

READYNEZ SUSTAINABILITY REPORT 2024

Readynez' Transition to Sustainable IT Training

Background, initiatives, and results

We're trusted by 5000+ companies and 50,000+ IT Professionals from around the world.



Index

Summary	.....	2
Background	.....	3
Sustainability Initiatives	.....	4
Achievements	.....	7
Transition to virtual events	.....	8
Reductions	.....	9
The way forward	.....	13
Challenges in Emission Calculation	.....	14

Summary

At Readynez, we acknowledge the critical importance of environmental responsibility and aspire to become the leading sustainable training provider in the industry. We have decisively adopted a sustainability policy aimed at reducing our CO2 emission footprint. This policy is rooted in our adoption of the ISO-14001 Environmental Management System. It reflects our commitment to integrate sustainable practices into every aspect of our operations, from the delivery of IT training to our day-to-day business activities, emphasizing our dedication to minimizing our environmental impact.

The initiatives undertaken related to our sustainability policy have already had a positive impact on our carbon emissions in several different ways. We no longer cause any emissions related to physical training materials, and we have reduced our travel-related activities significantly. By some measurements, we have reduced travel-related emissions by almost 90 percent.

In the coming years, Readynez will continue to pursue sustainability goals by tracking and reducing our emissions even further. This report documents our ongoing transition to sustainable training.





Background

Historically, the IT training industry has faced significant challenges regarding emissions, largely due to reliance on in-person training sessions. Classroom training has often necessitated extensive travel activity for instructors as well as participants, resulting in considerable carbon emissions. Additionally, the use of physical resources like printed materials and location facility requirements has contributed further to the industry's environmental footprint.

As Readynez we are actively seeking innovative ways to reduce our carbon footprint. In alignment with our commitment to environmental responsibility, we have implemented the ISO-14001 sustainability management system and were accredited for this in 2022. This strategic decision emphasizes our dedication to actively reducing our environmental impact and makes it possible to implement a range of sustainability initiatives in

line with structured and internationally recognized standards.

The general digital revolution, further propelled by the COVID-19 pandemic in 2020, provided unparalleled opportunities for sustainable training methodologies. At Readynez, we seized this moment, aspiring to become the leading sustainable training provider in the industry. This period of rapid digitalization facilitated our swift transition to virtual training platforms, aligning with our environmental goals.

Our initiatives include adopting virtual training methods, optimizing resource use, and integrating eco-friendly practices into both our training content and operational processes across our entire value chain. In total, Readynez has identified ten different areas of initiatives that contribute to the reduction of our CO2 footprint. We are working on all of them and have already achieved significant results.

Sustainability Initiatives related to the digital transformation of training

1. Enforce virtual training with a strategic 99% reduction of scheduled onsite courses.

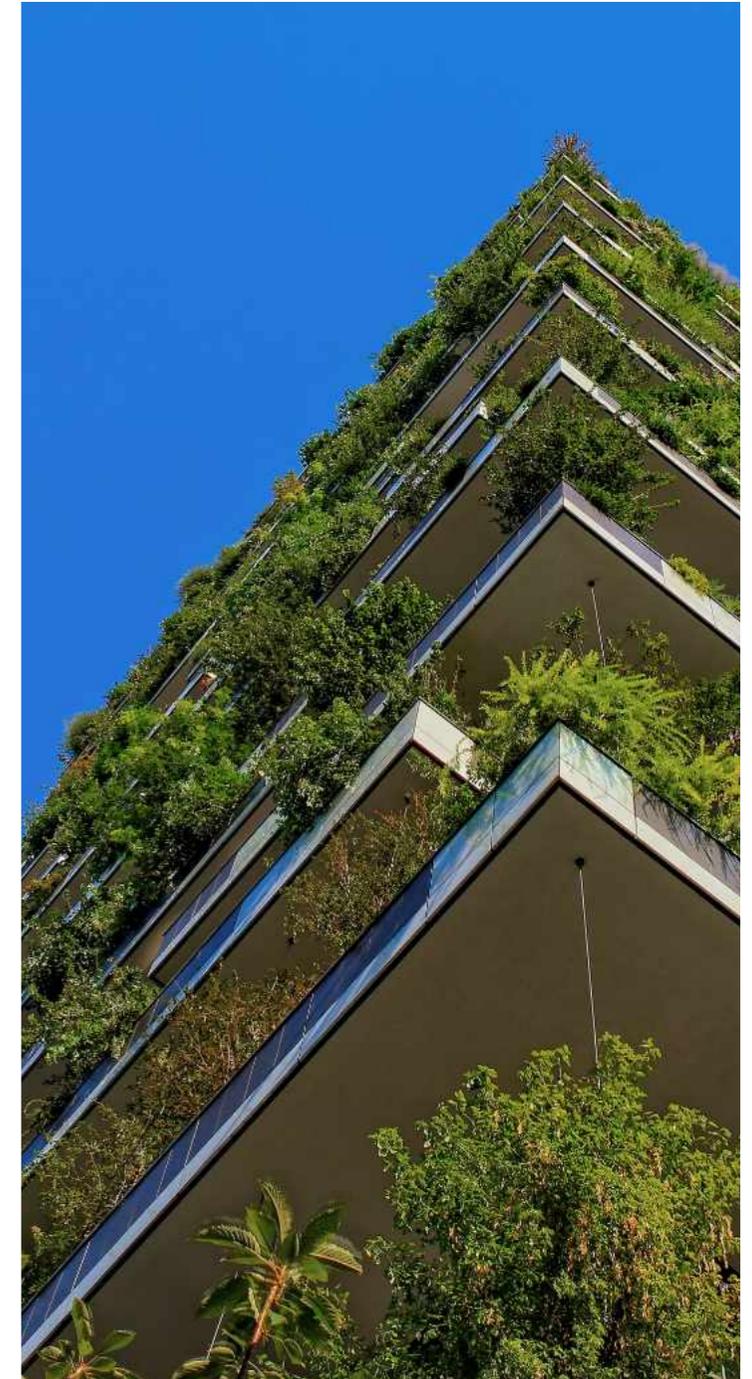
Implementation: Transition from physical classroom attendance to virtual training sessions via Microsoft Teams. Readynez has proactively reduced our offering of onsite public courses by 99% and is actively encouraging delegates and buying organizations to choose the virtual training option.

Benefits: Significant reduction in emissions due to eliminated travel needs for delegates and instructors.

2. Make a Transition from physical to digital courseware

Implementation: Physical course materials are discarded and replaced with digital course materials the delegates are accessing through our Learning platform.

Benefits: Eliminating emissions related to the production and transportation of physical training materials.



Sustainability Initiatives related to physical classroom training

3. Focus on enterprise project training in local locations instead of training centers.

Implementation: Training is offered on-site at customer locations, whenever a group of delegates requires training together.

Benefits: Reduced emissions from delegate travel, as the customer's office locations generally have more proximity to delegate home locations than our training centers.

4. For designated training venues, choose a centralized location and sustainable event partner.

Venue Change: For our remaining open schedule classroom training events, we relocated our training facilities to a more easily accessible centralized venue location, closer to good public transportation options.

Benefits: Lower delegate and instructor transportation emissions, no need for overnight hotel stays, and increased use of public transportation.

5. Hire local instructors for classroom events whenever possible.

Implementation: Whenever possible we prioritize qualified local instructors for onsite training instead of someone who lives further away.

Benefits: Reduction in emissions from instructor travel, as local instructors do not require long road journeys or plane travel.



Sustainability Initiatives related to physical classroom training

6. Supplier assessments & selection of sustainable suppliers

Implementation: We assess, select, and engage our suppliers based on their environmental footprint, policy, compliance, and general sustainability efforts.

Benefit: Reduction of supplier emissions positively affects our upstream value chain footprint.

7. Digital Best Practices

Implementation: A set of practices are put in place for the use of our digital services related to electricity consumption.

Benefit: Choices about issues such as server hosting location and scheduling/completion of larger server jobs hold the opportunity to reduce our footprint from scope 3 electricity.

8. Office best practice

Implementation: Re-locating our offices and encouraging remote workplaces for Readynez employees.

Benefit: Less commuting for Readynez employees and a lower footprint from office facilities.

9. Promote virtual meetings

Implementation: Readynez promotes virtual meetings with all business partners.

Benefit: Reduced commuting for partner and client meetings.

10. Improve measurement methods for CO2 emission calculation

Implementation: Measuring and tracking all ongoing emissions and changes in emissions.

Benefit: Better understanding of how we can continue to reduce our footprint.



Achievements

Readynez has made efforts in all key initiative areas, and we can account for progress on several parameters. All our training sessions are facilitated in collaboration with partner venues, trainers, and curated content, which in turn means that almost all activity-related emissions are controlled indirectly (this is what the GHG protocol refers to as Scope 3 emissions).

While it is beyond any doubt that many of our initiatives have reduced the CO2 footprint of our suppliers, customers, and delegates, there are certain challenges related to retrieving scope 3 data and providing completely valid estimates. As an example, we are not able to provide estimates on how much emission reduction is related to delegate commuting.

Calculating how much virtual class attendance can reduce emissions is impossible when we can't retrieve delegate home addresses and commuting information because of GDPR rules.

In the following, we will only present estimates for reductions which we have sufficient data to document. We have chosen to compare data available before our sustainability journey started in 2019 with data from 2022 where we achieved our ISO-14001 accreditation.

More data will come as we continue our pursuit towards sustainable training deliveries. For now, the charts gives an overview of the different areas of initiatives and their status.



Transition to virtual events

The most significant reduction in our CO2 footprint is probably linked to the introduction of virtual training events. It can be demonstrated by comparing our activities in 2019 (the year before our sustainability engagement) with those of 2022, (the year we achieved our ISO-14001 accreditation). This timeframe coincided with the COVID-19 pandemic, which opened new possibilities for virtual training and accelerated our sustainability initiatives.

In 2019 Readynez hosted a total of 411 events of which only three were virtual. Forward to 2022 and we see a radically different picture. Beyond the worst phase of the COVID-19 pandemic, our event portfolio changed significantly, with a vast majority of training events now being virtual, eliminating the need for travel or commuting. Out of a total of 545 events, 480 were conducted in virtual mode through Microsoft Teams, making the virtual share of our classes roughly 88 percent.

Readynez events	2019	2022
Onsite	408 (99,30%)	65 (12%)
Virtual	3 (0,70%)	480 (88%)



Reductions related to travel and commuting

The advent of virtual training has a major impact on our CO2 footprint. Virtual training events make commuting and travel activities redundant. Due to GDPR obligations a lot of estimates is required for the calculation of the exact impact of reduced class delegate commuting. For now, we can leave this question by stating that several thousand delegates did not commute to our onsite events because of the transition to virtual training.

Emission reductions are more clearly identifiable when we turn to instructor travel. Instructors are required for all our training events. They convey highly specialized knowledge, and the number of eligible instructors for a given course is limited on a worldwide basis. More often than not, we have had to recruit instructors from abroad for our courses.

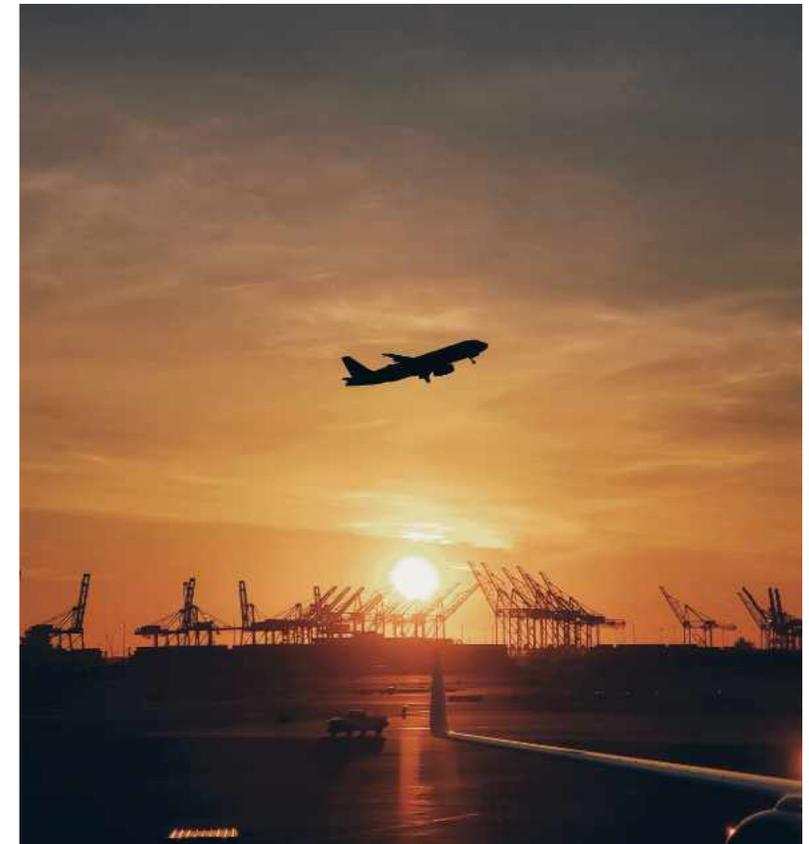
It should also be said that with our ambition to offer the very best quality and consequently use

the very best possible trainers without being limited to language, we also occasionally have to search for trainers globally and not just locally.

The instructors, in turn, have relied heavily on flight travel to reach their on-site training locations and consequentially left a heavy carbon footprint. Instructor flight travel probably constituted the single most significant emission factor in our past course activities.

The advent of virtual training sessions has had a profound impact for the better in this matter. The number of required instructor flights was reduced from 352 return flights in 2019 to 56 return flights in all of 2022. A [general estimate](#) based on instructor departure locations and the on-site training destinations indicates that the reduced number of flights may have cut emissions from 423.150 kg CO2 to 42.896 kg CO2 - a reduction of almost ninety percent.

Instructor Flights	2019	2022
Return Flights	: 352	56
CO2	: 423.150	42.896
Average CO2 per flight	: 1202 kg	766 kg



Reduction related to the training center and hotel facilities

Emission reductions related to our training centre activities are another key area in which we can document positive changes. Traditionally delegates for Readynez classroom trainings went to a full board training centre in a secluded location where they stayed in a dedicated learning environment, often for several days. A rural five-star hotel was the backbone of our classroom training activities for many years. Delegates caused emissions when they commuted to the training centre, when they stayed overnight and used the hotel facilities, just as hotel guests on any other five-star resort cause emissions.

The transition to virtual training has affected our usage of training centre facilities, but it is not the only key initiative that has enabled us to reduce emissions in this regard. Other initiatives play a key role as well. Most importantly, we have adopted a policy of pursuing a greater deal of enterprise training projects in our training portfolio.

For enterprise project trainings our instructors can conduct training directly at the customer office locations, in cases where classroom activity is required. Delegates who attend such events will only commute to their local working place and not make use of hotel facilities. Thus, we have been able to change the patterns of commuting, reduce the number of nights spent in hotels, and reduce the use of conference facilities.

Comparing the distribution of classroom events from 2019 and 2022, we see that the total share of enterprise location events has increased from roughly 50 percent to 68 percent. Looking specifically at the number of course-related hotel nights, a total of 6106 of these were used by delegates and instructors in 2019.

Distribution of Classroom Events in 2019	
200 training centre events in remote locations	49,80%
208 Custom site events	50,20%
Distribution of Classroom Events 2022	
21 training centre events in a central location	32,30%
44 enterprise location events	67,70%

Three years later this number was reduced to 439 hotel nights in total – a reduction of 5667 hotel nights or 93 percent!

Total number of hotel nights in 2019	6106
Total number of hotel nights 2022	439

We do not have access to emission data related to nights spent at our conference centres in 2019 and 2022. A ballpark estimate based on general emissions statistics for five-star hotels in Sweden in these respective years indicates it could be something between 15 and 25 kg CO₂ per night. That would put emission reductions for the 5667 nights to the equivalent of a reduction anywhere between 85.005 and 141.675 KG CO₂

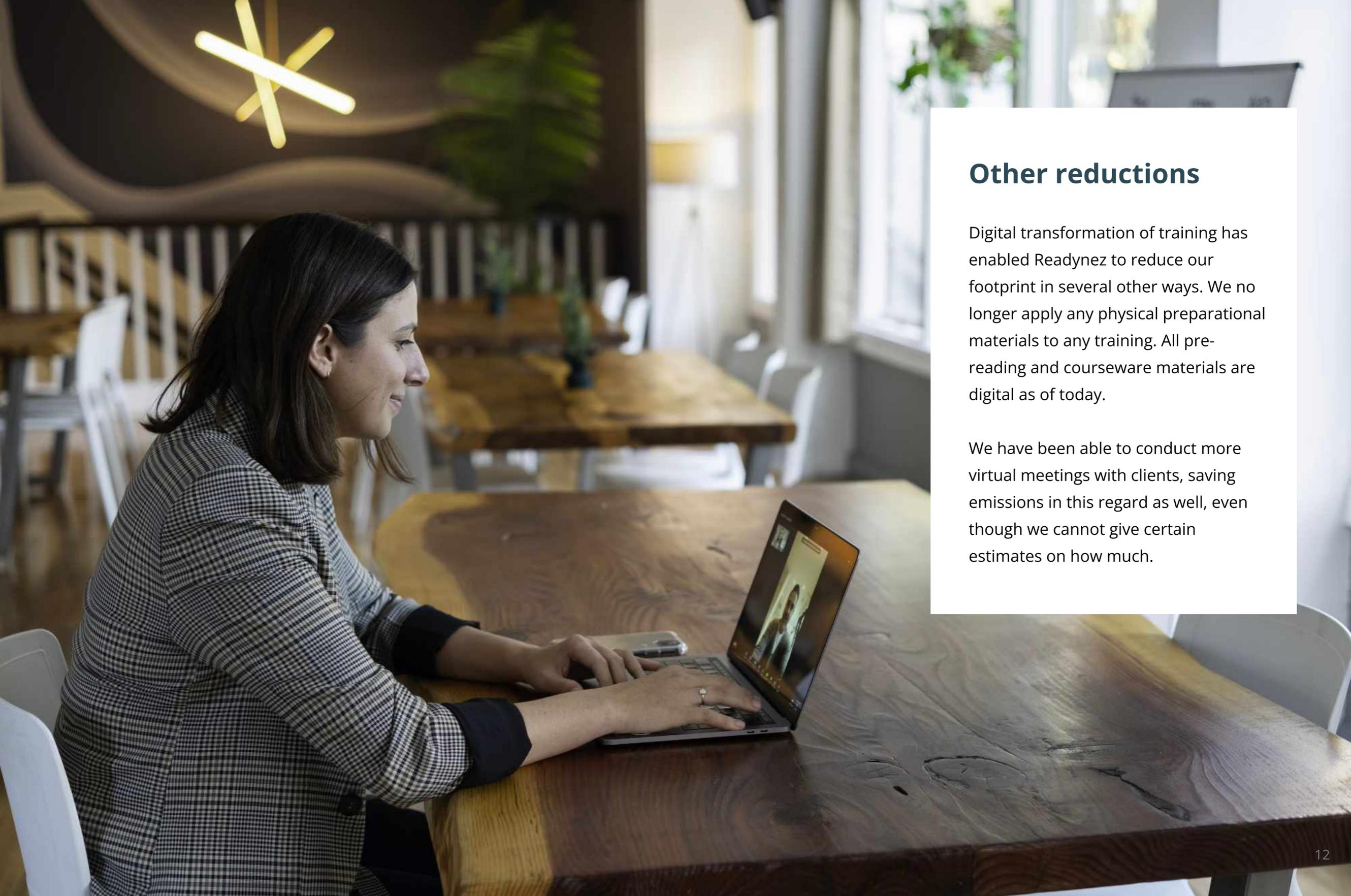


Furthermore, our decision to change the venue for training centre events has made it possible for us to remove our shuttle bus activity. In 2019 we provided our delegates with a shuttle bus service from Copenhagen and Malmö to our training centre.

For every of our 200 events conducted in the training centre the shuttle bus had to commute with delegates from Copenhagen via Malmö to Örenäs near Helsingborg. A single return trip amounts to 167 kilometres which adds up to more than 33.000 kilometres on the road for 200 return trips.

For 2019 emissions this adds up to roughly 6700 kg CO₂. In 2022 our training centre facilities were relocated to the Quality Hotel adjacent to Hyllie station in the Malmö metropolitan area. Hyllie Station is the easiest point to reach by public transport from Denmark. Thus, we have been able to make all shuttle bus activities redundant. Our Readynez shuttle bus has been sold, and we no longer have any commuting needs.





Other reductions

Digital transformation of training has enabled Readynez to reduce our footprint in several other ways. We no longer apply any physical preparational materials to any training. All pre-reading and courseware materials are digital as of today.

We have been able to conduct more virtual meetings with clients, saving emissions in this regard as well, even though we cannot give certain estimates on how much.



The way forward

At Readynez we continue our efforts to make our training practices even more sustainable. We will continue to work on all outstanding key area initiatives, but especially two will impact the direction of our sustainability effort in the coming years:

Digital best practices: Since digital activities have been implemented in all areas of our business, and gradually make up larger parts of our total emissions, digital best practices will be an important focus area. We will continue to consider our options for issues such as hosting locations, supplier assessments, office best practices, and more.

More accurate ways of calculating our emission footprint: This report has demonstrated how Readynez has reduced emissions on a vast range of parameters, and we recognise that we are not yet able to calculate exact emission reductions regarding delegate travel, instructor travel, and hotel night

spent. Better calculation methods and improved data will sustain our ongoing effort to improve our practices for even more sustainability in the years to come.

Readynez's commitment to sustainability is evident through its strategic shifts in training delivery and business practices. Although exact quantification of emissions reduction poses challenges, Readynez's approach significantly contributes to environmental sustainability in the IT training sector.

For more information, please contact Rickard Hagenstam at rh@readynez.com.

Addendum: Challenges in Emission Calculation

As Readynez facilitates training through partner venues, uses external consultants as instructors, and uses curated content, almost all of our emissions are controlled indirectly (this is what the GHG protocol refers to as Scope 3).

There are some challenges related to scope 3 calculations of which the most significant ones are mentioned below.

Data Limitations

Incomplete delegate data due to GDPR compliance hinders the accurate calculation of travel-related emissions for our classroom events.

Emission Equivalence

Emissions from training at a delegate's regular office location may be similar to emissions from their professional activities at the same location.

Home vs. Office Emissions

The distinction in emissions from digital activities at home versus office locations is complex and not within Readynez's current analytical scope.