Directors' report (continued)

Employee involvement

The group and company have established a practice of keeping employees informed of matters affecting them as employees and the financial and economic matters affecting the performance of the group and company, and seek the views of employees on matters likely to affect their interests.

Energy use and carbon emissions

The greenhouse gas ('GHG') emissions statement below provides a summary of the group's greenhouse gas (carbon) emissions for the current and previous financial years. It gives a summary of emissions from fuel combustion and the operation of our facilities, including our offices and company cars (scope 1), and from our purchased electricity use during the year (scope 2).

We have reported on all the emission sources required under the Companies Act 2006 (Strategic Report and Directors' Reports) Regulations 2013. These sources fall within our own business activities over which we have operational control.

We have used the GHG Protocol Corporate Accounting and Reporting Standard (revised edition), data gathered from our own operations, and emissions factors from UK Government's Conversion Factors for Company Reporting 2019.

GHG emissions	Year ended 30 April 2021	Year ended 30 April 2020
Emissions from combustion of fuel (scope 1)	168,360 kgCO_2	140,739 kgCO_2
Emissions from electricity purchased for own use (scope 2)	161,251 kgCO_2	187,158 kgCO_2
Total emissions	**329,611 kgCO_2**	**327,897 kgCO_2**
Intensity: Emissions per full time employee (FTE)	**360.6 kgCO_2/employee**	**254.8 kgCO_2/employee**

Statement of directors' responsibilities in respect of the financial statements

The directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulation.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have prepared the group financial statements in accordance with international accounting standards in conformity with the requirements of the Companies Act 2006 and the company financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" Section 1A, and applicable law).

Under company law, directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and company and of the profit or loss of the group for that period. In preparing the financial statements, the directors are required to:

- *select suitable accounting policies and then apply them consistently;*
- state whether applicable international accounting standards in conformity with the requirements of the Companies Act 2006 have been followed for the group financial statements and United Kingdom Accounting Standards, comprising FRS 102 Section 1A have been followed for the company financial statements, subject to any material departures disclosed and explained in the financial statements;
- make judgements and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group and company will continue in business.

The directors are responsible for safeguarding the assets of the group and company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are also responsible for keeping adequate accounting records that are sufficient to show and explain the group's and company's transactions and disclose with reasonable accuracy at any time the financial position of the group and company and enable them to ensure that the financial statements comply with the Companies Act 2006.