

Staffline

Carbon Reduction Plan

February 2025



Staffline

Brightwork
Staffline

 **Omega**

DatumRPO

Commitment to achieving Net Zero

Staffline is committed to achieving Net Zero emissions from its UK direct operations 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.

Supporting Information:

Baseline Year: 2022

Staffline has previously reported that 2019 will be used for the purposes of Baseline Emissions reporting. In recent years our reporting capabilities have improved and matured, and our continuous improvement plan and commitment to accurate reporting will mean that the quality of our data continues to strengthen, and the coverage of our data will broaden.

2022 was the first year Staffline reported on Scope 1, Scope 2, and some Scope 3 emissions, and therefore the 2022 reporting year is considered to be the appropriate baseline for future years to be measured against.

Total Emissions (tCO₂e): 601.36

(Scope 1: 114.58, Scope 2: 154.44, and Scope 3: 332.35)

Carbon Emissions Reporting

Emissions Type	2023	2024	Variance +/-
Scope 1 (tCO ₂ e)	217.08	103.47	(113.61)
Scope 2 (tCO ₂ e)	137.00	86.48	(50.52)
Scope 3 (tCO ₂ e)	340.49	1,742.73	1,402.24
Carbon Offsetting (tCO ₂ e)	(49.31)	(44.61)	(4.7)
Total (tCO₂e)	645.26	1,888.07	1,242.81
Target Carbon Emissions for 2024		2000.00	(111.93)

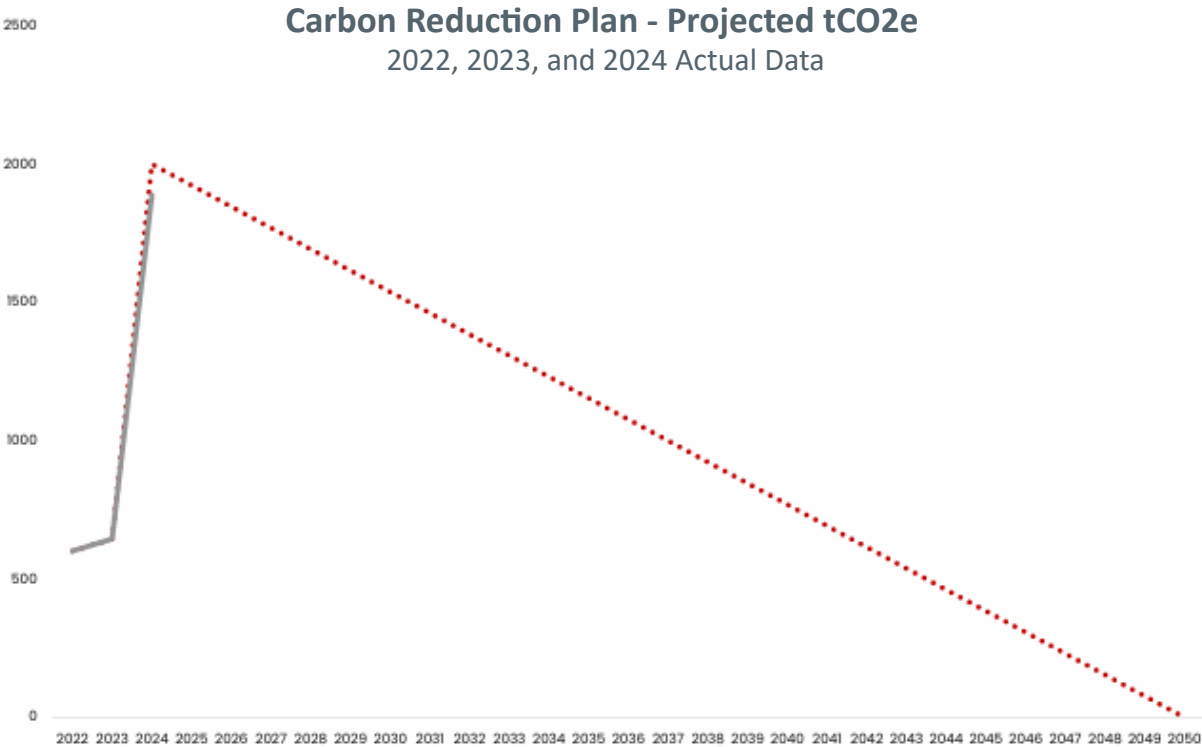
Emissions Reduction Targets

In order to continue our progress to achieving Net Zero emissions from our UK direct operations by 2050, we have adopted the following carbon reduction targets.

Last year, we projected that our reported carbon emissions would increase significantly in the coming years as we deploy additional capabilities within the business to monitor carbon emissions, specifically in relation to some additional Scope 3 Categories. We stated that the introduction of employee commuting data would have a material impact, and that this was considered in our planning.

Our carbon emissions data in 2024 as reported herein is in-line with the forecasted position set out at the start of 2024 (total carbon emissions of 1,888.07 tCO₂e versus a forecast of 2,000.00 tCO₂e).

Following the initial 'spike' in reported emissions which we've seen in 2024, we have forecasted an approximate 4% year-on-year reduction in total emissions, which will be achieved through various initiatives as detailed within this plan.



Emissions Reduction Targets

The following environmental management measures and projects have been completed or implemented since the 2022 baseline.

- Reduction in business vehicle/car mileage year-on-year since 2022.
- Utility supplier targeting (energy from renewable sources) initiatives commenced from 2023.
- Homeworker utility usage survey completed; data included from 2024.
- Commuting survey completed; data included from 2024.
- Recycling initiatives established across the business.
- Achieved a Silver Award from EcoVadis, placing Staffline in the top 15% of EcoVadis audited businesses in 2024.
- ESG Committee established and chaired by Staffline Group Plc's Chief Financial Officer.
- Annual ESG Reporting in place and to continue (publicly available published reports).
- Research into climate scenarios and long-term business resilience planning has started.

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

- Annual environmental objectives produced and published within the business from 2025.
- Achieve ISO 14001 Standard (Environmental Management System) certification in 2025.
- Additional carbon offsetting arrangements to be introduced into the business, most likely through supporting reforestation activities with a trusted partner.
- Continued efforts to maximise recycling arrangements across the business.
- Waste management controls to implement across the business.
- Continue 'making the switch' to renewable energy sources for our offices in the UK.

Declaration and Sign Off

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 (2025-2026) was approved by the Chief Executive Officer and Governance Director of Staffline Recruitment Limited in February 2025.



Frank Atkinson
CEO
Staffline Recruitment Ltd



Steven Bell
Governance Director
Staffline Recruitment Ltd

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

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

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