



SUSTAINABILITY & ESG DASHBOARD

Certified by Planet Mark for both

Business Sustainability and Social Values Year 2 | Reporting Period: Jan 1 – Dec 31, 2024

Carbon Footprint Overview (tCO2e)

Metric	Value
Total Emissions	902.3 tCO2e
Buildings (14 UK Sites with 323 apartments)	470.8 tCO2e
Per Employee	11.4 tCO2e
Scope 1	Fleet, Natural Gas
Scope 2	Electricity, EVs
Scope 3 Categories	Purchased Goods, Waste, Business and Academic Programme related Travel, Commuting, Leased Assets
Home Working Emissions	20.6 tCO2e

✓ Planet Mark Certification Status Year 2

- Scope 1 & 2 Emissions Reduced (Absolute):

 **21.1%**

- Over all emissions Per Employee:

 **23.6%**

- Per £m Revenue:

 **12%**

Data Quality Rating

Scope 1 & 2:



Scope 3:



Key Sustainability Actions



75%+ Switch to Renewable Energy



Electrified Fleet



Green Travel Programme



Waste Reduction & Efficiency



£ 4,773 Donated to Charities



£72,045 environmental Positive Impact



£ 44,142 Community & Volunteering Projects



£23,275 Invested on Staff Sustainability in Curriculum, Workshops, Orientation



+20% Stakeholder Engagement in Sustainability

Social Value Impact

Metric	Value
Total Social Value	£144,234
% of Turnover	0.60%
Per Employee	£1,823
Charitable Donations	£10,944
Resources Donated to VCSEs	£4,773
Volunteering Hours (General)	70 hrs
Volunteering (Environmental)	27 hrs
Rainforest Saved	19.4 acres

Overall social values
Overall social values



+26%

Community & Volunteering



+50%

Innovation & Low-Carbon Initiatives

- £34,664 invested in responsible business innovation
- 45,720 car miles avoided through green commuting
- 13,512 miles by low/no emission vehicles
- 3,640 commuting hours avoided via remote working and virtual internship programmes (61 virtual intern).
- 1 tCO₂ emissions saved through decarbonization strategies
- Bi-annual internal reports and public dashboard updates via newsletter, workshops, and orientation



Aligned with UN Sustainable Development Goals (SDGs)

Contributing to 9 SDGs and 14 SDG
SDG 4.7, 6.3, 7.2, 7.3, 8.4, 9.4, 11.4,
11.6, 12.1, 12.5, 12.6, 13.3, 14.3, 15.5

This dashboard is updated annually, shared during this period:

- Biannual Internal Townhalls, board report and one to ones with HOD (internal)
- Orientation sessions, workshops and courses (for all programmes)
- Stakeholder newsletters and updates on website

Planet Mark Certification is a powerful endorsement of our journey toward Net Zero. Together, we continue to measure what matters — for our planet and our people.