

Climate Action Plan 2026 – 2029

Our Commitment

As a certified B Corp, Makers supports the global ambition to limit global warming to 1.5°C. While our environmental footprint differs from many organisations because we deliver almost all of our apprenticeship training remotely, we recognise our responsibility to continuously reduce our environmental impact and influence positive action across our operations, supply chain and wider community.

Understanding our Impact

Every organisation has a different environmental footprint, ours is shaped by the way we work. As a remote-first business delivering almost all of our apprenticeship training online, our impact looks very different to businesses that rely on physical premises, manufacturing or frequent travel. Around 90% of our learning is delivered remotely, helping reduce unnecessary travel for learners and staff while making high-quality training more accessible across the UK.

That doesn't mean our environmental impact is insignificant. It means we need to focus our efforts where they can make the greatest difference.

Each year, we measure our carbon footprint to better understand our impact and identify opportunities to improve. Our footprint covers our direct operations as well as the areas that have the greatest influence on our business, including home working, business travel, office energy use and the goods and services we purchase. This allows us to make informed decisions and measure our progress over time.

Our carbon footprint has reduced over the past three years, from 237.0 tCO₂e in 2023 to 185.6 tCO₂e in 2025. While we know there is more to do, this gives us confidence that the choices we're making are moving us in the right direction

Our data also shows that the majority of our environmental impact comes from the products and services we buy, rather than the energy used in our office. That's why this plan focuses not only on how we operate as a business, but also on how we work with suppliers, support our people to make sustainable choices and continue embedding lower-impact ways of working across Makers.

As we continue to grow, we'll keep reviewing our impact, listening to our stakeholders and using evidence to guide where we focus our efforts next.

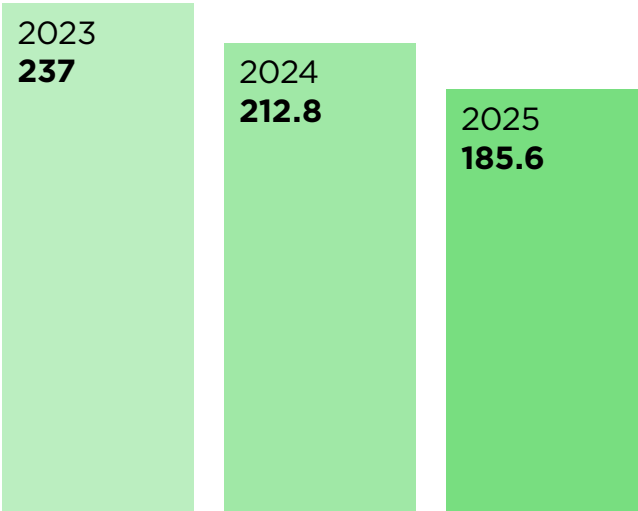
Our Impact at a Glance (2025 Baseline)

OUR BUSINESS IN 2025
Remote First Workforce
90% of apprenticeship training delivered remotely
68 Employees
Scope 3 emissions
2.73 tCO ₂ e per employee
464 learners supported
0.001 tCO ₂ e per learner

OUR ENVIRONMENTAL PERFORMANCE
185.6 tCO ₂ e total emissions
21.7% reduction in emissions since 2023
0.0 tCO ₂ e Scope 1 emissions
0.5 tCO ₂ e Scope 2 emissions
185.1 tCO ₂ e Scope 3 emissions
2.73 tCO ₂ e per employee
0.001 tCO ₂ e per learner

WHERE EMISSIONS ACTUALLY COME FROM		
Source	tCO ₂ e	% of Footprint
Purchased Goods & Services	129.3	69.7%
Homeworking	34.3	18.5%
Business Air Travel	20	10.8%
Employee Commuting	1.5	0.8%
Electricity	0.5	0.3%

YOY – TOTAL EMISSIONS:



WHAT IS DRIVING THE REDUCTION IN EMISSIONS

Since 2023, Makers has reduced its carbon footprint by 21.7%. This reflects a combination of operational changes, lower emissions associated with purchased goods and services, continued remote-first working and improvements in energy consumption. As our data continues to mature, we will use these insights to target the areas where we can have the greatest impact.

Our Climate Priorities

We know we can make the biggest difference by focusing on the areas where our decisions have the greatest impact. These priorities reflect how we operate today, where our environmental footprint sits, and where we believe we can continue improving over the next three years.

BUY BETTER

The products and services we purchase represent the largest share of our environmental footprint. As we grow, we'll increasingly consider environmental performance alongside quality, value and service when making purchasing decisions.

This doesn't mean we'll always choose the lowest-carbon option. It means we'll ask better questions, work with suppliers who share our values where possible, and make informed decisions that balance environmental impact with the needs of our business.

Our focus includes:

Introducing environmental considerations into supplier selection for significant new suppliers.

Working with existing suppliers to better understand their environmental practices where appropriate.

Considering whole-life impact when purchasing equipment and technology.

Continuing to reduce unnecessary purchasing through digital-first ways of working.

TRAVEL WITH PURPOSE

Technology allows us to collaborate with learners, colleagues and clients across the UK without travelling for every interaction. We'll continue using virtual delivery as our default where it delivers the same experience and outcomes.

We also recognise that face-to-face collaboration remains important. Bringing people together strengthens relationships, supports learning and builds culture. Our focus isn't to eliminate travel, but to make thoughtful decisions about when it's needed and how it can be undertaken responsibly.

Our focus includes:

Continuing to deliver the vast majority of apprenticeship learning remotely.

Prioritising virtual meetings where appropriate.

Reviewing business travel annually to identify opportunities to reduce unnecessary journeys.

Encouraging lower-carbon travel options where practical.

MAKE SUSTAINABLE WORKING THE EASY CHOICE

The way we work every day shapes our environmental impact. We'll continue embedding practical, lower-impact ways of working into our operations so that making sustainable choices becomes part of how we work, not an additional task.

Many of these practices are already part of our operating model, and we'll continue building on them as we grow.

Our focus includes:

Maintaining paperless onboarding and digital workflows wherever possible.

Supporting flexible and remote working.

Promoting initiatives such as Cycle to Work to encourage more sustainable commuting.

Working with our office provider to understand and improve the environmental performance of our workspace.

Exploring opportunities to extend the life of IT equipment through responsible reuse and recycling.

MEASURE WHAT MATTERS

We believe better decisions start with better information. Measuring our environmental impact helps us understand where we can make the greatest difference and track our progress over time.

Rather than making assumptions, we'll continue using data to inform our priorities and identify opportunities for improvement.

Makers measures and reports its environmental performance annually from 1 April to 31 March. Our carbon footprint is completed following the end of each reporting period and used to review progress against this Climate Action Plan. The plan is then updated annually to reflect the latest data, stakeholder feedback and organisational priorities.

Each year we will:

Complete our carbon footprint following the end of the reporting period.

Report progress to the Board of Directors.

Publish an annual update on our website.

Review and update this Climate Action Plan.

Using Our Influence to Create Wider Impact

Our impact extends beyond our own operations. Every year, we work with learners, employers, suppliers and partners across the UK. That gives us an opportunity to encourage more sustainable ways of working through the decisions we make and the relationships we build.

Our focus includes:

Listening to employees, learners, clients and suppliers as we develop our approach.

Sharing progress openly and transparently.

Considering environmental impact when developing new initiatives and ways of working.

Looking for opportunities to encourage sustainable thinking across our wider community.

Our Commitments for 2026-2029

Our commitments focus on reducing our environmental impact where we can have the greatest influence. We've identified a small number of organisation-wide performance measures that will help us track our overall progress, alongside practical commitments that describe how we'll achieve them.

MEASURE	2025 BASELINE	2029 TARGET
Total carbon footprint per learner	0.001 tCO ₂ e	By 2029, reduce our carbon footprint per average active learner by 5% from our verified 2025 baseline, while continuing to measure and report our total annual carbon footprint.
Purchased goods & services emissions	129.3 tCO ₂ e	Reduce where practical through improved procurement and supplier engagement
Remote apprenticeship delivery	98%	Maintain above 95%
Significant suppliers assessed against environmental considerations	Environmental factors considered in some supplier decisions, but not yet applied or recorded consistently	100% of significant new supplier procurements assessed and documented
Carbon footprint reporting	Annual	Complete and publish annually

How We'll Deliver Our Commitments

COMMITMENT	SMART TARGET
BUY BETTER Purchased goods and services account for around 70% of our carbon footprint, making procurement one of the biggest opportunities to reduce our environmental impact.	By 2027 we will: Introduce environmental assessment questions into 100% of significant new supplier procurements (defined as contracts over £20,000 per annum). Review the environmental practices of our top 3 suppliers by annual spend each year. Record environmental considerations in 100% of significant new supplier procurement decisions from 2027.
TRAVEL WITH PURPOSE Our remote-first operating model significantly reduces travel-related emissions while enabling high-quality learning across the UK.	By December 2028 we will: Aim to maintain predominantly remote delivery (approximately 95%) where this continues to meet learner, client and regulatory requirements. Complete an annual review of business travel. From 2027, rail will be the default for UK business journeys where total journey time is reasonable, with any domestic air travel exceptions recorded as part of the annual travel review. Continue using virtual meetings as the default for internal and client meetings unless in-person attendance adds clear value.
MEASURE WHAT MATTERS	Each year we will: Complete our carbon footprint by 30 June. Report progress to the Board of Directors. Publish an annual update on our website. Review and update this Climate Action Plan.

Turning Commitment Into Action

Delivering our Climate Action Plan isn't the responsibility of one individual or one team. It's a shared commitment that will be embedded into how we make decisions, plan for the future and measure our progress.

As a growing business, we recognise that meaningful climate action doesn't always require large-scale investment. It requires clear ownership, informed decisions and continuous improvement.

To help us achieve this, we've identified how people, technology and resources will support delivery over the lifetime of this plan.

PEOPLE

This plan needs clear ownership to become meaningful action. Our B Corp Lead is responsible for coordinating delivery, monitoring progress and reporting against our commitments.

Responsibility for individual actions will sit across the business, recognising that purchasing decisions, ways of working, travel, technology and operational improvements all contribute to our environmental impact.

The Board of Directors, as Makers' highest governing body, is responsible for approving this plan, reviewing progress annually and ensuring climate considerations continue to inform business decisions.

RESOURCES

Makers will use existing operational budgets, systems and team capacity to support delivery of this plan. Where actions require additional expenditure, such as responsible IT disposal, supplier assessment, data collection or improvements to our workspace, these will be considered through the relevant annual planning and budget-setting processes.

TECHNOLOGY & DATA

We'll continue measuring our environmental impact each year using recognised methodologies and use this data to understand where we can improve over time. Alongside our annual carbon footprint, we'll monitor progress against the commitments set out in this plan and use these insights to inform future priorities.

As our business evolves, we'll continue improving the quality of the environmental data we collect so that our reporting remains meaningful, proportionate and transparent.

Working With Our Stakeholders

Creating a positive environmental impact isn't something we can achieve alone.

The decisions we make influence our employees, learners, clients, suppliers and partners, just as their feedback helps shape our approach. We believe meaningful progress comes from listening, collaborating and continuously improving together.

We'll use existing engagement channels to understand stakeholder perspectives, share our progress and identify opportunities to strengthen our approach over time.

STAKEHOLDER GROUP	HOW WE'LL WORK TOGETHER
Employees	We'll share progress against our Climate Action Plan, encourage ideas through existing engagement channels and gather feedback through our annual employee survey. We'll continue supporting lower-impact ways of working through initiatives such as flexible working, paperless processes and sustainable travel options where appropriate.
Learners	As a predominantly remote learning provider, we'll continue delivering high-quality digital learning experiences that reduce unnecessary travel while remaining accessible and effective. We'll listen to learner feedback to ensure environmental considerations never compromise the quality of learning.
Clients	We'll continue prioritising virtual collaboration where appropriate, reducing unnecessary travel while maintaining strong relationships. We'll welcome conversations with clients about opportunities to reduce our shared environmental impact while recognising that every organisation is at a different stage of its sustainability journey. We remain committed to working collaboratively and supporting positive progress wherever possible.
Suppliers	We'll begin incorporating environmental considerations into procurement decisions for significant new suppliers and encourage open conversations with existing suppliers about their environmental practices and opportunities for continuous improvement.
Wider Community	As a certified B Corp, we'll continue sharing our progress publicly, learning from others and contributing to conversations that help build a more sustainable and inclusive future.

During the first year of the plan, we will gather stakeholder feedback and use this to inform the annual review. We'll review stakeholder feedback alongside our environmental data each year to understand what's working, where we can improve and how our priorities should continue to evolve. This Climate Action Plan will be reviewed annually to reflect those insights.

Annual Progress Dashboard

MEASURE	2025	2026	2027	2028	2029
Total carbon footprint per learner (tCO ₂ e)	0.001 tCO ₂ e				
Emissions from purchased goods & services	129.3				
Remote apprenticeship delivery	90%				
Significant new supplier procurements using documented environmental assessment	Not yet standardised or centrally tracked				
Carbon footprint completed	✓				
Climate Action Plan reviewed	✓				