

Carbon Reduction Plan Template

Supplier name: Pertemps Recruitment Partnership Limited

Publication date: August 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)	n/a
Total Emissions	928

Current Emissions Reporting

Reporting Year: 2023/24	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	469
Scope 2	280
Scope 3 (Included Sources)	We are currently working on measuring our employee commuting emissions, business travel on public transport or in employee vehicles, and hotels. As a recruitment business we believe these to be our only scope 3 emissions.
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.

- Carbon emissions to decrease to below 300 tCO₂e
- This is a reduction of 68% against the 2020 baseline
- Target to be reviewed each year as the impact of initiatives is realised

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been implemented over recent years.

Pertemps looked to proactively reduce our vehicle carbon footprint starting in 2010, with the adoption of low CO₂ emitting diesel vehicles across our fleet. Subsequently it has been shown that diesel is not the way forward, even though modern diesel engines give very low CO₂ emissions and in the main are very economical.

With the advent of the PHEV (Plug in Hybrid Electric Vehicles) around 2015, Pertemps embraced and trialled several different manufactures vehicles but found them not successful in reducing overall emissions. We did not give up and have now introduced Self Charge Hybrid vehicles, which now account for over 40% of our fleet.

The majority (95%+) of Pertemps vehicles are on three years lease contracts, and we are exploring the possibility of moving to two years contracts, to be able to adopt the lowest CO₂ emitting vehicles at the earliest possible time.

Due to vehicle supply challenges, electric vehicle costs and future technologies (hydrogen, solid state battery, synthetic fuels) the reality of reaching our goal of zero emissions, will be fashioned by the availability of suitable products.

However, Pertemps is not daunted by these challenges and has installed 30 charge points around the Group (completed in September 2021) to continue our journey to zero CO₂ emissions from vehicles.

Pertemps uses Fleet Management specialist MIDAS to record and report on its Vehicle CO₂ emissions at least annually.

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.

Pertemps has purchased (2021) and is currently trialling BEV (Battery Electric Vehicles) to ascertain their suitability, charging performance, power consumption and practicality.

We are working in conjunction with various manufacturers, Arval Contract Hire and BP Pulse to ensure that we set ourselves an achievable goal.

Self-Charge hybrid vehicles will cease production in 2035, therefore by default it is highly likely that Pertemps Fleet will be CO₂ Zero by 2038, due to the maximum 3-year change cycle, well inside the Government target of 2050.

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:


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Peter Dixon

Date: 19/Sept/2024
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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>