RHG Carbon Reduction Plan

"RHG commits to measuring and reporting its organisational carbon footprint annually and to maintaining a low-carbon operating model, with an ambition to achieve Net Zero emissions by 2032 or earlier."

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Commitment to Achieving Net Zero

RHG is committed to reducing its environmental impact and supporting the UK Government's Net Zero objectives. As a predominantly remote training provider, RHG already operates a low-carbon business model and will continue to identify opportunities to further reduce greenhouse gas emissions arising from its operations.

Baseline Emissions Footprint

RHG operates as a fully remote organisation with all employees working from home locations across the UK.

The organisation:

- Delivers training, coaching and support activities primarily through virtual platforms.
- Does not maintain dedicated office premises.
- Does not operate a company vehicle fleet.
- Has negligible business travel requirements.
- Utilises digital documentation and cloud-based systems, resulting in minimal paper consumption.
- Stores organisational data within Microsoft 365 cloud environments.
- Makes increasing use of AI-powered technologies to support productivity and learning design.

As a result, RHG's direct emissions are extremely limited, with most emissions arising from employee home-working energy consumption and the use of cloud-based digital services.

Current Carbon Reduction Measures

RHG has already implemented the following carbon reduction initiatives:

- Fully remote delivery model eliminating routine commuting
- Virtual meetings as the default approach for internal and client engagement
- Remote training delivery significantly reducing learner and staff travel
- Paperless administration through Microsoft 365 and LMS
- Electronic signatures and digital record keeping
- Cloud-based storage and collaboration
- Elimination of printed training materials
- Responsible procurement of IT equipment with extended lifecycle management
- Use of energy-efficient laptops and mobile devices
- Recycling of redundant IT equipment through approved disposal routes

Principal Sources of Carbon Emissions

The main sources of RHG's operational emissions are:

Scope 2 and Scope 3 Related Activities

1. Employee home-working energy use:
    - Electricity consumption
    - Heating associated with home office environments
2. Digital infrastructure:
    - Microsoft 365 cloud services
    - LMS such as OneFile and Moodle
    - Data storage and transfer
    - Video conferencing platforms
    - AI-powered applications and processing
3. IT equipment:
    - Laptops, monitors and peripherals
    - Manufacturing and replacement of technology assets

Carbon Reduction Objectives (2027-2030)

RHG will aim to:

Energy Efficiency

- Encourage employees to utilise energy-efficient equipment and settings
- Promote power-saving features on all company devices
- Extend the usable lifecycle of laptops and associated equipment

Digital Sustainability

- Optimise file storage and retention practices
- Reduce duplication of digital data
- Encourage efficient use of cloud resources
- Monitor the environmental impact of emerging AI technologies and adopt efficient usage practices

Procurement

- Prioritise suppliers with published environmental and sustainability commitments
- Consider environmental impact alongside cost and quality during procurement decisions

Awareness and Engagement

- Raise staff awareness of sustainable home-working practices
- Encourage responsible energy consumption when working remotely
- Share practical guidance on reducing household energy use attributable to home working

Governance

Responsibility for carbon reduction and sustainability sits with the RHG Leadership Team, who will:

- Review environmental performance annually
- Assess opportunities for further carbon reduction
- Consider environmental impacts within strategic planning and operational decision-making
- Maintain this Carbon Reduction Plan and update it as required for tendering purposes

Declaration

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 requirements and is appropriate to the scale and nature of RHG's operations as a fully remote training provider. The plan will be reviewed annually and approved by senior management.

Signed: 

Name: Lee Patterson

Role: Managing Director

Date: 27th October 2026

Date of next review: 26th October 2027