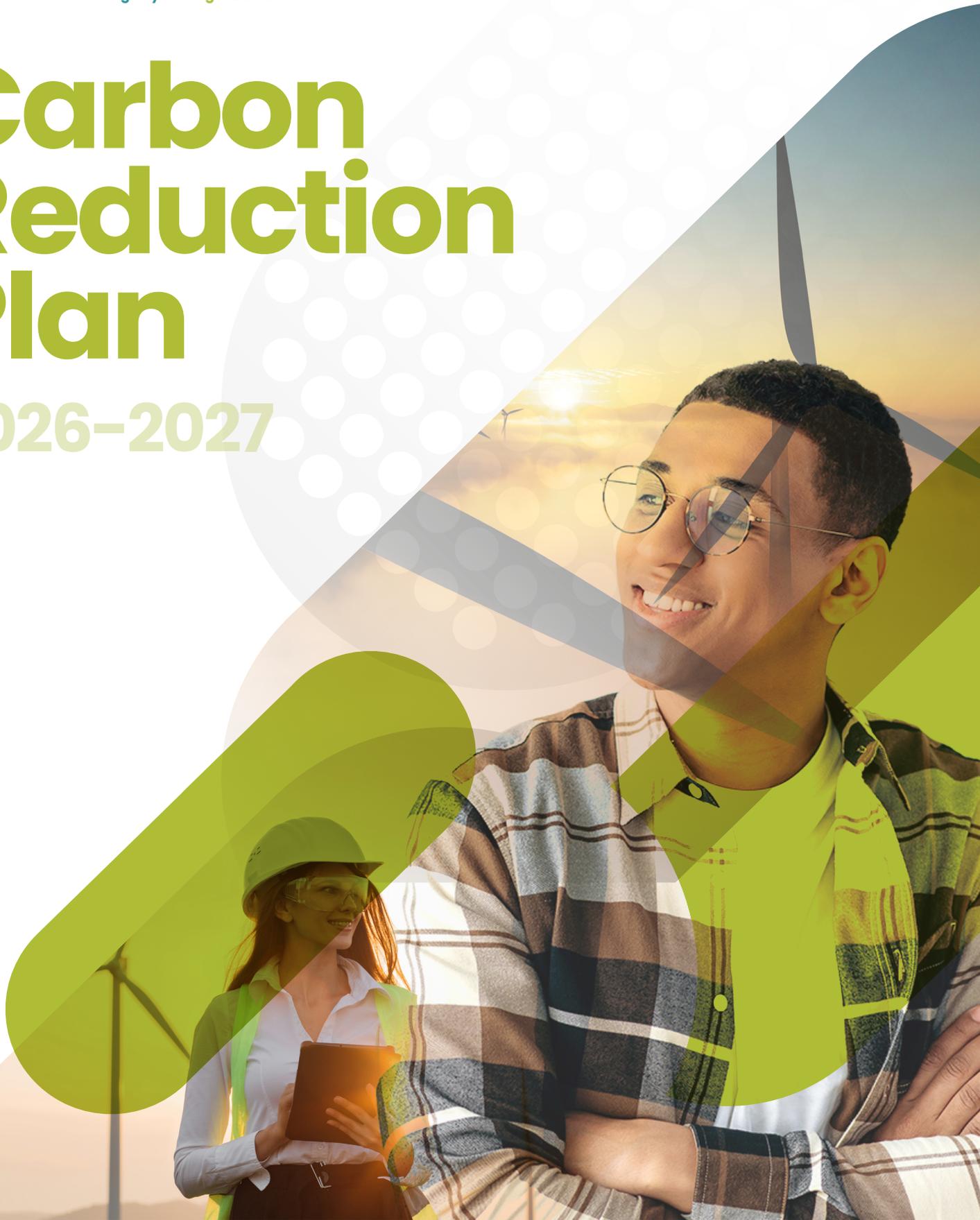


Carbon Reduction Plan

2026–2027



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): 601.37

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

Carbon Emissions Reporting

Emissions Type	2022 (Baseline)	2023	2024	2025
Scope 1 (tCO ₂ e)	114.58	217.08	103.47	80.97
Scope 2 (tCO ₂ e)	154.44	137.00	86.48	93.61
Scope 3 (tCO ₂ e)	332.35	340.49	1,742.73	1,786.13
Carbon Offsetting (tCO ₂ e)	0	-49.31	-44.61	-421.17
Total (tCO₂e)	601.37	645.26	1888.07	1539.54
Target Carbon Emissions (tCO₂e)			2000.00	1923.08
Variance +/- to Target Carbon Emissions (tCO₂e)			-111.93	-383.54
Cumulative Variance +/- to Target Carbon Emissions (tCO₂e)				-495.47



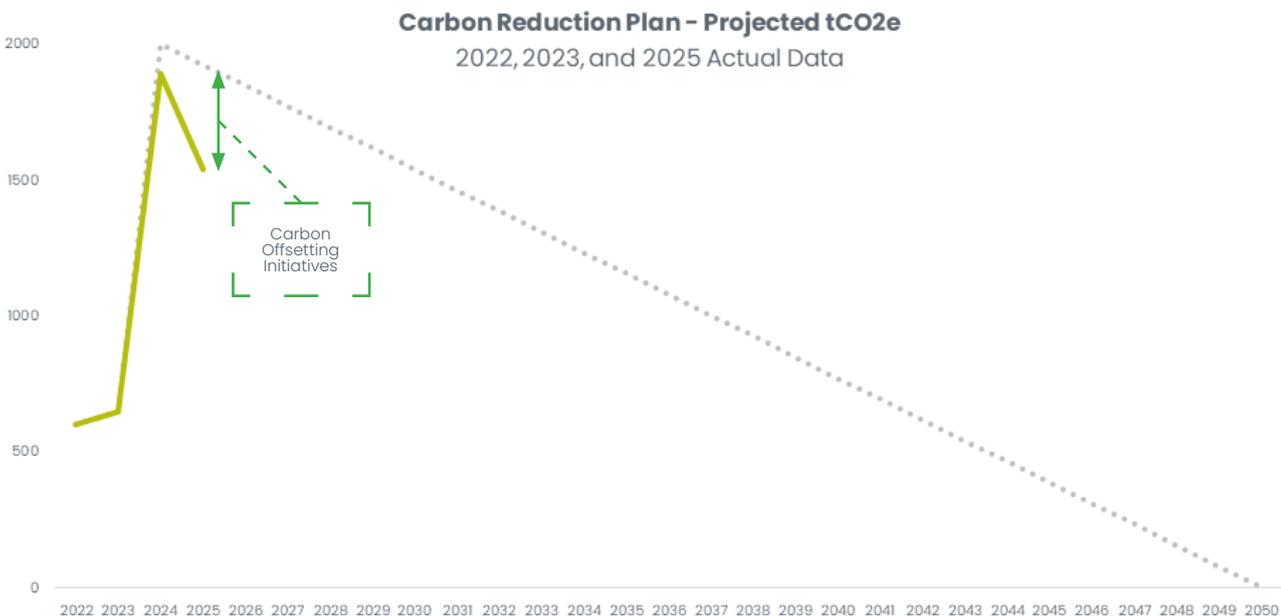
Emissions Reduction Targets

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.

As shown in the graphic below, we projected in previous years that our reported carbon emissions would increase significantly during the initial reporting years as we invested in our reporting capabilities within the business to monitor carbon emissions, specifically in relation to Scope 3 categories. We stated that the introduction of things like employee commuting data and Microsoft Office 265 emissions data would have a material impact, and that this was considered in our planning.

Our carbon emissions data in 2025 as reported herein is tracking favourably relative to the targeted position set out at the start of 2025 (total carbon emissions of 1539.54 tCO₂e versus a target of 1923.08 tCO₂e). Scope 1 and 2 emissions (combined) have shown an 8% year-on-year decrease and Scope 3 emissions have increased by 2% due to additional data being captured and included (for example, Microsoft Office 365 data is now included from 2025).

Following the initial ‘spike’ in reported emissions which we experienced 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. Staffline’s reported performance in 2024 and 2025 was ahead of target, with a cumulative positive variance of 495.47 tCO₂e. The introduction of carbon offsetting initiatives (at scale) in 2025 has helped to achieve this level of performance, and the initiatives will play a crucial role in Staffline’s performance against target in the years to come.



Carbon Reduction Projects

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

- Achieved ISO 14001 (Environmental Management System) certification in 2025.
- Environmental Objectives published annually within the business from 2025.
- Utility supplier targeting (energy from renewable sources) initiatives commenced from 2023.
- Homeworker utility usage and commuting survey completed in 2024 (updated in 2025).
- Recycling initiatives established and improved waste management controls and reporting arrangements implemented.
- Achieved a Bronze Medal Award from EcoVadis, placing Staffline in the top 35% of EcoVadis audited businesses in 2025.
- ESG Committee established and chaired by Staffline Group Plc's Chief Financial Officer.
- Annual Sustainability (ESG) reporting in place (publicly available published reports).
- Additional carbon offsetting arrangements introduced into the business; supporting reforestation activities with our trusted partner.
- Working with trusted partners to introduce and/or improve reporting arrangements, deploying carbon offsetting initiatives and associated projects wherever possible.
- Research into climate scenarios and long-term business resilience planning has started.



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

- Maintain ISO 14001 (Environmental Management System) certification.
- Update and progress EcoVadis corrective/improvement actions to maintain audit results performance.
- Continued efforts to maximise recycling arrangements and promote environmentally responsible behaviours across the business.
- Introduce more environmental awareness and training materials within the business for colleagues to access and improve their knowledge and understanding.
- Work closely with our trusted supply partners to reduce consumption, using environmentally friendly products where possible, and working smarter to minimise the volume of deliveries in-year.
- Continue 'making the switch' to renewable energy sources for our offices in the UK.
- Research and consider the implementation of Science Based Targets initiative climate action framework processes and reporting arrangements to strengthen our greenhouse gas reduction targets and associated action plans.
- Working with our trusted partner, continue to invest in carbon offsetting initiatives to ensure that annual carbon emissions reduction targets are met.



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 reporting.²

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) Standard.³

This Carbon Reduction Plan (2026–2027) was approved by the Chief Executive Officer and Governance Director of Staffline Recruitment Limited in March 2026.



Frank Atkinson
Chief Executive Officer
Staffline Recruitment Ltd



Steven Aston-Bell
Governance Director
Staffline Recruitment Ltd



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

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

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