

Carbon Reduction Plan

August 2023

Commitment to achieving Net Zero

Freedom Leisure is committed to achieving Net Zero emissions by 2030.

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.

Baseline Year: 2019 / 2020

Our baseline emissions inventory includes all our measurable Scope 1, 2 and 3 emissions. Electricity and Gas kWh usage is compiled using half-hourly data wherever available from smart meters through Stark, with in house meter reads and invoice data from third parties used as necessary. Business travel is calculated from repayment claims for business mileage for an average petrol vehicle and fuel card data for company maintenance vehicles. Where Freedom Leisure is not directly responsible for the procurement of utilities, the associated emissions for these supplies now sit under Scope 3, rather than being grouped into Scopes 1 and 2 as is the case for our baseline year.

Our Baseline Year Scope 3 emissions include electricity transmission and distribution and business travel.

We include all 7 Kyoto Protocol Greenhouse Gas groups in our emissions footprint calculations. Reporting of Emissions resulting from the use of grid electricity and natural gas was calculated using the UK Government GHG Conversion Factors for Company Reporting.

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	16,865
Scope 2	7,184
Scope 3 (Included Sources)	878 Reported Scope 3 emissions relate to business travel and losses from the delivery of electricity through the grid. Freedom Leisure does not transport and distribute products.
Total Emissions	24,927

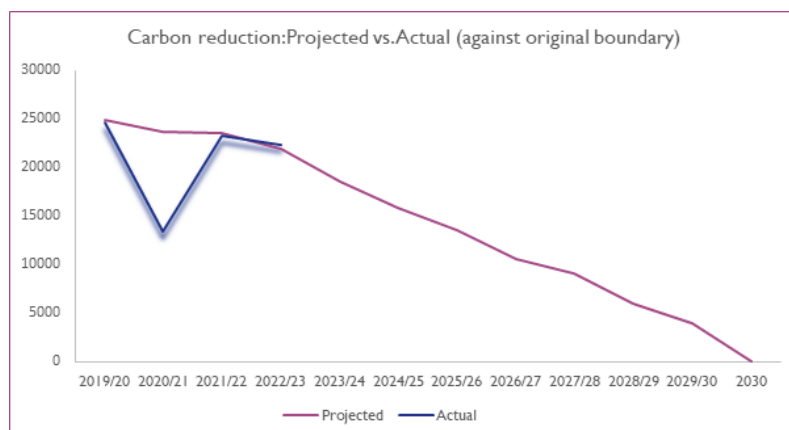
Current Emissions Reporting: 2022 / 2023

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	12,289
Scope 2	3,840
Scope 3 (Included Sources)	6,913 Reported Scope 3 emissions relate to business travel and commuting undertaken by colleagues, operational waste, indirectly purchased electricity and gas, and losses from the delivery of electricity through the grid. Freedom Leisure does not transport and distribute products.
Total Emissions	23,042

Emissions reduction targets

In order to continue our progress toward achieving Net Zero, we have adopted the following carbon reduction targets:

- We intend to achieve a 50% decrease in emissions by 2025 / 2026.
- We project that carbon emissions will decrease by a minimum of 10% year on year (against our baseline).
- Achieve Net Zero at our support office and first leisure centre in 2023.
- Achieve Net Zero at multiple sites in 2024 / 2025.
- We have achieved a 21% reduction in total energy emissions against our original baseline in the last Fiscal Year.



*Additional Scope 3 categories added in 2022 / 2023

Carbon Reduction Plan (cont.)

August 2023

Intensity ratio

We monitor and report overall emission data against an appropriate metric and this is shown against total customer visits.
(as per SECR 2022 / 2023)

	2022 / 2023	2019 / 2020
Customer visits	21.0m	17.2m
Tonnes CO ₂ e per visit	0.00106	0.00145

Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The carbon emission reduction achieved by these schemes equate to 5273 tCO₂e, a 21% reduction against the 2019 baseline (original boundary) and these measures will remain in effect across the organisation.

- Environmental Sustainability being included as a key business strategic objective.
- Our environmental management system is certified to ISO 14001
- We have secured Certified 100% REGO (Renewable Energy Guarantee of Origin) for all of the sites where we procure electricity.
- Implemented necessary consumption reduction measures (the Energy and Sustainability Non-negotiables) to achieve substantial reductions on top of previous housekeeping measures.
- Prioritised capital projects offering an energy and carbon saving.
- Additional savings were realised by improved housekeeping and controls work to ensure that operating hours of centres and facilities matched time schedules, ensuring efficient operations.
- Freedom Leisure works closely with energy-saving consultancies, to minimise the environmental impact of our leisure centres. Together we recognized the significant funding opportunity offered by the Public Sector Decarbonisation Scheme and other funding platforms.
- Working with our council partners, many of the bids were successful in their bids to secure funding to invest in energy-saving measures at leisure centres.
- Efficiencies through teleconferencing and an improved system of reporting have also resulted in a significant reduction in transport emissions.
- The establishment of an Environmental Network across our business.
- We have and continue to build awareness across our organization.
- Implemented bespoke solutions for specific waste streams generated at our centres.

In the future, we aim to implement further measures such as:

- 50% of our leisure centres with at least one form of on-site renewable energy generation.
- Further focus on our Supplier engagement and the introduction of a net zero procurement policy.
- Continuously work to collect the highest quality data on our emissions to support in reduction and monitoring of interventions.
- Carbon Literacy training is to be introduced to supplement the environmental awareness modules.
- Reducing emissions from business and colleague travel, encouraging employees to decarbonise their commuting.
- Further reduction in waste volumes generated on-site.
- Maintaining our Zero- Waste -To -Landfill at all sites where we manage waste.

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 standard¹ 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 approved by the Senior Leadership Team.

Signed on behalf of the Senior Leadership Team by Ivan Horsfall Turner CEO on 2 August 2023.

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>