

Environmental Policy statement

The Rail Academy (TRA) recognise that we are a stakeholder in the railway and training industry. In the delivery of our operations, we impact the local community and communities where we operate, along with the wider environment. We recognise our obligation to reducing any negative environmental impacts of our activities, products and services. We therefore adopt a sustainable approach to our business; to comply with environmental legislation and we work to continually reduce our waste and energy usage.

Sustainability is about more than the Environment; it also encompasses the social and economic spheres, underpins environmental justice, energy efficiency and sound business ethics. Therefore, our policy is to prevent environmental harm, reduce our waste and energy usage and to build a sustainable business through implementation of our Integrated Management System (IMS).

TRA has the organisation and arrangements in place to:

- Identify, assess and control environmental risk.
- Provide and maintain a workplace that minimises energy, reduces impact on the local environment and prevents pollution from our activities, by educating our staff of this duty and how they may minimise our impact,
- Commit to achieving Net Zero, by achieving Net Zero greenhouse gas emissions by 2050 in line with UK Government targets and the requirements of Procurement Policy Note (PPN) 06/21. This via a Carbon Reduction Plan prepared in accordance with PPN 06/21 and associated guidance for Carbon Reduction Plans.
- Using our procedures, planning, management control, systems of work and organisation in place to carry out work without harm to the environment.
- Reduce and recycle our waste where possible and ensuring that all of our waste is disposed of responsibly and promptly.
- Report environmental accidents, incidents and close calls, while investigating fairly to find out the cause, and applying this learning to prevent accidents and incidents happening in future.
- Communicate openly and honestly with our employees, customers, suppliers and other interested parties to ensure we treat each other fairly.
- Use public transport where feasible, to reduce our environmental impact.
- Check how effective our organisation and arrangements are through auditing our processes and acting on the findings to ensure we continuously improve our organisational arrangements for environmental management

Carbon Baseline Emissions Footprint

Baseline Year: 2025

- The Rail Academy Limited is a remote-working organisation with no permanent office premises or company-owned vehicle fleet. The business model is designed to minimise environmental impact through remote delivery methods and sustainable travel practices.

The following baseline emissions represent the company's first estimate of operational greenhouse gas emissions.

- Current Emissions Reporting

TRA shall review and update emissions data every three years to ensure accuracy of carbon reporting methodologies and to enable improvements.

- Carbon Reduction Measures

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The following environmental management measures and projects have already been implemented:

- All employees work remotely from home, removing the need for daily commuting to a central office.
- Rail travel is the preferred method of business travel wherever practical.
- Use of remote communication platforms significantly reduces travel requirements.
- Electronic documentation and cloud-based systems reduce paper consumption and printing requirements.
- Use of energy-efficient IT equipment where practicable.
- Reduced office waste due to absence of permanent office accommodation.

- Carbon Reduction Targets

The Rail Academy Limited aims to maintain a low-emission remote-working operating model, reduce business travel emissions over time, improve carbon emissions data collection and reporting accuracy annually, and continue reducing operational waste and paper consumption.

Baseline Estimated Emissions Table

Emissions Source	Estimated Total (tCO ₂ e)
Scope 1	0.0
Scope 2	0.3
Scope 3 (Business Travel)	3.2
Scope 3 (Employee Commuting & Homeworking)	1.4
Scope 3 (Waste Generated in Operations)	0.1
Total Emissions	5.0

Overall responsibility lies with the Managing Director, who will ensure:

- TRA deploy the necessary leadership and management structure to ensure a complete, unbroken chain of accountability for Environmental Management and Carbon Reduction with responsibility at all levels in the business to promote ownership.
- Clear delegation of responsibilities and the provision of adequate resources to deliver TRA Environmental impacts.
- Regular reviews of the TRA Environmental and Carbon risks.
- That adequate systems are maintained to protect the Environment and are regularly reviewed and supported by the TRA Management Meeting (TRAMM) and approved by TRA Board.
 - That risks inherent in TRA business operations are assessed to provide a comprehensive evaluation of foreseeable hazards.

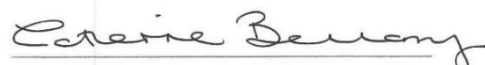
This policy is applicable to all TRA employees and those people working, or undertaking activities on behalf of TRA, wherever they are carried out. All must:

- Perform their roles with consideration for the Environment,
- Stop any work where they believe what is being done could significantly impact the Environment,
- Report accidents and close calls,
- Help to create a culture of personal responsibility, leading by example.

Cath Bellamy, Managing Director

The Rail Academy Ltd

Date: May 2026



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