



# Carbon Reduction Plan

Review Date: April 2025

This plan relates to Let Me Play Ltd, Inspire ATA Ltd and LMP Action C.I.C, known as "LMP Group" or "the company." The plan applies to all three companies and is the standard by which we adhere to.

Our Carbon Reduction Plan covers the strategies for LMP Groups' ongoing commitment to the management and reduction of our business-related carbon emissions.

In conducting our business and by exercising proper control over its activities we will promote carbon emission reduction and monitor our impact, including the use of sustainable resources and discourage wasteful or damaging practices.

At the same time, we acknowledge both a legal and moral responsibility to consider environmental impacts and commitment to the improvement of the environment and the associated risk from its activities.

We will manage operations in ways that are environmentally sustainable and economically feasible and promote environmental education to its staff and apprenticeship students as well as encourage participation in environmental matters. We will ensure sufficient resources are made available to achieve our environmental goals and to comply with all relevant laws and regulations.

### Commitment to achieving Net Zero

LMP Group is committed to achieving Net Zero emissions by 2030.

As a largely home-based, remote working business we are still committed to embracing this plan and achieving our overall goal.

Baseline 2022-23	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	0.00
Scope 2	9.48
Scope 3	82.82 ( <i>business travel</i> )
<b>TOTAL</b>	<b>92.3</b>

### Emissions reduction

The first step in reducing carbon emissions is to conduct a comprehensive carbon footprint assessment of LMP Group's activities. This assessment will identify the major sources of carbon emissions, including energy consumption, business travel, waste management, and procurement.

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

- Reduce emissions by encouraging more remote working. Including the use of IT software (MS Teams/ Zoom) to support meetings and reduce travel requirements for staff attending meetings across the country.
- Reduce company wide use of printed materials, opting for an online technical resolve.

### Carbon Reduction Projects & Initiatives

The following environmental measures and projects have been completed or are in progress.

- Integrate “Environmental & Sustainability” introduction coursework into **all** learner apprenticeship programmes. Ensuring the 1000+ learners engaged per year have a developed understanding of the importance in carbon reduction and are clear on their part to play.
- Offsetting - including planting trees & sponsoring beehives. We commit to planting a tree for each staff member, and furthermore, for each apprenticeship achiever.
- Recycling and Waste Reduction - LMP Group will implement a comprehensive recycling programme for paper, plastics, glass, and other recyclable materials. Additionally, single-use items like plastic bottles and disposable cutlery will be replaced with reusable alternatives.
- Waste Audits - regular waste audits will be conducted to identify areas for improvement and to ensure waste management practices align with sustainability goals. The findings will inform strategies to reduce waste generation and increase recycling rates.
- LMP Group will prioritise sustainable procurement practices by partnering with Sustainable Suppliers. LMP Group will source materials and services from suppliers with robust sustainability credentials. Preference will be given to suppliers who adhere to sustainable practices and offer environmentally friendly products.
- Product Life Cycle Considerations - the training materials and equipment used by LMP Group will be selected based on their environmental impact throughout their life cycle. Longevity, energy efficiency, recyclability, and low-carbon production will be key considerations.
- Training and Awareness - LMP Group will develop training programmes to educate employees about sustainable practices, carbon reduction, and the importance of environmental stewardship. This will empower employees to actively contribute to the carbon reduction efforts.
- Incentives and Recognition - employee engagement will be fostered through incentive programmes that reward environmentally friendly behaviours and achievements. Recognising and celebrating individual and team efforts in reducing carbon emissions will create a culture of sustainability.
- LMP Group have created an “Environmental & Sustainability Working Group.” This group includes key stakeholders within the business, along with those who have a keen interest in achieving our carbon neutral goal. The buy-in and involvement of so many employees of varying levels/ departments across the company provides further reach, engagement and impact.
- Full cloud-based technology integrated across the organisation, allowing all staff in all departments to work effectively remotely.

- All face-to-face meetings are now signed off via an authorisation process, evaluating the “business need.” If it is deemed the meeting could be held remotely, the sign off will be challenged.
- Where face-to-face meetings are necessary, the location will be chosen carefully, and most suitably to the attendees travel locations. Ensuring minimal travel distance for all involved.
- Encouragement of use of the public transport such as trains will be advised.
- The LMP Group Senior Executive Board and Strategic Management Team will lead by example by championing change, always reviewing their own meeting locations & agendas, and ensuring the reduction plan is a factor in relevant decision making.
- Installed LED lighting in our Head Office.
- Printing across the business is no longer done automatically and is ‘held’ in the printer with staff having to access the individual printer to release their paperwork.
- For company meetings/ conferences a car share scheme has been introduced where staff are encouraged to car share wherever possible.
- Supplies, such as printed materials (coursework books/ marketing materials) are delivered to the customer direct from the supplier to cut down on transport costs.
- We have employed a travel partner for all staff travel and accommodation. They provide green options for all travel and accommodation requests. We have also implemented an authorisation process for any travel to ensure that it is necessary before the employee travels and look at other methods such as use of MS Teams for a meeting that can be held using internet access, reducing travel and emissions.

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

- Continue to reduce employee business travel by using software already in place such as MS Teams and other electronic messaging and meeting services.
- Move over to green energy suppliers across our office premises.
- Engage an external carbon reduction consultancy partner to aid us in creating a bespoke recording platform, allowing for accurate data entry and analysis.

**Continuous Monitoring and Reporting:**

- LMP Group will establish regular monitoring mechanisms to track progress, evaluate the effectiveness of implemented measures, and identify areas for improvement. Transparent reporting on carbon reduction achievements will be shared with stakeholders to demonstrate LMP Group's commitment to sustainability.

**Declaration and Sign Off**

This Carbon Reduction Plan has been completed in accordance with associated guidance and reporting standard for Carbon Reduction Plans.

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