

Carbon Reduction Plan Template

Supplier name: Pure Recruitment Services Ltd

Publication date: 26/03/2024

Commitment to achieving Net Zero

Pure Recruitment Services Ltd is committed to achieving Net Zero emissions by 2030.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2022 (01/12/2021 to 30/11/2022)	
Additional Details relating to the Baseline Emissions calculations.	
We have not previously published prior years and have therefore selected to use 2021/2022 as our base year. The methodology for measuring our carbon footprint is in line with the Greenhouse protocol and the BEIS Environment Reporting Guidelines. These calculations were made using the SSE Energy Solutions Carbon Footprint Calculator for UK Businesses and uses the UK Government emissions factors.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0.4
Scope 2	0.2
Scope 3 (Included Sources)	1.8

Total Emissions	2.4
------------------------	-----

Current Emissions Reporting

Reporting Year: 2023 (01/12/2022 to 30/11/2023)	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0.6
Scope 2	0.2
Scope 3 (Included Sources)	2.1
Total Emissions	2.9

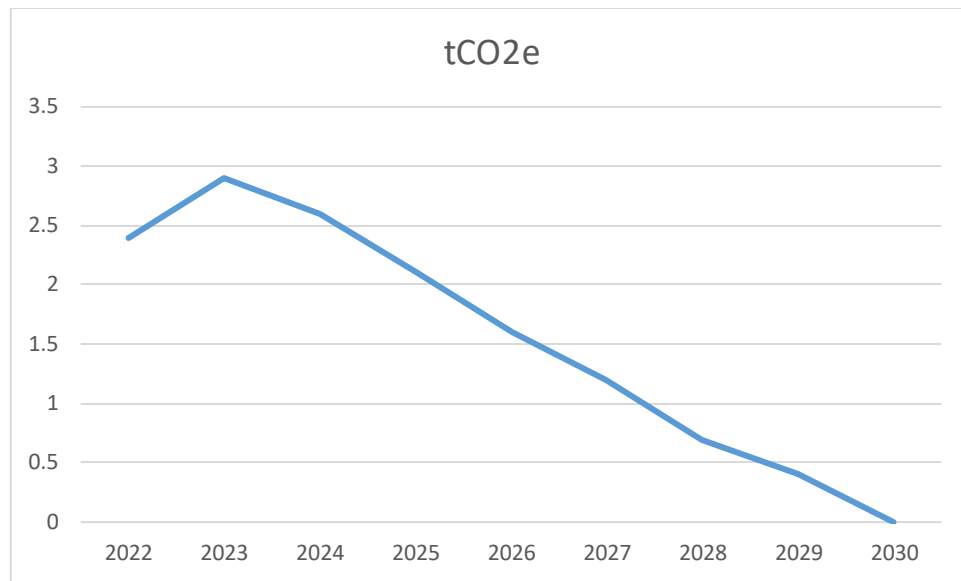
Emissions reduction targets

We do not have any previous emissions reduction commitment as this is our organisations first carbon footprint.

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to 0.7 tCO₂e by 2028. This is a reduction of 24% from our current year reported. We are projecting to reach net zero carbon by 2030.

Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

It should be noted that the increase in CO₂ from our baseline 2022 to 2023 are attributed to fewer days each staff worked from home as our operations returned to normal post COVID resulting in higher CO₂ emissions caused by more frequent travel to and from our offices.

The following environmental management measures and projects have been completed or implemented since the 2023 baseline. The carbon emission reduction achieved by these schemes equate to 2.6tCO₂e, a 11% reduction against the 2024 baseline and the measures will be in effect when performing the contract. This is largely to our installation of LED lighting in our properties.

In the future we hope to implement further measures such as:

- Cycle to Work Scheme
- Fully electric vehicle lease scheme for corporate staff
- Encouraging staff to use low carbon transport methods such as walking, cycling and public transport or use of low or zero emission vehicles
- Removing all single use plastic items from our stationary
- Encouraging staff to use video conferencing
- Selling excess or old IT equipment and furniture to promote re-use instead of recycling
- Working with our landlord to ensure purchase of 100% renewable energy
- Refurbishing our current IT equipment instead of purchasing new IT equipment
- Requesting all suppliers to produce their own net zero target by 2030

- Encouraging staff to use of online meetings & events instead of in person

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard¹⁵.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

.....*OzOruc*.....

Date: 26/03/2024.....

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting> ¹⁵
<https://ghgprotocol.org/standards/scope-3-standard>