

## Environmental Management Plan for Crew Gal Academy Ltd

### 1. Introduction and Commitment to Sustainability

Crew Gal Academy Ltd is committed to environmental sustainability and plays an active role in reducing its carbon footprint. This environmental management plan outlines our strategies for mitigating our environmental impact, including detailed carbon reduction initiatives, a commitment to Net Zero by 2050, and setting specific interim targets for 2035. Additionally, the Academy will ensure that all suppliers are held to the same sustainability standards by requesting a supplier emissions declaration.

Our commitment to environmental responsibility is not just a moral imperative but also an integral part of our values and future growth strategy. Through this plan, Crew Gal Academy Ltd will take measurable steps to reduce Greenhouse Gas (GHG) emissions over time and contribute to global sustainability efforts.

### 2. Carbon Reduction Plan and Reporting Standard

As part of our ongoing commitment to sustainability, Crew Gal Academy Ltd has developed a comprehensive Carbon Reduction Plan that meets required reporting standards. This plan will serve as a foundational document that guides our operational activities towards reducing GHG emissions.

#### Key Elements of Our Carbon Reduction Plan:

- **Baseline Emissions:** We have conducted an emissions inventory that provides a clear baseline of the current carbon emissions associated with our operations. This includes direct emissions (Scope 1), energy-related emissions (Scope 2), and emissions from the supply chain and business travel (Scope 3).
- **Reduction Measures:** Based on our emissions baseline, we have identified key areas where GHG emissions can be reduced. These measures include:
  - **Energy Efficiency:** We will optimize energy usage across all Academy buildings by installing energy-efficient lighting, upgrading HVAC systems, improving insulation, and ensuring that we use low-energy consumption equipment.
  - **Renewable Energy Transition:** We will gradually transition to renewable energy sources such as wind and solar, aiming for a significant reduction in our reliance on fossil fuels. This will be achieved by procuring renewable energy for all operational needs, including electricity for our training centres.
  - **Transportation and Travel:** We will work to reduce emissions from transportation through the implementation of a fleet of electric vehicles, encouraging the use of public transportation, and promoting the adoption of telecommuting and virtual meetings to reduce travel-related emissions.

- **Waste Reduction:** Crew Gal Academy Ltd will introduce a waste minimisation strategy by enhancing recycling programs, reducing single-use plastics, and prioritizing the purchase of reusable and recyclable products. We will also encourage a culture of waste reduction within the Academy community.
- **Sustainable Procurement:** All new purchasing decisions will take sustainability into account. This includes sourcing materials, services, and products from environmentally responsible suppliers.
- **Carbon Offsetting:** As part of our overall strategy, we will invest in carbon offset programs to neutralize unavoidable emissions, such as reforestation projects or renewable energy initiatives.
- **Annual Reporting:** We will publish an annual environmental sustainability report detailing our progress in reducing carbon emissions, ensuring transparency and accountability. This report will align with the standards set by the UK government's Carbon Reduction Plan and be available to the public.

### 3. Commitment to Net Zero by 2050 and Interim Targets for 2035

Crew Gal Academy Ltd is publicly committed to achieving **Net Zero carbon emissions by 2050**. This overarching goal will be supported by clear, measurable milestones.

#### Interim Target for 2035:

- Our target is to achieve a **50% reduction in GHG emissions** by 2035, relative to our baseline year. This interim target will allow us to ensure that we are on track toward achieving Net Zero by 2050, with a realistic and progressive approach to reducing emissions in line with scientific recommendations.

### 4. Supplier Emissions Declaration

We recognize that emissions from our suppliers (Scope 3 emissions) are a significant portion of our overall carbon footprint. To ensure that we are making a meaningful impact, Crew Gal Academy Ltd will actively engage with our suppliers and partners to reduce their carbon emissions.

#### Steps to Address Supplier Emissions:

- **Supplier Emissions Declaration:** We will require all suppliers to complete an emissions declaration, ensuring that their sustainability practices align with our values. Suppliers will be asked to provide detailed emissions reports and outline their strategies for reducing their carbon footprint.
- **Sustainable Sourcing:** We will prioritize suppliers who demonstrate a clear commitment to sustainability, including those that use renewable energy, implement

energy-efficient practices, and reduce emissions in their supply chains.

- **Collaborative Efforts:** Crew Gal Academy Ltd will actively collaborate with suppliers to help them reduce emissions through joint initiatives such as energy audits, supply chain optimization, and carbon offsetting programs.
- **Green Touring Training:** Crew Gal Academy Ltd will roll out sustainable events management and touring as part of their Training Programmes 2025 and upskill all workers within Crew Gal with best practices in sustainability.
- **ALBERT:** Crew Gal Academy are embedding ALBERT training into all Screen Skills programmes from 2025 in line with best practice outlined by BAFTA.

## 5. Monitoring, Review, and Accountability

Crew Gal Academy Ltd will establish a robust system to monitor the effectiveness of our environmental management measures. This system will include:

- **Quarterly Reviews:** Regular reviews of progress towards carbon reduction targets will be held with our senior leadership team, ensuring that any necessary adjustments to our strategies are made in a timely manner.
- **Employee Engagement:** We will engage our staff in sustainability initiatives, encouraging them to contribute to our environmental goals through training programs, workshops, and a green ambassador network.
- **External Audits:** We will engage third-party auditors to assess our carbon reduction activities and ensure compliance with best practices and international standards.

## 6. Conclusion

Crew Gal Academy Ltd is committed to being a leader in environmental sustainability within the education sector. Through our comprehensive Carbon Reduction Plan, we are taking deliberate and measurable actions to reduce our carbon emissions, with a clear target of achieving Net Zero by 2050 and an interim target of a 50% reduction by 2035.

Our commitment extends beyond our own operations as we engage with our suppliers and partners to reduce emissions across the entire value chain. By publishing our progress, engaging with stakeholders, and continuously improving our sustainability practices, we aim to create a lasting positive impact on the environment and contribute to global efforts to combat climate change.

**Signed:**



Susan French

Director

Crew Gal Academy Ltd

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