

Environment and Climate Change Policy

Babington is a leading provider of business courses, apprenticeships and traineeships in the UK. We take our sustainable business responsibilities seriously and are committed to understanding and mitigating the significant environmental impacts of our business.

Our environmental impacts

Our direct environmental impacts are energy use, refrigerant (air conditioning) use, water use and food/paper waste generated in our offices. We have a very small car fleet which includes hybrid vehicles. Although all are relatively minor, our largest impact is our energy use and its contribution to climate change.

We acknowledge the seriousness of climate change, both in terms of the negative environment, social and economic impacts that it could have on the world, and its potential impact on our business.

Notable climate change risks to our business include transitional impacts (climate change related policies and legislation, increased cost of energy and shifts in consumer preference) and physical impacts (acute and chronic weather changes impacting our offices, IT data storage and processing capabilities).

Climate change also creates opportunities for our business to both improve operational efficiencies (reducing energy, water and waste also reduces operational costs) and positively influence others to minimise their environmental impact.

As an education provider, Babington is looking to include sustainability, environment, and climate change impact within its course content where practicable, to raise awareness with its learners. By minimising our climate change contribution and through further education, we will be aligned with the expectations of our investor, customer and employee stakeholders.

Our Commitments

Babington will:

- Comply with all applicable environment, energy and climate related legislation and regulations as a minimum, including prevention of pollution.
- Align greenhouse gas emission reporting with the GHG Protocol Corporate Standard and take steps to expand the measurement of our scope 1,2 & 3 emissions sources, publicly report our figures.
- Strive to reduce our energy consumption, reduce our waste generation and encourage recycling.
- Set targets to reduce and drive continuous improvements in our approach.
- Define and implement actions plans to deliver our targets, and make our carbon reduction plan publicly available.
- Periodically review the environmental risks and opportunities associated with our operations.

- Raise environmental awareness and impact of climate change with our learners and employees through training and awareness opportunities.
- Keep abreast of environmental best practice and collaborate with experts, peers and partners on environmental topics as appropriate
- Ensure supply chain partners support our sustainable commitments and have policy and management tools in place to do so (as per our supply chain provision list)
- Procure supply chain partners through a procurement process that encompasses sustainability goals and measures, with environmental best practice in place around waste management and carbon emissions
- Ensure both Babington and supply chain partners dispose of waste using a registered waste collector
- Ensure both Babington and supply chain partners comply with waste electrical and electronic equipment (WEEE) regulations

To achieve the commitments outlined in this policy, Babington will integrate environmental goals and objectives in line with its Carbon Reduction Policy, into its business planning, decision making, performance tracking and governance processes.

Scope & Accountability

This policy applies to all Babington business operations and employees wherever they are carrying out their work for and on behalf of Babington.

Accountability for the policy rests with the Company's Board of Directors. The policy will be reviewed and updated at least annually.

This document is issued on a version-controlled basis and is available to all colleagues on the corporate intranet and published on the Babington website.

Document Management:

David Marsh, Chief Executive Officer of Babington Business College Ltd.

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Change History Record

Version control	Substantive change narrative	Author of substantive change	Date of substantive change
1.0	Complete review of original policy and significant amendments made, approved by the CFO. Version control added to ISO27001 Standard.	Gareth Thomas, Consultant	28/02/2019
2.0	Updated and Policy Addendum added following ESF Audit	Kirsty Lewis	21/05/2019

3.0	Annual Review – inclusion of ESOS compliance and use of Peoples Forum for new ideas.	Adrian Fantham	10/08/2020
4.0	Minor review – inclusion of new reporting and data	Jonathan Gallie	25/11/2021
5.0	Complete review of original policy and significant amendments made, to align to ISO14001 EMS.	Jonathan Gallie	18/02/2022
6.0	Minor amends – inclusion of supply chain	Jonathan Gallie	22/04/2022