



Environmental Statement 2025

The services provided by the Company are split between office-based staff and remote-based staff. We deliver apprenticeships in the workplace via the Welsh Government and ESFA Funding. Remote-based staff use their own vehicles for business purposes. Our head office is based in Tredomen Gateway with a satellite office in the town of Port Talbot, both situated in Wales. Although we deliver apprenticeships in England we do not have dedicated office space and all staff are home based or work remotely.

The main environmental impacts for the Group are:

- Consumption of energy by office-based activities (IT equipment, printers, photocopies and lighting)
- Heating of office space
- Production of waste (paper, cardboard, cans, plastics)
- Use of materials such as paper, stationary supplies
- Use of fuel and the production of Co2 by private vehicles traveling to learners and employers in the workplace

Policy statement

Educ8 Training Group consisting of Educ8 Training, Haddon Training and Aspire 2Be, will seek to promote the conservation and sustainable use of natural resources and to minimise environmental pollution in all of its activities, and through its influence over others. The organisation will review each of its policies, programmes and services, and act wherever necessary to meet the standards set out in its policy.

The Board of Directors have committed to the effective implementation and the operation of the Environmental Management System (EMS) and as such have the necessary resources to support this. Moreover, Educ8 Training Group Board of Directors commit to a full annual review of the environmental management system.

The main environmental impacts of the business include energy usage, the disposal of waste and transport impacts. In recognising these impacts, we have made a commitment to continual environmental improvement and to protection of the environment, including pollution prevention. We are committed to providing a quality service in a manner that ensures a safe and healthy workplace for our employees which minimises our potential impact on the environment. We are committed to meeting our compliance obligations including legislative and voluntary commitments made. We will operate in compliance with all relevant environmental legislation, and we will strive to use pollution prevention guidance and environmental best practices in all that we do.

In recognising these impacts, through demonstration to continual environmental improvement and to protection of the environment, including pollution prevention, Educ8 Training Group will:

- Integrate environmental management into all organisational activities.
- Guarantee compliance with all relevant local, national and international legislation and regulations.
- Ensure all learners and staff, including contractors, actively support our environmental programmes.
- Communicate our environmental policy effectively to all interested, both internal and external parties.
- A commitment to achieving continual environmental improvement and to protection of the environment, including pollution prevention. This will be captured through our objectives and targets.
- The minimisation of materials and energy usage in all operations.
- The safe disposal of waste where reuse or recycling is not viable.
- The provision of appropriate resources and the necessary training for staff, to ensure that they are able to fulfil the commitment given in this policy.
- Review modes of transport and will promote alternative sustainable forms of transport where practical.
- Include environmental management and issues in our staff induction programmes, meetings and learners training. Also engaging with the community through raising awareness.

Energy Management

Educ8 Training Group recognises it has a role in furthering and improving energy management via:-

- Controlling activities when systems are not in use, ie, switch off at night or when leaving the room
- Consider the use of sensor-based lighting systems
- Promote the use of low energy light bulbs at all premises in use
- Encourage staff to use only water needed when drinking or boiling kettles
- Promote the use of low energy heating equipment
- Consider the use of Solar panels on all roofing areas under the direct control of Educ8 Training Group
- Consider environmentally friendly buildings when hiring, renting or purchasing accommodation
- Monitor all energy usage via spreadsheet on a monthly basis to consider where improvements can be made
- Review the Maintenance of all water-based appliances to prevent wastage, ie, all leaking taps are repaired

Waste Management

Educ8 Training Group recognises it has a role in improving the management of all waste via: -

- Encouraging all staff and customers to use less, then re-use and only then recycle
- Longer term, only dealing with suppliers that have sound environmental systems in use



- Linking with all suppliers to encourage the use of unnecessary packaging
- Encourage all staff to recycle all office waste materials, ie, office wastepaper, ink and toner cartridges, bought in catalogues and leaflets, aluminum cans, plastic bottles
- Using only approved / registered waste carriers to handle waste materials
- Use email and teams for all internal communications to reduce the usage of paper and travel
- Monitor the types and quantities of waste to where savings can be made whilst making improvements where possible

Sustainable Procurement

Educ8 Training Group recognises it has a vital role in promoting sustainable development, through its procurement of offices, goods and services. Procurement decisions have a major socio-economic and environmental implication, both locally and globally, now and for future generations. Educ8 Training Group will therefore strive to:

People, Education & Awareness:

Communicate the sustainable procurement policy to all staff and suppliers
Promote discussions of Sustainability and ESDGC with all learners throughout their learning programme

Policy and Communication:

Consider the cost / benefit of environmentally preferable goods & services as viable alternatives
Investigate opportunities for recycling & re-use of materials where suitable / appropriate
Investigate the impact of Educ8 Training Groups expenditure on goods / services to identify the potential environmental impact
Work in partnership with suppliers and other organisations to improve sustainable procurement
Assess the environmental risk to Educ8 Training Group with a commitment to continually improving sustainable performances

Procurement Processes

Promote best practices for sustainable procurement
Ensure that suppliers environmental credentials are, where possible, considered when the supplier evaluation / approval process is completed
Specify, where possible, the use of environmentally friendly goods and services
Ensure that consideration is given within all specifications for suppliers to submit offers / quotes for environmentally friendly alternatives

Engaging Suppliers of Goods & Services

Educate our suppliers of goods / services regarding the Educ8 Group environmental sustainability policy
Work with our key suppliers to make sustainability improvements

Travel and Transport

Educ8 Training Group recognises it has a role in improving the efficiency of work-based transport and travel and aims to promote the benefits of fuel-efficient motoring and increase awareness of alternative modes of transport, in particular for employees via:-

- Encouraging car sharing, where more than one person is visiting
- Arranging effective meetings preventing duplication
- Consider the use of online communication platforms e.g Moodle, Microsoft teams for meetings and teaching & learning with staff, learners and employers
- Reviewing caseloads geographically to minimise unnecessary travel
- Providing information on local & national transport links
- Reviewing fuel types of vehicles used by all staff and encourage them to purchase more environmentally fuel-efficient modes of transport
- Promoting electric and hybrid car schemes to employees

Refurbishments

Educ8 Training Group acknowledges that for any new building or building refurbishments undertaken, due consideration should be given to environmental and sustainable impact, protecting and conserving biodiversity, and where possible the use of sustainable materials should be considered.

Strategic aims

Educ8 Group has developed **eight strategic aims** to support **three key objectives and targets** which will be monitored and reviewed annually as part of their Environmental Management System.

8 Strategic aims

- To actively promote and maintain a positive commitment to environmental sustainability, to continual environmental improvement and to protection of the environment, including pollution prevention
- To ensure that all key staff, learners, customers, suppliers and sub-contractors are aware of and comply with the organisational environmental policy
- Provide necessary and appropriate resources to effectively implement the organisations environmental policy
- Provide systems and procedures to ensure objectives and targets have been met in order to improve environmental management and performance and reduce environmental impacts
- Reduce the impact arising from the consumption of energy, transport, the generation of waste and the consumption of office materials
- Reduce, Re-use, Recycle, Reconsider, Refuse
- To achieve environmental good practice through the implementation of an Environmental Management System that meets the requirements of the Green Dragon Environmental Standard™ whilst also supporting government policy for sustainable development
- To work with the local community, public and private sector organisations to promote environmental awareness and sustainable



3 key Objectives and Targets

1. manage increases in energy consumption by not exceeding a 2% increase in line with new/re opening premises.
2. promote recycling and limit waste production
3. continue to monitor c02 emissions from vehicles and aim to reduce miles travelled by 1% through increasing the use of online learning and teams whilst managing the increase of face-to-face learning in some apprenticeship route

We have a strong commitment to improving the skills of the people and businesses in our communities. We are passionate about helping people achieve things that they never thought were possible and we strive to help make our communities a better place to live and do business.

In fact, our company Vision & Values are what set us apart from the competition as they inform everything that we do; from the people we recruit to the services that we offer.

We have made a commitment to continual environmental improvement and to protection of the environment, including pollution prevention. We are committed to meeting our compliance obligations including legislative and voluntary commitments made.

The company's main objectives and targets are to reduce energy consumption, improve waste management practices, and decrease our carbon emissions whilst increasing awareness about sustainability. As a company, we aim to promote our policy in every way possible through the use of our website and HR system, in order for staff, learners and other stakeholders to view.

All staff at Educ8 receive training on sustainability and ESDGC to promote sustainability to our learners and in all that we do.

Over the next 12 months we aim to:

- manage increases in energy consumption by not exceeding a 2% increase in line with new premises.
- promote recycling and limit waste production
- continue to monitor c02 emissions from vehicles and aim to reduce miles travelled by 1% through increasing the use of online learning and teams whilst managing the increase of face-to-face learning in some apprenticeship route

The company monitors its annual energy consumption and Co2 emissions*:

*Conversion rates were calculated from the Green House Gas reporting reports ([Gov.uk](https://www.gov.uk))

August 2024 – July 2025

Mileage	Miles	Co2
Group	756,027.3	203.342 Tonnes

Gas	Kwh	Co2
Group	17,908.3	3.2765 Tonnes

Electricity	Kwh	Co2
Group	48,130.7	8.5191 Tonnes

Tracey O'Neill
Signed:

Head of Human Resources

Dated: November 2025

