

Environmental . Social . Governance

ESG 2026



A plan to build fairer, greener, and
more accessible learning for all.

RM™

Life is an open book

And we help enrich it – by making education more accessible, inclusive, and fair for everyone, everywhere.



What we'll do



Learning should enrich minds, not drain the planet.

We create educational experiences that tread lightly – designing platforms, resources and services with a low environmental footprint. Because progress shouldn't come at the planet's expense.

Champion the transition from paper to digital assessment – with each single UK GCSE paper emitting 5.7kg of CO₂, the environment case for digital is clear.

Use better materials by design – working towards using the most sustainable materials and packaging in our own created products.

Close the loop on IT waste – we'll recycle all end-of-life tech, and help our school customers across the UK do the same.



**Everyone
deserves
a seat at
the table**

We're here to democratise education – building tools that remove barriers and unlock potential. Because when we make learning fair, we make brighter futures possible.

What we'll do

Expand access through digital learning and assessment – supporting the democratisation of exams, where currently only 5% of pupils in SEND schools take GCSEs.

Create inclusive, curriculum aligned learning resources – enabling the delivery of high-quality education in both mainstream and specialist SEND schools.

Invest in social value that delivers lasting change – from our annual SEND-focused volunteering programme, to running proof of concepts that raise GCSE uptake in SEND schools.

What we'll do



Trust is the foundation of learning

We hold ourselves and our partners to the highest standards of ethics, transparency, and accountability. Because education only works when people believe in the system behind it.



Strengthen our credentials – raise our EcoVadis rating to Silver, demonstrating our commitment to ethical and sustainable business practices.

Stay on top of global standards – comply with all applicable legislation, so our operations are always responsible and transparent.

Champion pay equity – maintain a no gender pay gap for women, backed by ongoing analysis and transparency.

Why it matters

We believe education should be accessible, inclusive and fair for everyone.

Because when education works for more people, the future gets better for all of us.



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