



JT/CRP - Carbon Reduction Plan 2024

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) will cover Job&Talent’s baseline year information (2023), setting our targets for reducing GHG emissions over planned actions.

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.

Baseline year: 2023

For our calculation, we gathered data as accurately as possible although some estimation was required for rented building consumption. 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.

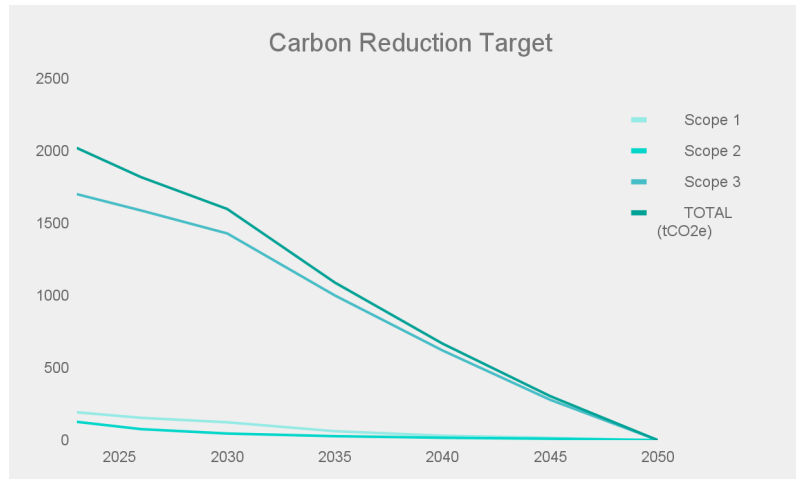
Baseline year emissions:		
Emissions:	tCO2e	% of total tCO2e
Scope 1	192.75	9.54%
Scope 2	126.76	6.27%
Scope 3	1,700.88	84.19%
Purchased Goods and Services	1,417.01	70.14%
Business Travel	20.22	1.00%
Employee Commuting	218.14	10.80%
Home Working	34.98	1.73%
Waste Generated in Operations	10.53	0.52%
Total:	2,020.39	



Emissions reduction target

In order to achieve Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease to 1817 tCO₂e by 2026. This is a reduction of 10%



Carbon reduction projects

In line with the guidance from our ESOS phase 3 report, Job&Talent has started several carbon reduction projects.

Our current focus is under the category of “Consolidate Workers”. During 2023, Job&Talent occupied 20 premises across the UK. This has already been reduced to 17, with 4 more properties being exited by Quarter 3 of 2024. In June 2025, the largest property in use will be closed, with staff increasing the proportion of their work which is done remotely, and working from other nearby offices as necessary. This not only will reduce our direct emission under Scope 2 but also indirect emissions under Scope 3 caused by building maintenance and office supplies services in place.

In regards to our transport related emissions, we will be gathering data from our employees on exactly how often they travel for work, how far they travel, and the means of transportation used. Employees will be encouraged to work remotely more often if possible, the existing Cycle to Work scheme will be promoted, along with encouraging more use of public transport for business journeys via a robust Travel and Transport Policy. The effectiveness of this Policy will be assessed by gathering regular data on employee travel habits.

Our 2023 calculations found that almost 84% of our emissions are Scope 3, indirect emissions, with the highest proportion of this being in relation to the goods and services purchased by Job&Talent. In response to this, we are working on the implementation of a Sustainable Procurement Policy and Code of Conduct for our suppliers. We will also gather data from our suppliers on the real emission caused by services and goods we are purchasing to replace spend-based method to supplier-specific



method. Our stationery purchasing has already been reviewed, and this has led to the banning of certain products which are not necessary and not environmentally friendly. For example, in line with our ongoing efforts to become closer to a fully paperless operation, the purchasing of plastic document wallets has now been banned. As a technology focused company, Job&Talent has already moved many previously paper-based forms into digital versions to be completed by workers in our app, and we aim to update the app further to remove the need for the remaining paper forms.

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: 

Name: Andrew Small

Job Title: **Managing Director**

Date: 03/06/2024

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>