

CARBON REDUCTION PLAN

Publication date: 05/11/2025

Commitment to achieving Net Zero

Recolution Group is committed to achieving Net Zero emissions by 2050.

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: 01/04/2024 – 31/03/2025

Additional Details relating to the Baseline Emissions calculations.

Emissions data had not been published in prior years therefore 2024 was selected as our base year. The methodology for measuring our carbon footprint is in line with the Greenhouse Gas protocol and the BEIS Environmental Reporting Guidelines.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	13.2
Scope 2	2.2
Scope 3	25.4
(Included Sources)	Upstream T&D not relevant (explanation provided) Recolution Group is a recruitment agency in the UK which provides staff into organisations in the UK. We provide services rather than goods and as such transportation and distribution of goods is not relevant to Recolution Group.
Total Emissions	31.8

Current Emissions Reporting Year: 31/03/2024 – 01/04/2025

EMISSIONS	TOTAL (tCO ₂ e)
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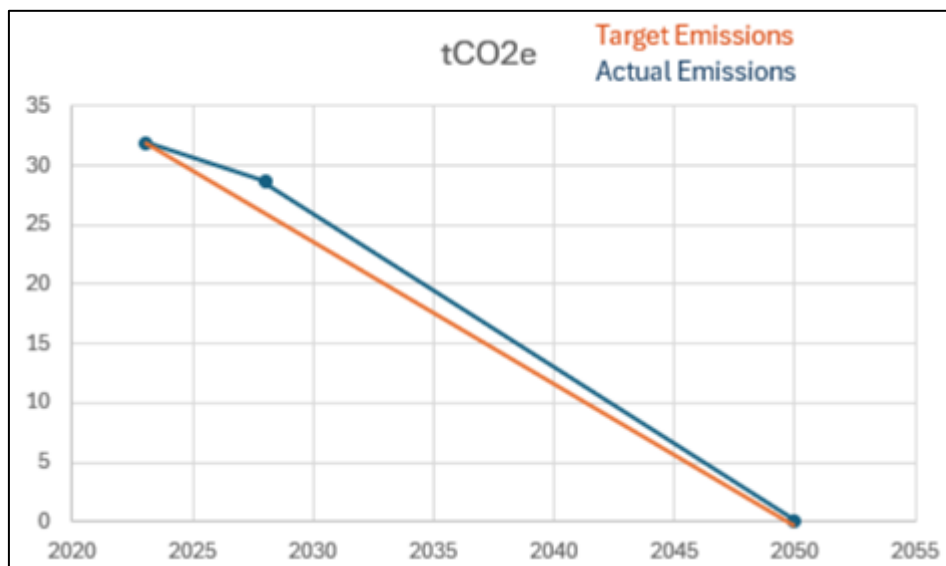
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Emissions reduction targets

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 28.62 tCO₂e by 2030. This is a reduction of 10%.

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



Carbon Reduction Projects

Completed Carbon Reduction Initiatives:

The following environmental management measures and projects have been completed or implemented during the course of 2024:

- Implementing energy saving settings on laptops and monitors so they auto power off when not in use for 10 minutes.
- Moved some contracts to more home working resulting in reduction of commuting and business travel.
- Introduction of carpooling spaces to encourage colleagues to car share where possible and reduce avoidable commuting.
- Printers set to use the most energy-efficient mode, allowing only black and white and double-sided printing and educated staff to avoid all unnecessary printing.
- Implemented an office energy equipment policy.
- Transitioning 60% of company fleet to zero emissions vehicles.
- Implementing a paperless office policy
- Providing training and equipment to facilitate video meetings in place of face-to-face meetings to reduce business travel.
- Lighting upgrade and transition to energy efficient lighting throughout office.
- Segregated recycling

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

- Transition of full fleet to zero/low emissions vehicles.
- Feasibility study for installation of solar panel system
- Requiring suppliers to report their carbon footprint data to us to improve the accuracy of carbon measurement and engaging with suppliers to support our net zero goal.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 (Feb 2025) in line with the latest guidance and reporting standards 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 Standard, using the appropriate government emission conversion factors for greenhouse gas company reporting.

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) Standard.

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



Nicola Jones

Director of Public Sector & Not-for-Profit

For and on behalf of Recolution Recruitment Group Limited

05/11/2025