

Carbon Reduction Plan Template

Supplier name: Pertemps Recruitment Partnership Limited

Publication date: September 2024

Commitment to achieving Net Zero

Pertemps Recruitment Partnership Limited is committed to achieving Net Zero emissions by **2040**

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: 2020

Additional Details relating to the Baseline Emissions calculations.

'Pertemps recognises the main areas in which it impacts upon the environment and is committed to continuously improving its performance in these areas. This includes the reduction in energy, reduced fuel consumption, minimum waste production, maximum waste recycling and the limitation of pollution'.

Pertemps Environmental and Energy Policy.

- Pertemps has decided that Tonnes of CO₂e per number of FTE (full time equivalent) employees best represents our business intensity ratio.
- Carbon emissions for Pertemps have been calculated in accordance with UK Government Environment Reporting Guidelines including Streamlined Energy and Carbon Reporting (SECR) guidance.
- Consumption data has been taken from purchase invoices and motor vehicle mileage data.
- Activity has been converted into carbon emissions using the published UK Government GHG Conversion Factors for Company Reporting 2023

Baseline year emissions: 2020

EMISSIONS

TOTAL (tCO₂e)

Scope 1	571
Scope 2	357
Scope 3 (Included Sources)	As a recruitment business we believe our scope 3 emissions during the baseline year were negligible.
Total Emissions	928

Current Emissions Reporting

Reporting Year: April 2023 – April 2024	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	469
Scope 2	280
Scope 3 (Included Sources)	n/a. We are currently working on improving the measurement of our business travel on public transport or in employee vehicles and our employee commuting emissions. Due to the nature of business performed by Pertemps, there are no upstream transportation and distribution and downstream transportation and distribution.
Total Emissions	749

Emissions reduction targets by 2026

To continue our progress to achieving Net Zero, we have set the following carbon reduction targets for 2025/26

- Carbon emissions to decrease to below 740 tCO₂e

- This is a reduction of 20% against the 2020 baseline
- Targets are to be reviewed each year as the impact of initiatives is realised

Completed Carbon Reduction Initiatives

Over recent years, Pertemps has implemented several environmental management measures and projects aimed at reducing our carbon footprint.

Since the late 2000s, when vehicle CO₂ figures were first officially published, Pertemps began proactively reducing its fleet's carbon emissions. Initially, we adopted low CO₂-emitting diesel vehicles. However, as it became evident that diesel was not a long-term solution due to other harmful exhaust emissions, we shifted our strategy.

With the rise of self-charging and plug-in electric petrol hybrids, we began transitioning our fleet from diesel to hybrid vehicles. This transition prioritised selecting the most efficient vehicle for each role in our fleet while maintaining a low whole-life CO₂ figure per vehicle.

Today, over 80% of our fleet consists of a mix of self-charging and plug-in electric hybrids. Alongside this, we are gradually introducing fully electric vehicles, which, thanks to improvements in range and public charging infrastructure, are becoming increasingly viable for our operational needs. As a result, we anticipate that electric vehicles will soon make up a larger proportion of our fleet.

The majority (over 95%) of Pertemps vehicles are leased on three-year contracts. We are currently exploring the possibility of moving to two-year contracts, which would enable us to adopt the latest low-emission vehicles more quickly.

Challenges remain, such as supply chain constraints, the cost of electric vehicles, limited charging locations, and the development of future technologies like hydrogen, solid-state batteries, and synthetic fuels. These factors will shape the timeline for achieving our goal of zero emissions.

Despite these challenges, Pertemps remains committed to our carbon reduction journey. By September 2021 we had installed 30 charging points across the Group, and have more planned for 2025, to support the transition to a zero-emission vehicle fleet.

We also use the Fleet Management specialist MIDAS-FMS to record and report our vehicle CO₂ emissions annually, ensuring we stay on track with our reduction targets.

Further measures:

We have (Nov 2021) signed up to the 'Grow with Us' initiative with the Woodland Trust where we will make an annual donation which to be used by the Trust to create, protect, and restore an area of the UK's woodlands. This will be an on-going commitment and we will receive an annual report confirming the total carbon sequestered as a result of the trees planted (currently more than 2,300). Our plan is to mitigate 60% of our carbon emissions via this route.

85% of waste now collected from Pertemps Head Office is now recycled and we are reviewing our suppliers with a view to engaging only with companies that work in an environmentally friendly way.


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 standard⁷ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁸.

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) Standard⁹.

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



Name: Tracy M. Evans

Position: Group HR & Quality Director

Date: 12/12/2024

⁷ <https://ghgprotocol.org/corporate-standard>

⁸ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting> ⁹ <https://ghgprotocol.org/standards/scope-3-standard>