Everyone Active's Carbon Reduction Plan (June 2024)

Commitment to Achieving Net Zero

As set out in our Net Zero Strategy, Sports and Leisure Management Limited (SLM), trading as Everyone Active, and all its' wholly owned subsidiaries, are committed to achieving net zero emissions by 2030, or in line with our local authority partners' target dates as a priority. SLM is also certified to ISO 14001:2015 Environmental Management Systems covering all leisure and cultural facilities which we operate in partnership with our local authority partners.

Carbon Accounting Methodology

Our carbon emissions were calculated in accordance with the Greenhouse Gas Protocol, covering all seven Kyoto Protocol greenhouse gases. Carbon emissions factors of the relevant reporting year provided by the Department for Energy Security and Net Zero (previously the Department for Business, Energy & Industrial Strategy) were adopted. Data were reported in line with our Streamlined Energy and Carbon Reporting (SECR) based on our financial year cycle of April to March.

For gas and electricity consumptions, invoice data were taken as the primary data source, followed by half-hourly data from automatic meter readings if invoice data were not available in time of reporting, then by in-house daily meter reads if invoice and half-hourly data were both unavailable.

In some cases, there are instances of missing data due to supplier changes, site acquisitions and contract end dates. To address these gaps, we have applied estimations to fill in the missing data. These estimations were calculated either by extrapolating available data from the reporting period or by utilising data from previous years as a proxy.

Reporting Boundaries

Carbon emissions data were reported on an operational control basis, with the following boundary:

Scope 1: Natural gas combustion within boilers, road fuel combustion within owned/leased vehicles, and fugitive emissions from refrigerants in air-conditioning equipment, and onsite renewable energy generation.

Scope 2: Purchased electricity consumption for our own use, and electricity consumption from electric vehicles owned/leased by the company. Both market-based and location-based emissions were calculated. For simplicity, only market-based Scope 2 emissions was reported, as this emission factor is specific and would more accurately reflect the actual emissions arising from electricity which SLM purchased.

Scope 3: Fuel and Energy Related Activities (FERA), water, waste, wastewater treatment, employee commuting, and business travel.

We have identified the above Scope 3 emissions as material to the company's operation through a materiality assessment and have started reporting from FY2022/2023. We have also started gathering data for reporting emissions associated with the upstream and downstream transportation and distribution, which are relevant to our key suppliers and customers travel. In future years, we will expand our Scope 3 reporting to cover the above-mentioned categories, and also capital goods as well as purchased goods and services when we have robust data. This is in line with industry best practices.

Emissions Intensity Metrics: Given the nature of our business, there will be changes in the number of facilities the company operates year-on-year. As such, Scope 1 & 2 carbon emissions intensity was also reported as a normalised reference. We have adopted emissions per facilities as the intensity metric since the baseline year and have included emissions per floor area from FY2023/2024 as an additional intensity metric.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured. We have adopted FY2019/2020 as the baseline year.

Baseline Year: FY2019/2020

Our baseline year emissions covered Scope 1 and 2 emissions as outlined in the Carbon Accounting Methodology and Reporting Boundaries sections above. Scope 3 emissions were not reported for the baseline year as relevant data were not collected at that time.

EMISSIONS	TONNES CO_2e
Scope 1	38,324
Scope 2 (market-based)	14,331
Scope 3	Not reported (see "Reporting Boundaries" for explanation)
TOTAL	**52,655**

EMISSIONS INTENSITY	TONNES CO_2e per Facility
Number of Facilities	154
Scope 1 & 2	342

Current Emissions Reporting: FY2023/2024

EMISSIONS	TONNES CO_2e
Scope 1	41,097
Scope 2 (market-based)	12,604
Scope 3	18,374 (see "Reporting Boundaries" for coverage)
TOTALS	
Scope 1 & 2	**53,700**
Scope 1, 2 & 3	72,075

EMISSIONS INTENSITY	TONNES CO_2e per Facility	kg CO_2e per m^2 Floor Area
Number of Facilities	187	
Scope 1 & 2	**287**	**72.6**
Scope 1, 2 & 3	385	97.4

Emissions Reduction Targets

In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets:

Making Our Head Office (Support Hub) Net Zero, with onsite solar, 100% renewable energy (REGO), heat pumps to replace natural gas and smart building controls.

Making Our Corporate Operations Net Zero by the end of 2030, covering Scope 1, Scope 2 and material Scope 3 emissions by changing all company-owned and leased vehicles to plug in electric, installing charging infrastructure, upskilling and engaging all colleagues, and engaging and supporting key suppliers to set and report targets. We also work alongside the facility-focussed targets below for onsite renewable energy, low-carbon and energy-efficient technological interventions (such as heat pump and other optimisations).

To be the Leading Provider of Operationally Net Zero Facilities, through:

- Switching to 100% renewable energy (REGO) by 2030 or in line with our Local Authority Partners' ambitions.
- Targeting to have more than 80 leisure facilities with onsite renewable energy by 2025.
- Targeting to have at least 15 additional leisure facilities with heat pumps or other interventions to remove or significantly reduce reliance on natural gas for heating by 2026.
- Maintaining 100% waste diversion from landfill at all sites and further increase recycling rate.
- Establishing year-on-year energy reduction and recycling targets for all operating facilities to ensure progress.

We project that carbon emissions will decrease to at least 23,600 tCO$_2$e by 2030. This is a reduction of 55% against the baseline year. Progress against these targets can be seen in the graph below:

Carbon Reduction: Projected vs. Actual
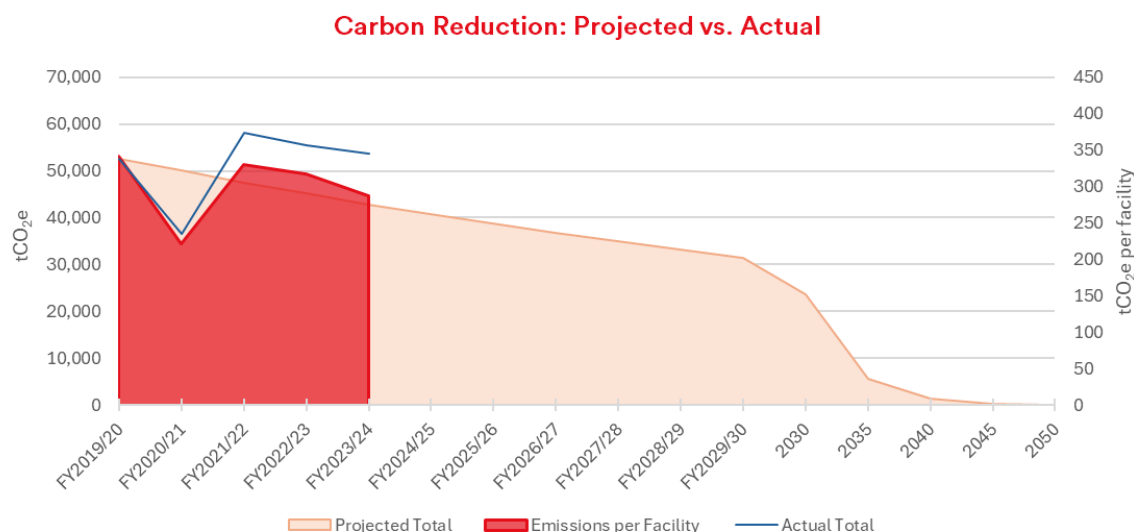
Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the FY2019/2020 baseline. While total Scope 1 & 2 carbon emissions had slightly increased by 2% (1,045 tonnes) against the baseline, the number facilities which the company operated in FY2023/2024 had significantly increased by 21%.

This equated to a 16% carbon emissions reduction per facility against the FY2019/20 baseline. These measures will be in effect when performing the contract if relevant and practicable, and across the whole organisation. We monitor, review, and take necessary actions to continually optimise through our internal procedures alongside our ISO 14001:2015 Environmental Management Systems.

Energy Performance Improvement & Decarbonisation Projects

We have invested in and supporting our local authority partners to do the same to increase operational & energy efficiency at our facilities. The following projects were undertaken at our facilities, where feasible and appropriate:

- Lighting upgrade to LED lighting and installation of PIR sensors, as well as LED/energy efficient flood lighting;
- Thermal insulation of plant pipework and heat recovery;
- Installation or upgrading of air handling units (AHU), installation of variable speed drive and pool covers;
- Installation or optimisation of building management systems;
- Boiler efficiency optimisation and brought online CHP units as an interim energy-efficient & low-carbon option;
- Deployment of onsite renewable energy, including solar photovoltaic (PV), solar thermal and solar carport;
- Multiple large-scale decarbonisation / PSDS funded projects for installation of heat pumps, solar thermal and other technologies to significantly reduce or eliminate gas usage.

Carbon Literacy & Capacity Building Initiatives

We have, and will continue to, strengthen awareness and carbon reduction knowledge through communications to employees and customers to drive changes, through initiatives such as:

- Having a sustainability governance structure in place with regular Board-level and working group level meetings and other communication sessions with regional, contract and site-level management teams to aid a robust mechanism on oversight and implementation.
- Having designated Carbon Reduction Coordinators at each facility driving carbon reduction, with specific training provided to them as well as monthly meetings with the Group Sustainability Manager;

- Having a regularly reviewed site-specific Energy & Water Reduction Plan for each facility;
- Engaging our colleagues and customers through the ongoing "Everyone Is Reducing Carbon" campaign;
- Providing mandatory tailored-to-role sustainability trainings to all colleagues, as well as in new colleague induction and annual refresher for existing colleagues;
- Having a strategic partnership with a market-leading renewable technology & energy consultancy, who is also a principal contractor, supporting our local authority partners along the decarbonisation journey from identifying opportunities to project delivery.

In the future, we will implement further measures such as:

- Providing proactive support to our local authority partners on project implementation of solar PV and other technological interventions with capital grant from the Swimming Pool Support Fund (SPSF);
- Continue to work closely with our local authority partners, supporting them to capture funding opportunities, such as the Salix Low Carbon Skills Fund (LCSF) and Public Sector Decarbonisation Scheme (PSDS), as well as other funding opportunities to make the facilities more energy-efficient and ultimately achieving net zero;
- Continually review and assess the applicability of new and emerging energy-efficient, water-efficient and low-carbon technologies and solutions, drive waste reductions further, encourage active & sustainable travel, so that we play our part in reducing environmental impacts, supporting our local authority partners' wider net zero plan.
- Continue and expand our work in engaging key suppliers on reducing environmental impacts and emissions arising from our activities with them, such as reducing and eliminating single-use containers or supplies.
- Consider our key suppliers' sustainability credentials in decision-making, consider sustainably sourced goods & services relevant to our operation where practicable. We are working to capture more robust data.
- Strengthen our efforts in advocacy through proactive participation and involvement in institutional organisations or industry bodies in the leisure & physical activities sector, and also in the net zero sector, to develop synergies.
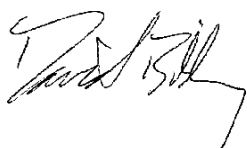
Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard[3].

This Carbon Reduction Plan has been reviewed and signed off by the SLM Board.
This Plan will be reviewed and updated annually.

Approved on behalf of SLM:

David Bibby
Managing Director
4 June 2024

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[1] https://ghgprotocol.org/corporate-standard
[2] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[3] https://ghgprotocol.org/standards/scope-3-standard