions from the production of goods and services a company buys.
Category 2: Capital goods	Emissions from producing long-term assets such as buildings or equipment.
Category 3: Fuel and Energy-Related (not in Scopes 1 or 2)	Emissions from extraction, production, and transportation of fuels and energy purchased.
Category 4: Upstream Transportation and Distribution	Emissions from transporting and distributing products purchased by the reporting company.
Category 5: Waste Generated in Operations	Emissions from waste disposal and treatment.
Category 6: Business Travel	Emissions from travel by employees (e.g., flights, rental cars).
Category 7: Employee Commuting	Emissions from employees commuting to and from work.
Category 8: Upstream Leased Assets	Emissions from leased assets not included in Scope 1 or 2, occurring upstream in the value chain.
Category 9: Downstream Transportations & Distributions	Emissions from transporting and distributing sold products to customers.
Category 10: Processing of Sold Products	Emissions from processing intermediate products sold by the company.
Category 11: Use of Sold Products	Emissions from the use of goods and services sold.
Category 12: End of Life of Sold Products	Emissions from waste disposal and treatment of sold products at their end-of-life.
Category 13: Downstream Leased Assets	Emissions from assets leased to other entities.
Category 14: Franchises	Emissions from operations of franchises.
Category 15: Investments	Emissions from investments made by the company, such as loans and equity.

# GHG Emissions Summary

The footprint calculated is reliant on the data provided. Flotilla do not provide assurance or verification of the data collected. Downstream Scope 3 categories are outside the scope of this engagement and are indicated as 'not measured.'



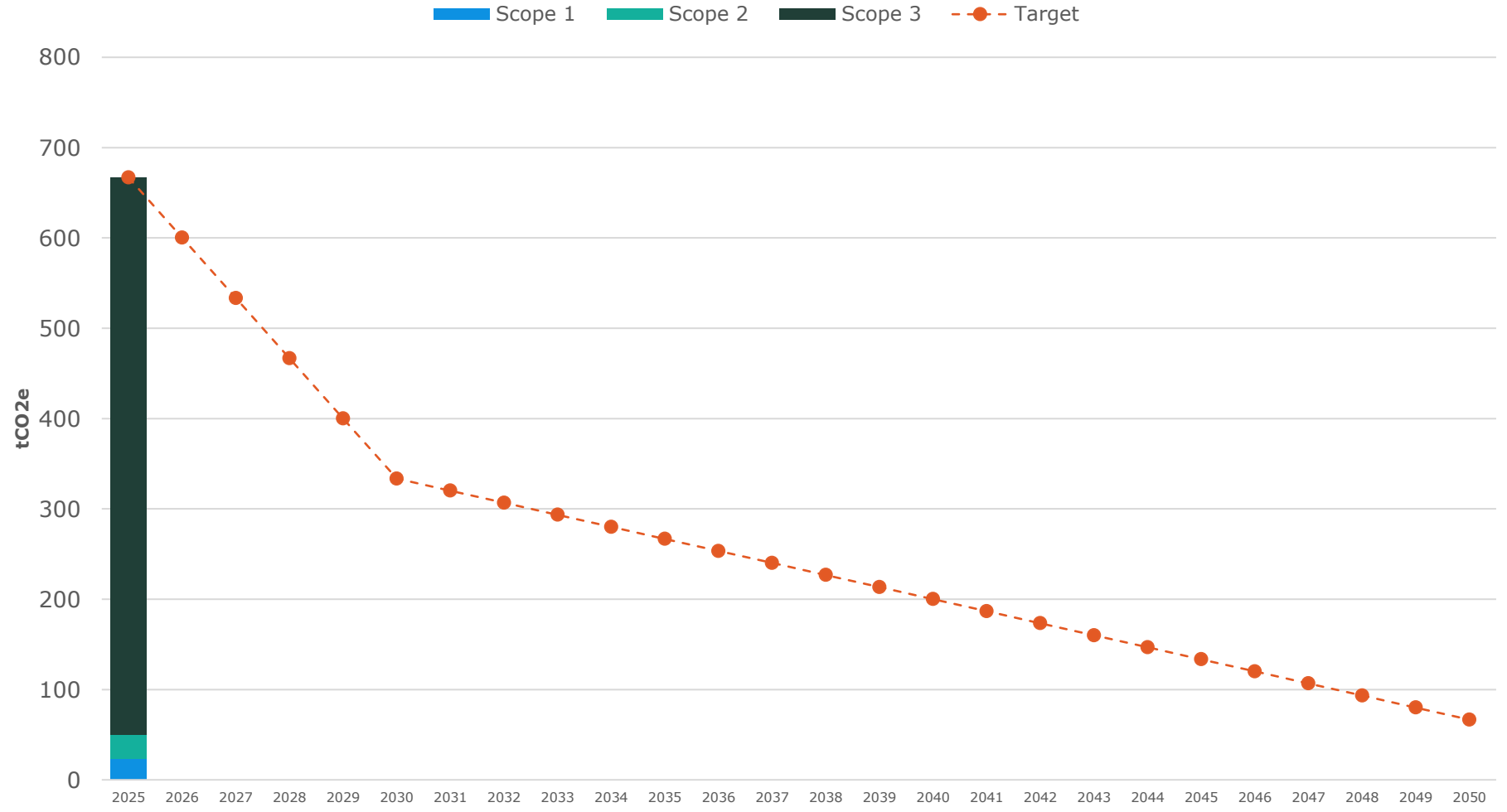
Scope	GHG Category	2025 Tonnes CO <sub>2e</sub> (Baseline)	2025 Tonnes CO <sub>2e</sub> (Current)	2025 % of emissions
1	Fuel in company vehicles	Not relevant	Not relevant	Not relevant
	Direct fuel	23.8	23.8	3.57%
2	Electricity – location based	26.0	26.0	3.90%
	Indirect fuel usage in leased offices	Not relevant	Not relevant	Not relevant
3	Indirect fuel usage in leased assets	Not relevant	Not relevant	Not relevant
	Category 1: Purchased goods and Services	165.3	165.3	24.78%
	Category 2: Capital goods	46.3	46.3	6.95%
	Category 3: Fuel and Energy-Related (not in Scopes 1 or 2)	21.9	21.9	3.28%
	Category 4: Upstream Transportation and Distribution	Not relevant	Not relevant	Not relevant
	Category 5: Waste Generated in Operations	Not relevant	Not relevant	Not relevant
	Category 6: Business Travel	47.2	47.2	7.08%
	Category 7: Employee Commuting	335.4	335.4	50.29%
	Category 8: Upstream Leased Assets	1.0	1.0	0.15%
	Category 9: Downstream Transportations & Distributions	Not relevant	Not relevant	Not relevant
	Category 10: Processing of Sold Products	Not measured	Not measured	Not measured
	Category 11: Use of Sold Products	Not measured	Not measured	Not measured
	Category 12: End of Life of Sold Products	Not measured	Not measured	Not measured
	Category 13: Downstream Leased Assets	Not relevant	Not relevant	Not relevant
	Category 14: Franchises	Not measured	Not measured	Not measured
Category 15: Investments	Not measured	Not measured	Not measured	
<b>Total Emissions</b>		<b>666.8</b>	<b>666.8</b>	

# Emissions Reduction Target

We have committed to reduce emissions in line with science-based targets. We project that carbon emissions will decrease over the next five years to 320 tCO<sub>2</sub>e by 2031. This is a reduction of 52.0%. Progress against our targets can be seen in the graph to the right.

Annual reduction percentage required to achieve Net Zero:

**8.8%**



## To reduce Scope 1 and 2 emissions Leep Group Limited plans to:

### Scope 1: Direct emissions

- ▶ Adjust the thermostatic temperature of your workspaces (Direct fuel)
- ▶ Obtain data relating to air conditioning gases (Direct fuel, Category 8: Upstream leased assets)

### Scope 2: Indirect emissions

- ▶ Switch to a renewable energy tariff (Electricity, Category 13: Downstream leased assets, Category 8: Upstream leased assets)
- ▶ Enact auto switch-off feature on hardware and end-user devices (Electricity, Category 8: Upstream leased assets)
- ▶ Improve PC and monitor management (Electricity)
- ▶ Focus on energy-efficient behaviours in the office (Electricity)

## To reduce Scope 3 emissions Leep Group Limited plans to:

- ▶ Implement sustainable home-working guidance (Category 7: Employee commuting)
- ▶ Implement a sustainable travel policy (Category 6: Business travel, Category 3: Fuel and energy-related activities)
- ▶ Switch to a renewable energy tariff (Electricity, Category 13: Downstream leased assets, Category 8: Upstream leased assets)
- ▶ Implement a 'Stay or Go' sustainable travel policy (Category 6: Business travel, Category 1: Purchased goods and services)
- ▶ Create an employee-led green team (Category 7: Employee commuting)
- ▶ Enact auto switch-off feature on hardware and end-user devices (Electricity, Category 8: Upstream leased assets)
- ▶ Implement a sustainable printing policy (Category 1: Purchased goods and services)
- ▶ Reduce use of single-use plastics around the office (Category 5: Waste generated in operations)
- ▶ Implement waste management policy (Category 5: Waste generated in operations)
- ▶ Perform a waste audit (Category 5: Waste generated in operations)
- ▶ Improve tracking of water data (Category 1: Purchased goods and services)
- ▶ Obtain data relating to air conditioning gases (Direct fuel, Category 8: Upstream leased assets)

## Other initiatives that Leep Group Limited plans to do that are not specific to Scope 1, 2 or 3:

- ▶ Create a sustainability-focused supplier code of conduct (Governance & strategy)

## Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented prior to the first GHG inventory calculation, demonstrating Leep Group Limited's commitment to reduction. As this was prior to the baseline, there are no associated emissions recorded.

- ▶ There have been no previously completed actions.

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 standard<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.<sup>2</sup>

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.<sup>3</sup>

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

Signature: 

Signed by: Luke Muscat

Position: Group CEO

Date: 20/02/2026

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>

*Produced by Flotilla on behalf of  
Leep Group Limited*



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