

JT/CRP - Carbon Reduction Plan 2026

Definitions & Organisational Scope

This Carbon Reduction Plan (CRP) applies to Job&Talent UK Ltd incorporating its operating subsidiaries: Jobandtalent Works Ltd, Single Resource Ltd, Extra Personnel Ltd, and Extra Automotive Ltd (collectively referred to as "the Company" or "Job&Talent").

The plan outlines Job&Talent’s greenhouse gas (GHG) emissions footprint across Scope 1, Scope 2, and key Scope 3 categories, tracking baseline recalculations and establishing operational decarbonisation targets.

Net Zero Commitment

Job&Talent is committed to achieving Net Zero GHG emissions by 2050 at the latest, supporting UK global climate mitigation goals under Procurement Policy Note 06/21 (PPN 06/21).

Baseline & Historical Data Recalculation

Job&Talent’s initial baseline reporting year was established in 2023. Following an internal compliance review, an error in fleet classification was identified. Business mileage from company-leased vehicles—previously placed in Scope 3—was reclassified under Scope 1 (Mobile Combustion) to align with GHG Protocol operational control guidelines. Business travel conducted in employee-owned personal vehicles ("grey fleet") remains in Scope 3 Category 6.

To ensure inventory consistency, this recalculation was retroactively applied to both the 2023 Baseline and 2024 reporting years: 2023 Baseline Adjustment: 96.72 tCO2e was moved from Scope 3 to Scope 1. Total baseline emissions remain unchanged at 1,985.59 tCO2e. 2024 Adjustment: 90.28 tCO2e was moved from Scope 3 to Scope 1. Total 2024 emissions stand at 1,523.03 tCO2e.

Operational Carbon Footprint Summary

Scope / Category	Baseline (2023) Recalculated	2024 Achieved	2025 Reporting Year	% Change vs Base Year
Scope 1: Direct Emissions	174.31 tCO2e	116.15 tCO2e	49.90 tCO2e	↓71.37%
Scope 2: Purchased Energy	42.28 tCO2e	21.17 tCO2e	16.00 tCO2e	↓62.16%
Scope 3: Value Chain	1865.72 tCO2e	1385.72 tCO2e	1061.64 tCO2e	↓43.10%
Total Absolute Emissions	1985.59 tCO2e	1523.03 tCO2e	1127.54 tCO2e	↓43.21%

Detailed 2025 GHG Emissions Breakdown

In 2025, Job&Talent generated a total of **1,127.54tCO₂e** across all reported scopes.

GHG Scope & Category	Primary Data / Calculation Basis	2025 Emissions (tCO ₂ e)	% of 2025 Footprint
Scope 1: Mobile Combustion	Company-leased vehicle fleet mileage	38.65	3.43%
Scope 1: Stationary Combustion	Direct natural gas billing (paid sites)	11.25	1.00%
Scope 2: Purchased Electricity	Direct grid electricity billing (paid sites)	16.00	1.42%
Scope 3: Cat 1 - Goods & Services	Net spend on paper, IT, legal, and general supply chain	582.57	51.67%
Scope 3: Cat 4 - Upstream Transport	Postage, freight, and courier spend	1.82	0.16%
Scope 3: Cat 5 - Operational Waste	Actual confidential paper notes, bulk waste & estimated office trash	13.84	1.23%
Scope 3: Cat 6 - Business Travel	Employee personal vehicle mileage (104.57t), rail (0.50t), air (5.20t), hotel stays (1.21t)	111.48	9.89%
Scope 3: Cat 7 - Commuting & Teleworking	Employee commute (271.44t), teleworking (39.98t), worker shuttles (3.49t)	320.34	28.41%
Scope 3: Cat 8 - Leased Assets	Landlord utilities (21.74t), water (0.08t), office rent spend (9.78t)	31.60	2.80%
Total GHG Footprint	All Operational Scopes	1127.54	100.00%

Carbon Reduction Targets & Intensity Metrics

Job&Talent surpassed its original goal of achieving a 10% reduction by 2026 two years ahead of schedule, reaching a 43.21% absolute reduction by 2025. Economic efficiency also improved, with revenue GHG intensity decreasing by 39.32%.

Revenue GHG Intensity Progress

Year	Total Emissions (tCO ₂ e)	Revenue GHG Intensity (tCO ₂ e / £M)	Change vs Baseline (%)
2023 (Baseline)	1985.59	5.71	—
2024 (Achieved)	1523.03	4.47	↓21.66%
2025 (Achieved)	1127.54	3.46	↓39.32%

Absolute Reduction Roadmap

Scope	Baseline (2023)	2025 (Achieved)	2030 Target (Near-Term)	2050 Target (Long-Term)
Scope 1	174.31 tCO ₂ e	49.90 tCO ₂ e (↓71%)	15.52 tCO ₂ e (↓80%)	3.87 tCO ₂ e (↓95%)
Scope 2	42.28 tCO ₂ e	16.00 tCO ₂ e (↓62%)	8.46 tCO ₂ e (↓80%)	0 tCO ₂ e (↓100% via renewables)
Scope 3	1865.72 tCO ₂ e	1061.64 tCO ₂ e (↓43%)	1167.38 tCO ₂ e (↓37%)	95.40 tCO ₂ e (↓95%)
Total	1985.59 tCO₂e	1127.54 tCO₂e (↓43%)	1191.35 tCO₂e (↓40%)	99.28 tCO₂e (↓95%)

Carbon Reduction Initiatives & Strategy

Key Accomplishments & 2026 Focus Areas

- Fleet Electrification:** Transitioning company leased vehicles to ultra-low emission models. The company fleet currently comprises 18 vehicles (13 electric, 4 hybrid, and 1 remaining high-mileage petrol car). An EV salary sacrifice scheme introduced in 2025 continues to support employee EV adoption into 2026.
- Process Digitalisation ("First Work"):** The rollout of the First Work digital platform in 2026 is already helping to eliminate paper-heavy recruitment workflows. By August 2026 we already see savings of over 113,000 sheets of paper (~45 boxes) thanks to reducing individual paper requirements by 7 pages per candidate.
- Audit Travel Optimization:** Restructuring internal audit procedures to prioritise remote verification and regional audit clustering are reducing overnight auditor hotel stays significantly. Our auditor spent 64 nights in hotels in 2025, by the end of 2026 we expect to see this reduced by at least 50%.
- Estate Rationalization:** Following the 2025 downsizing of Walsall, we are continuing these efforts into 2026: the Coventry branch has been closed (transitioning staff to hybrid and client-site operations), and the Birmingham branch operations will be relocated to a smaller, more energy-efficient facility.
- Energy Management & Smart Metering:** Smart meters were installed at the Walsall location in 2025, and facility environmental audits (including LED lighting verification) have been incorporated into standard branch operating checks in 2026.
- Employee Engagement & CPD Training:** In 2025, 11 employees completed CPD-certified "Train the Trainer" qualifications as Sustainability Champions. Internal workforce sustainability training launched in early 2026 achieved an 80% completion rate by Q3.

Governance & Compliance Oversight

Overall responsibility for this Carbon Reduction Plan rests with the Co-Managing Directors of Job&Talent UK Ltd.

This plan and continuous improvement framework is prepared and overseen by the Head of Compliance. The Compliance Team monitors operational adherence, tracks GHG data, manages regulatory compliance, and supports managers across all sites in executing environmental initiatives.

Continuous Improvement

Job&Talent recognises that its contribution to sustainable development will evolve as the business, workforce, regulatory landscape, and stakeholder expectations change. The Company will periodically review priority SDGs, decarbonisation targets, and performance indicators to ensure ongoing alignment with corporate sustainability goals.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards 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:

Nick Whitworth

Nick Whitworth
Co-Managing Director
Date: **2026-08-27**

Andy Sissons

Andrew Sissons
Co-Managing Director
Date: **2026-09-09**

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>

Audit trail

Details

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 SIGNED	Signed by Andy Sissons (andrew.sissons@jobandtalent.com)	2026/09/09 10:05:08 UTC
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 COMPLETED	This document has been signed by all signers and is complete	2026/09/09 10:05:08 UTC

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