

Carbon Reduction Plan

Supplier name: Industrious Recruitment

Publication date: December 2023

Commitment to achieving Net Zero

Industrious Recruitment is committed to achieving Net Zero emissions by 2050. We will keep this date under review, bringing it forward if possible as our carbon reduction plans develop.

Baseline Emissions Footprint

Baseline Year: 2022/23 (1 June – 31 May)		
Additional Details relating to the Baseline Emissions calculations. This baseline represents our first calculation of the carbon footprint of the organisation		
Baseline year emissions (tCO₂e):		
Scope 1	0.0 ¹	
Scope 2	7.0	
Scope 3	19.4	
Included Scope 3 categories	3. Fuel- and energy-related activities	5.7 ²
	4. Upstream transportation & distribution	0.0 ³
	5. Waste generated in operations	0.0 ⁴
	6. Business travel	1.0
	7. Employee commuting	12.6 ⁵
	9. Downstream transportation & distribution	0.0 ⁶
Total Emissions	26.4	

Emissions reduction targets

The organisation is committed to achieving Net Zero emissions by 2050 at the latest. We will keep this date under review, bringing it forward if possible as our carbon reduction plans develop.

¹ Our premises use no heating fuels and we have no company-owned vehicles. There may be some Scope 1 emissions associated with F-gases from the air conditioning systems in our premises but this data has not been made available to us by our landlord.

² This includes: emissions from electricity transmission & distribution losses; well-to-tank emissions associated with electricity generation; and well-to-tank emissions from fuel use.

³ The organisation does not sell or supply any physical products so there is no upstream or downstream transportation.

⁴ This includes solid waste and emissions associated wastewater treatment.

⁵ This includes emissions from Employee Telecommuting, a sub-category of Category 7.

⁶ The organisation does not sell or supply any physical products so there is no upstream or downstream transportation.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed:

- The organisation achieved Green Small Business Certification in December 2023, having developed an environmental policy and comprehensive action plan addressing all of the significant environmental impacts of the business.
- We operate a partial hybrid working model, which reduces emissions from staff commuting.
- Business travel has been reduced through extensive use of video-conferencing.
- We have adopted a cloud-based system for sharing documentation with clients to reduce paper use.

Planned Carbon Reduction Initiatives

Our environmental action plan commits us to the implementation of further measures which we anticipate will reduce the carbon intensity of the business, such as:

- Working with our landlord to secure improvements in energy efficiency and waste management.
- Providing access to an EV salary sacrifice scheme for our staff.
- Providing access to a bicycle salary sacrifice scheme for our staff.
- Implementing a 'use of transport' policy to ensure that emissions from business travel are consistently low.
- Ensuring environmentally responsible purchasing for all goods and services.
- Providing our staff with information on environmentally responsible behaviour whilst working remotely and facilitating good practice.
- Reducing waste and increasing levels of recycling.

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).

Signed on behalf of the Supplier:



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>

Cheryl Parish

Date: 13/12/23