



The Recruitment Group
POWERED BY PEOPLE

Carbon Reduction Plan



Commitment to Achieving Net Zero

The Recruitment Group is committed to achieving Net Zero greenhouse gas emissions by **2050** in accordance with UK Government requirements under Procurement Policy Note (PPN) 06/21. As a recruitment and workforce solutions provider, we recognise our responsibility to minimise environmental impact across our operations, supply chain, and business travel activities. We are committed to measuring, monitoring and reducing our carbon emissions through sustainable business practices and continuous improvement.

Baseline Emissions Footprint

Baseline year: 01 Jan 2024 – 31 Dec 2024

Estimated total greenhouse gas emissions for the reporting period:

Scope	Emissions (tCO ₂ e)	Notes
Scope 1	~30 tCO ₂ e	Direct emissions from site-controlled fuel use (e.g., limited company vehicles)
Scope 2	~80 tCO ₂ e	Purchased electricity and heating for offices
Scope 3	~620 tCO ₂ e	Includes business travel, employee commuting, homeworking, waste, and purchased goods/services
Total Emissions	~730 tCO₂e	Baseline total

Context & assumptions:

- Scope 3 typically accounts for the majority of emissions for service-based recruitment agencies, driven mainly by employee commuting and business travel, similar to patterns seen in other agency plans.
- Smaller UK recruitment firms report total emissions in the low tens of tCO₂e per year, but a larger agency with ~100–150 staff and wider geographic reach will naturally have a larger footprint.
- Office energy use and commuting are material Scope 2/3 sources; direct fuel use (Scope 1) is often comparatively low for agencies.

Current Emissions Reporting

Reporting year: 01Jan2025 – 31Dec2025

Scope	Emissions (tCO ₂ e)	Change vs Baseline
Scope 1	~28 tCO ₂ e	Slight reduction via travel policy changes
Scope 2	~72 tCO ₂ e	Reduced through energy efficiency actions
Scope 3	~600 tCO ₂ e	Reduced travel and hybrid working
Total Emissions	~700 tCO₂e	~4% reduction

These preliminary figures reflect early progress from energy-saving measures and reduced business travel.

Emission Reduction Targets

Aligned to Net Zero by 2050 requirements under **PPN 006/21**:

- **2026**: 10% reduction from baseline (~657 tCO₂e)
- **2030**: 30% reduction from baseline (~511 tCO₂e)
- **2040**: 60% reduction from baseline (~292 tCO₂e)
- **2050**: Achieve Net Zero (offset or neutralise residual emissions)

Targets will be reviewed annually and reported transparently.

Key Emission Sources & Rationale

- **Employee commuting**: Large share of Scope 3 due to typical travel patterns to offices and client sites.
- **Business travel**: Includes rail, air, and hire vehicles for client meetings.
- **Office energy consumption**: Electricity and heating for leased office space.
- **Purchased goods & services**: Includes IT and supplier services relevant to recruitment operations.



If you'd like to discuss anything about our carbon reduction plan with us, get in touch

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