

JT/CRP - Carbon Reduction Plan 2025

Definitions

“**The Company**” or “**Job&Talent**” means Jobandtalent UK Ltd incorporating Jobandtalent Works Ltd, Single Resource Ltd, Extra Personnel Ltd and Extra Automotive Ltd.

Introduction

This Carbon Reduction Plan (CRP) outlines Job&Talent’s commitment to reducing its greenhouse gas (GHG) emissions. We aim to operate sustainably and contribute to global efforts to mitigate climate change. This plan establishes a baseline year, tracks emissions, and sets targets for future reductions across our operations.

Commitment

Job&Talent recognises the importance of decarbonisation of the whole of UK industry and global emissions. Job&Talent is committed to achieving Net Zero GHG emissions by 2050 at the latest.

Baseline Carbon Emissions 2023

Baseline emissions are a record of the greenhouse gases emitted by Job&Talent in the complete financial year prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Our initial base year for carbon emissions reporting was 2023. Upon review and recalculation of our 2023 data, we have identified an error in the initial scope classification. The leased fleet, which was erroneously included in Scope 1 emissions, has now been correctly reclassified and moved to Scope 3. This recalculation provides a more accurate representation of our operational emissions and a robust foundation for our reduction strategy.

Baseline year: 2023

The following table presents the recalculated GHG emissions for the base year 2023. For our calculation, we gathered available data although 70% of data for rented building consumption has been estimated.

Spend-based calculation method used for purchased goods and services based on the UK Government 'Table 13 - indirect emissions from supply chain (2011 figures)'. Deflation rates taken from UK Government GHG Conversion Factors for Company Reporting 2023.

Baseline year emissions:

Emissions:	tCO2e	% of total tCO2e
Scope 1	77.59	3.91%
Scope 2	42.28	2.13%

Scope 3	1,865.72	93.96%
Purchased Goods and Services	1,417.01	71.36%
Business Travel	195.59	9.85%
Employee Commuting	218.14	10.99%
Home Working	34.98	1.76%
Total:	1,985.59	

2024

The following table presents the GHG emissions for the year 2024. The calculation method remains unchanged from the baseline, maintaining the same estimation level for the energy consumption of the rented building. We have enhanced the accuracy of data concerning employee commuting and utilized actual data obtained from the employee survey. The deflation rates are sourced from the UK Government GHG Conversion Factors for Company Reporting 2024.

2024 emissions:

Emissions:	tCO2e	% of total tCO2e
Scope 1	25.87	1.70%
Scope 2	21.17	1.39%
Scope 3	1,476.10	74.34%
Purchased Goods and Services	1,006.00	50.67%
Business Travel	207.20	10.44%
Employee Commuting	239.70	12.07%
Home Working	23.20	1.17%
Total:	1,523.14	

Performance Comparison

Year	Total Emissions (tCO2e)	Change from Base Year (%)
2023	1985.59	▲ 0.00%
2024	1,523.14	▼ -23.29%

Carbon Reduction Strategy and Targets

We are proud to report significant progress in our environmental performance, having not only met but substantially surpassed our ambitious projection of a 10% reduction in carbon emissions by 2026. By 2024, we had already achieved an impressive 23% reduction, two years ahead of schedule. To gain a more refined and robust understanding of our ongoing commitment, we have transitioned to assessing our environmental performance using Greenhouse Gas (GHG) intensity per unit of revenue. This crucial metric allows us to evaluate how efficiently we generate economic value relative to our carbon footprint, clearly demonstrating an improvement in energy efficiency across our operations rather than merely being a consequence of decreased business activity, with our intensity index decreasing by over 21% from 5.7 to 4.5.

GHG intensity per revenue

Year	Intensity (CO2e/£)	Change from Base Year (%)
2023	5.7	▲ 0.00%
2024	4.5	▼ -21.68%

Despite achieving our short-term goal, our commitment to environmental stewardship remains unwavering; we are now aiming for further significant reductions in our absolute Scope 1, Scope 2 and Scope 3 emissions to achieve our near-term target by 2030.

Reduction Targets

Scope	Baseline (2023)	2024 (Achieved)	2030 Target (Near-Term)	2050 Target (Long-Term)
Scope 1	77.59 tCO2e	25.87 tCO2e (↓67%)	15.52 tCO2e (↓80%)	3.87 tCO2e (↓95%)
Scope 2	42.28 tCO2e	21.17 tCO2e (↓50%)	8.46 tCO2e (↓80%)	0 tCO2e (↓100% via renewables)
Scope 3	1865.72 tCO2e	1476.10 tCO2e (↓21%)	1167.38 tCO2e (↓37%)	95.40 tCO2e (↓95%)
Total	1985.59 tCO2e	1523.14 tCO2e (↓23%)	1191.35 tCO2e (↓40%)	99.28 tCO2e (↓95%)

The first half of 2025 saw proactive steps taken to advance these goals, including the consolidation of our workforce with the closure of our largest facility and a strong encouragement for employees to work from home. We gathered accurate data on employee commuting habits, implemented some improvements in our offices, such as the installation of solar films. To further encourage sustainable

transportation, we introduced an EV salary sacrifice scheme at the beginning of 2025 and are gradually transitioning our leased fleet to electric vehicles. Investment in human capital was also a priority, with the organisation of energy efficiency training, resulting in 10 certified energy efficiency champions, a number we aim to significantly increase.

Our forward-looking strategy centers on several key pillars:

- Energy Efficiency: Implementing measures to reduce energy consumption across our facilities.
- Renewable Energy: Transitioning to renewable energy sources where feasible.
- Sustainable Transportation: Promoting low-carbon transport options for our fleet and employees.
- Waste Management: Minimising waste generation and maximising recycling and reuse.
- Supply Chain Engagement: Collaborating with suppliers to reduce their environmental impact.

These strategic objectives are underpinned by a detailed Environmental Target Plan document, outlining specific actions such as:

- Broader installation of solar films
- Installation of smart meters and submeters for accurate data collection
- Procurement of renewable energy credits (RECs) or direct renewable energy contracts
- Continued fleet electrification and the adoption of more fuel-efficient hybrid vehicles
- Comprehensive environmental facilities audits
- Promotion of spare stock sharing
- Encouraging environmental stewardship through volunteering and charitable giving
- Supplier engagement on emissions reporting and reduction

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 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 has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Job&Talent:

Signature:



Andrew Small, CEO UK

Date: 15/07/2025

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

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

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