

Carbon Reduction Plan

Supplier: Permanent Hire Limited

Published: 09th September 2024

Commitment to achieving Net Zero

Permanent Hire 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.	
We have used year 2020 as our baseline. The years 2020 and 2021 was abnormal years due to COVID-19 pandemic. Majority of our workforce were working from home during this period and therefore emissions data has been abnormally low, resulting our future emissions data to report higher against target emission projections.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	61.35
Scope 2	6.60
Scope 3 (Included Sources)	41.57 The sources we have used to calculate our scope 3 emissions are: <ul style="list-style-type: none"> • Employee commuting (Estimated based on ONS data, employee numbers and assumed that all employees are using average sized car. • Water and wastewater • Waste generated • Business travel by air
Total Emissions	109.53

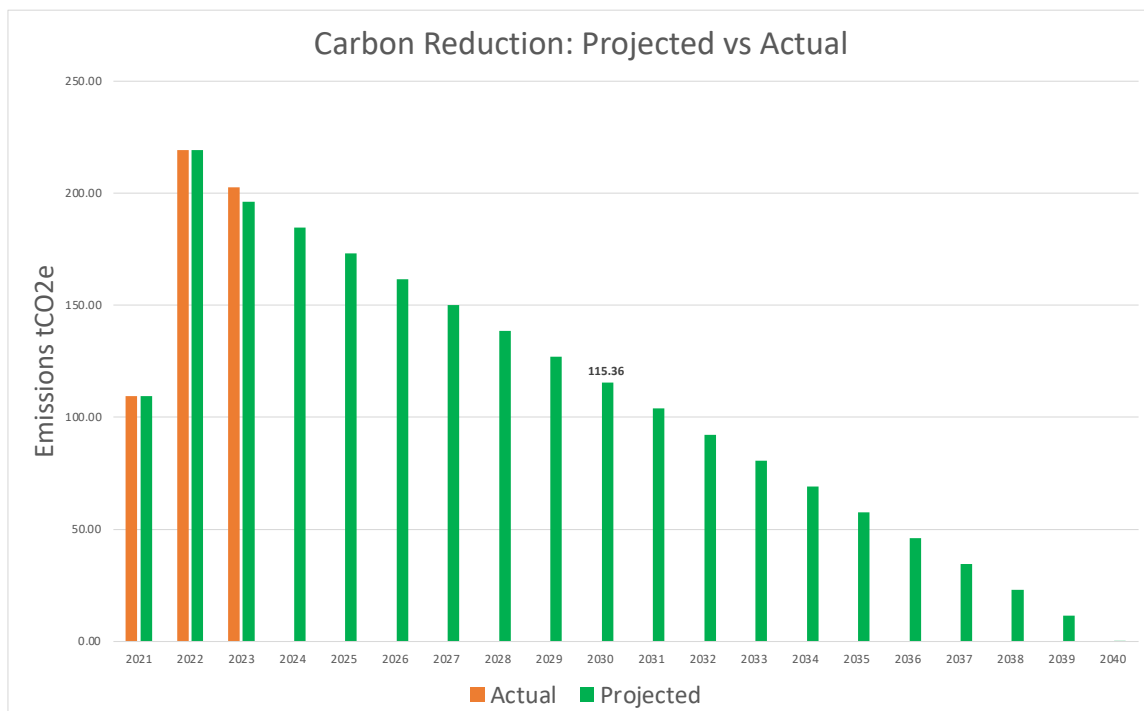
Current Emissions Reporting

Reporting Year: 2023	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	122.71
Scope 2	13.20
Scope 3 (Included Sources)	83.14 The sources we have used to calculate our scope 3 emissions are: <ul style="list-style-type: none"> • Employee commuting (Estimated based on ONS data, employee numbers and assumed that all employees are using average sized car. • Water and wastewater • Waste generated • Business travel by air
Total Emissions	219.06

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 115.36 tCO₂e by 2030. This is a reduction of 47.34% against our emissions in 2022.

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 since the 2020 baseline; these measures will be in effect when performing the contract.

- We have recruited staff in overseas destinations to reduce the need for our UK base staff to travel overseas for business operations. We took 4 return flights to India in 2022. Although this increased to 6 in 2023, we would have taken more than 24 flights had we not established our team in India. This equates to a 119.61 tCO₂e, a 50% reduction in potential emissions in 2023.
- We have digital first business processes and conduct majority of our business meeting online reducing paper use and business travel. We estimate this to have saved 30.56 tCO₂e, a 30% reduction in potential emissions in 2022.

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

- We conduct substantial operations overseas we will better plan to reduce overseas air travel. For example, we hold overseas recruitment events where clients travel to overseas destination to conduct face-to-face interviews and recruitment fairs. We will gradually phase out these events moving to digital events, reducing number of these events to one per quarter instead of 24 plus we would normally expect to hold.
- By 2030, we will expect all our office to be powered using net zero energy suppliers.
- By 2035, we will mandate all our business travel to be made on fully electric vehicles substantially reducing emission associated with business travel. Fully electric pool cars will also be introduced to assist employees who does not have access to a fully electric car.
- We will be working with our waste carries to reduce the land fill waste, working towards achieving Net Zero by 2040.
- Our business operations require international business travel by air, we will work towards reducing the amount of travel and look to off-set emissions linked to our air travel to achieve Net Zero by 2040.
- We will seek certifications such as ISO 14001 to formalise environmental management systems and demonstrate commitment to sustainability.
- We plan to introduce flexible working arrangements, allowing staff to work from home, thereby reducing commuting emissions.

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) Standard³.

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:



Signature:

Name: Nirav Shah

Designation: CEO

Date: 9th September 2024

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

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>