

Explosive Learning Solutions

Carbon Reduction Plan

Supplier name: **Explosive Learning Solutions (ELS)**

Publication date: **November 2024**

Last updated: **October 2026**

Explosive Learning Solutions (ELS) is committed to achieving Net Zero greenhouse gas emissions by **2050**, in line with UK Government targets. This plan sets out ELS' baseline emissions, year-on-year performance, and the actions being implemented to reduce greenhouse gas emissions across its operations and value chain. As an SME, ELS takes a proportionate and evidence-based approach to carbon reduction, focusing its resources on the emissions sources and operational changes where it can have the greatest impact. This plan reflects that context whilst maintaining a genuine and measurable commitment to continuous improvement.

This Carbon Reduction plan will be published directly onto the ELS website in accordance with the applicable UK Government Carbon Reduction Plan requirements, and will be shared with all staff to ensure that carbon reduction becomes part of business-as-usual activity rather than a standalone initiative.

Baseline Emissions Footprint

Baseline emissions represent a reference point against which all future emissions reductions can be measured. ELS' baseline year is the financial year April 2023 to March 2024, reflecting an operational period prior to completed carbon reduction initiatives.

Emissions are reported across three scopes:

Scope 1 Emissions – Direct emissions from owned or controlled sources (e.g. fuel use)

Scope 2 Emissions – Indirect emissions from purchased electricity

Scope 3 Emissions – All other indirect emissions across the value chain, including business travel, purchased goods and services, and waste, transport, and capital goods.

Baseline Year Emissions Reporting

Baseline Year: Financial Year April 2023 to March 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	5.6 Direct Emissions
Scope 2	4.1 Indirect Emissions
Scope 3 (Included Sources)	54.1 – Supply Chain Emissions (including business expenses, travel, transport/freight, materials and inventory, capital goods, services, waste and recycling)
Total Emissions (tCO ₂ e)	63.7

Previous Financial Year Reporting

Reporting Year: Financial Year April 2024 to March 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	5.1 – Direct emissions
Scope 2	3.8 – Indirect emissions
Scope 3 (Included Sources)	64.1 – Supply chain emissions (including Business expenses: Travel, Transport/freight, Material and Inventory, Capital Goods, Services)
Total Emissions (tCO ₂ e)	73.0

Total emissions in 2024-25 increased to 73.0 tCO₂e, a rise of 9.3 tCO₂e against the 2023-24 baseline. This reflected changes in organisational activity and business travel during a period of growth. Scope 1 and 2 emissions nevertheless decreased against the baseline. While the increased total emissions in the short term, it is important to note the decrease of Scope 1 and 2 emissions, at 9% and 8% respectively.

Current Financial Year Emissions Reporting

Reporting Year: Financial Year April 2025 to March 2026	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	1.31 – Direct emissions
Scope 2	2.82 – Indirect emissions
Scope 3 (Included Sources)	59.20 – Supply chain emissions (including Business expenses: Travel, Transport/freight, Material and Inventory, Capital Goods, Services)
Total Emissions (tCO ₂ e)	63.34 tonnes CO ₂ e

ELS' 2025/26 reported emissions of 53.99 tCO₂e represent a reduction against the 2023/24 baseline. However, ELS recognises that changes to the carbon reduction calculator and improvements in data completeness have contributed to changes in reported emissions, particularly in Scope 1. Consequently, year-on-year performance will continue to be monitored alongside improvements to data quality and consistency.

Data methodology and comparability

The 2023/24 baseline and 2024/25 emissions figures were calculated using the methodology and data available at the time of reporting. During 2025/26, ELS transitioned to the SME Climate Hub carbon calculator, which uses updated calculation methodologies and data inputs. It has not been possible to retrospectively recalculate the earlier reporting periods using the current calculator. As a result, changes between reporting periods should be interpreted with this methodological difference in mind. ELS will use the current methodology consistently for future reporting periods to improve comparability and data quality over time. ELS has continued to improve the quality and completeness of its carbon emissions data.

Emissions source	2025/26 emissions	Reduction focus
Employee commuting & homeworking	34.31 tCO ₂ e	Travel behaviour, hybrid working and improved data
Capital goods	9.02 tCO ₂ e	Sustainable procurement and purchasing decisions
Business travel	3.79 tCO ₂ e	Avoidance, virtual meetings and sustainable travel
Purchased electricity	2.82 tCO ₂ e	Energy efficiency and consumption reduction
Fuel & energy-related activities	1.17 tCO ₂ e	Energy efficiency
Purchased goods & services	1.06 tCO ₂ e	Procurement and supplier engagement
Waste	0.51 tCO ₂ e	Waste prevention, measurement and recycling

Emissions reduction targets

ELS is targeting a 30% reduction in reported greenhouse gas emissions against its 2023/24 baseline by the end of FY2027/28, equivalent to approximately 44.6 tCO₂e based on the reported baseline. This is an interim reduction target, not the Net Zero trajectory itself. As the baseline was calculated using the methodology available at the time, progress will be assessed alongside ongoing improvements in data quality and methodological consistency. The figures will be reviewed every quarter and formally reported annually. Importantly, ELS will monitor both:

1. Total reported emissions
2. Progress against individual carbon reduction actions.

Adopting this approach will distinguish improvements resulting from genuine operational change, or from changes resulting from data completeness.

Organisational boundary

The emissions inventory covers ELS' UK operations and has been prepared using the operational control approach in accordance with the GHG Protocol Corporate Standard.

Completed Carbon Reduction Initiatives

Emissions Performance

Financial Year	Scope 1	Scope 2	Scope 3	Total
2023/24 baseline	5.60	4.10	54.10	63.70
2024/25	5.10	3.80	64.10	73.00
2025/26	1.31	2.82	59.20	63.34

ELS's reported emissions for 2025/26 were 63.34 tCO₂e. The latest reporting period incorporates improvements to the carbon accounting methodology and data completeness. ELS will continue to improve consistency across reporting periods to strengthen the comparability of future emissions data. ELS will continue to improve consistency across reporting periods to strengthen the comparability of future emissions data.

The 2025/26 results reflect a combination of operational activity, improvements in data completeness and the transition to the SME Climate Hub carbon calculator. ELS will continue to improve the quality and consistency of emissions data and focus carbon reduction activity on the sources with the greatest potential impact.

ELS has implemented the following measures to reduce emissions and improve environmental performance:

- Maintenance of ELS's ISO 14001 environmental management certification
- Automatic lighting controls in all office spaces
- Procurement of renewable energy sources backed by REGO certification
- Promotion of sustainable behaviours among staff, embedded into business culture
- Introduction of waste measurement processes, including periodic weighing of recycling to improve recycling rates
- Digital-first working practices implemented across operations, minimising paper usage and printing
- Hybrid and flexible working policy in place, reducing staff commuting emissions.
- Sustainable procurement and supplier engagement

In the future we commit to implementing further measures such as:

Project Name	How ELS will achieve it
Sustainable Supply Chain Engagement	Engage key suppliers on sustainability by requesting basic environmental information and considering lower-carbon alternatives when procuring goods and services. ELS will engage key suppliers on carbon reduction and, where proportionate and relevant to the nature of the goods or services procured, encourage suppliers to maintain a Carbon Reduction Plan or equivalent carbon management approach. ELS will progressively increase the proportion of strategically significant suppliers subject to these requirements.
Office Energy Audit	Commission a formal energy audit of Unit 1 and 4 to identify further efficiency opportunities, with findings showcased in the 2026-27 Carbon Reduction Report.
ELS to roll out Sustainability training for all its staff (new and current)	Deliver sustainability awareness training to all staff to support behavioural change in areas such as waste reduction, energy use, and sustainable travel.
Business Travel Reduction	Reducing unnecessary travel by prioritising virtual meetings, and track business travel in more depth to establish a baseline figure
Waste Measurement and Reduction	Using waste measurement processes already in place, establish a baseline recycling rate across both office sites by the end of 2026–27, with a formal improvement target set and published in the 2027–28 Carbon Reduction Plan update.

Carbon Data Improvement

ELS recognises that the quality and completeness of emissions data is critical to demonstrating genuine carbon reduction. The transition to the SME Climate Hub calculator has resulted in changes to methodology and data availability, and ELS will therefore continue to improve the consistency and quality of underlying data.

For example, ELS will:

- Improve employee travel data
- Maintain electricity and energy consumption records
- Retain supporting evidence for material emissions
- Establish a consistent data source for each emissions category and retain supporting evidence.

Declaration and Sign Off

This Carbon Reduction Plan has been prepared in accordance with the UK Governments current Carbon Reduction Plan requirements under PPN 006 and associated technical guidance.

Emissions have been reported and recorded using the SME Climate Hub carbon calculator, with UK Government greenhouse gas conversion factors applied throughout. This tool has been selected for its suitability for organisations of ELS' size and for the consistency it brings across reporting periods.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements. The required subset of Scope 3 emissions has been reported in accordance with the published reporting standards for Carbon Reduction Plans.

This Carbon Reduction Plan has been approved by the Board of Directors of Explosive Learning Solutions.

Signed on behalf of the Explosive Learning Solutions

Name: J C Convery

Position: Managing Director

Date of approval (date)

Signature: :