

Alpha Plus Holdings plc

Company No. 04418776

Directors Report *continued*

Staff policies

The Group seeks to involve all employees in the development of the Group's business. Those Directors who are also *Governors of the Group's schools and colleges regularly meet with the head teachers and college principals* informally, but also more formally, as part of the Group's internal governance process to review not only the development of their respective schools and colleges but also the wider development of the Group. Heads and principals disseminate this information to the employees in their respective school or college. In this way the Group undertakes to provide employees with information of concern to them that is likely to affect their interests.

The Group supports the principle of equal opportunities in employment and opposes all forms of discrimination. Every step is taken to ensure that individuals are treated equally and fairly and decisions on recruitment, training, promotion and career development are based only on objective and job related criteria. The Group gives full and fair consideration to applications for employment from disabled persons and also seeks to continue to employ, with suitable training, if appropriate, any person who becomes disabled whilst employed by the Group.

Anti-slavery and human trafficking statement

Alpha Plus is a values-led organisation that maintains high expectations of its own conduct and of those with whom it works. The Group's code of ethical and professional conduct is an integral part of the Alpha Plus Gold Standard of educational excellence. The Group takes pride in its reputation and recognises that its values are just as important as the services it provides. The Group is rigorous in the recruitment and development of people and in the selection and management of suppliers. The Group expects Directors and all other employees within the Group, along with its suppliers, to act with the highest levels of professionalism and integrity and within the law. The principles of the Group's code apply to all dealings with those who interact with, or may be affected by, the activities of the Group. This includes pupils, parents, employees, customers, suppliers, inspectors and regulators, shareholders, local communities and the environment in which the Group operates.

Consistent with its commitment to act ethically in all relationships and a zero tolerance of unethical or exploitative employment practices, the Group is committed to doing whatever it can to combat slavery and human trafficking. The Group will not engage in business with any party whom it deems to present a risk of participating in slavery or human trafficking.

Environmental and social matters

During the year the Group established an Environmental, Social and Governance Management Committee, chaired by one of the Directors. The purpose is to oversee the development of the Group's Environmental, Social and Governance strategy, and consider the sustainability and societal impact of the Group's current and future activities.

Charitable donations

The Group made charitable donations of £8,000 (2020: £24,000) during the year. This included £5,000 to support the United World Schools charity. The 2020 comparative included £14,000 to support the music charity The Classical Roadshow.

Beyond this, the Group works with its schools, alumni, parents and other members of the community to facilitate fundraising for a large number of charities ranging from local community charities to those providing bursarial support. In the year to 31 August 2021, over £500,000 (2020: over £600,000) was raised in gifts and pledges for these charities from the Alpha Plus "family".

Energy and emission reporting

The Company has followed the GHG Reporting Protocol – Corporate Standard for company reporting to identify and report relevant energy and GHG emissions over which it has operational control for the year ending 31 August 2021.

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Directors Report *continued*

The Company has considered the materiality of environmental impacts arising from its UK operations and identified greenhouse gas emissions (generated via energy use and vehicle emissions) to be the most significant. These are summarised below:

	Absolute energy use (Mwh)		Absolute carbon dioxide equivalent (tonnes)	
	2021	2020	2021	2020
Direct emissions - gas and vehicles (scope 1)	6,037	5,836	1,228	1,191
Indirect emissions - electricity (scope 2)	1,792	1,394	381	325
	7,829	7,230	1,609	1,516

The Group tracks energy consumption per school using league tables and heat maps. An extensive programme to fit LED lighting throughout the portfolio of schools and colleges is currently being undertaken to reduce future emissions. Emissions per £ revenue is considered a key metric and was 15.74 kg of CO₂ per £000 of revenue in the year ended 31 August 2021 (2020: 14.31 kg).

Responsibility statements under the Disclosure and Transparency Rules

Each of the Directors listed above who were members of the Board at the time of approving the financial statements confirm that, to the best of their knowledge and belief:

- the financial statements, prepared in accordance with IFRS as adopted by the United Kingdom, give a true and fair view of the assets, liabilities, financial position and profit of the Group and the undertakings included in the consolidation taken as a whole; and
- the Strategic Report includes a fair review of the development and performance of the business and the position of the Group and the undertakings included in the consolidation taken as a whole, together with a description of the principal risks and uncertainties they face.

Directors' statement as to disclosure of information to auditors

The Directors who were members of the Board at the time of approving the Directors' Report are shown above. Having made enquiries of fellow Directors and of the Group's auditor, each of these Directors confirms that:

- to the best of each Director's knowledge and belief, there is no information (that is, information needed by the Group's auditor in connection with preparing their report) of which the Group's auditor is unaware; and
- each Director has taken all the steps a Director might reasonably be expected to have taken to be aware of relevant audit information and to establish that the Group's auditor is aware of that information.

Approved by the Board of Directors and signed on behalf of the Board.



J C Norton
Secretary
8 December 2021