

PageGroup Carbon Reduction Plan - PPN 06/21

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Commitment to achieving Net Zero

PageGroup is committed to achieving net-zero Scope 1, 2 and 3 emissions by 2050 and has set interim targets of reaching 60% reduction on scope 1 and 2 and 20% reduction in scope 3 from business travel and purchased goods and services.

This is in line with PageGroup’s global commitment to net zero, supported by science-based greenhouse gas (GHG) emissions reduction targets. This commitment and interim targets have been submitted for approval by the Science Based Targets initiative (SBTi) under the Net Zero Standard.

PageGroup is actively working to support its value chain and has invested in resources to drive innovation and collaboration through the value chain to develop and deliver low carbon solutions.

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.

Our baseline emissions cover all our reported scope 1, 2 and 3 emissions, having conducted a full scope 3 inventory to ensure we are reporting on all applicable emissions categories.

Table 1 - Baseline Year Emissions

Baseline Year: 1 October 2021 – 30 September 2022		
The PageGroup baseline emissions period runs from October 2021 - September 2022 and consists of the data relating to combustion of fuel in our operations, indirect emissions from the purchase of electricity, heat, steam or cooling purchased goods and services, waste generated in operations, business travel and employee commuting.		
EMISSIONS	Category and Description	TOTAL (tCO2e)
Scope 1	Natural gas: 256 Company owned vehicles: 677	933
Scope 2	Purchased electricity (market based): 2,044 Company owned electric vehicles: 5	2,049
Scope 3 (Included Sources)	Category 1 – Purchased Good and Services: 49,449 Category 3 - T&D losses and upstream emissions: 1,232 Category 5 - Waste/water: 2,118 Category 6 - Business travel: 1,758 Category 7 - Homeworking and commuting: 7,771	62,328
Total Emissions		65,311

Current Emissions Reporting

Table 2 - Current Year Emissions

Reporting Year: 1 October 2021 – 30 September 2022
The table below summarises our emissions by Scope for the most recent reporting period; 1 October 2022 – 30 September 2022.

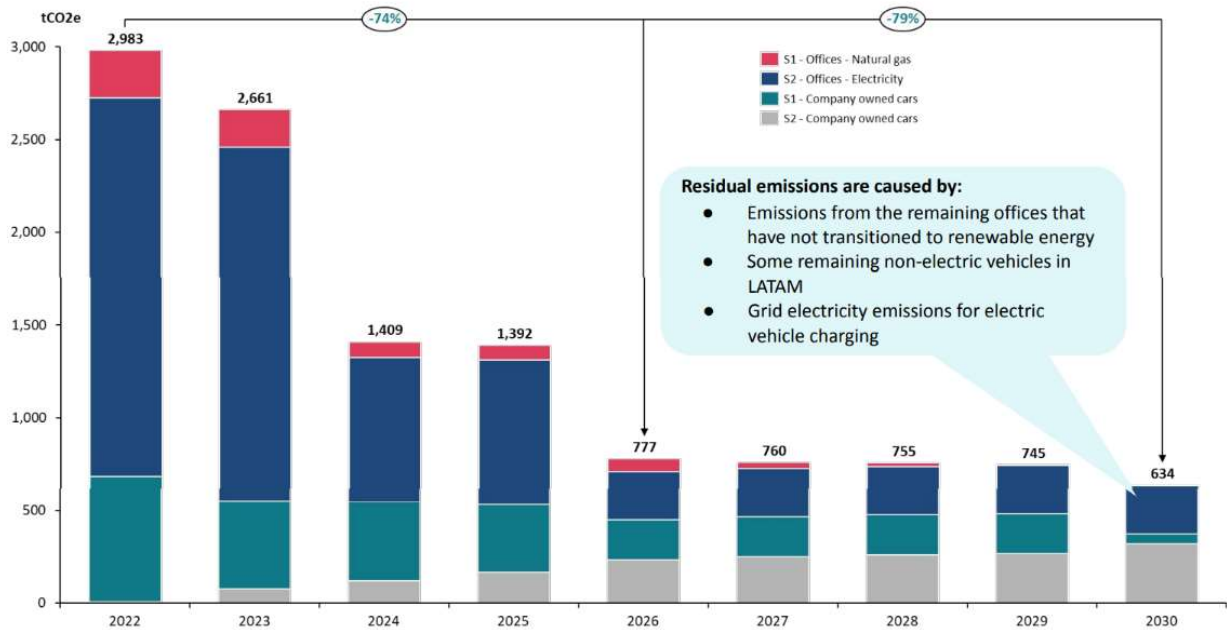
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Emissions reduction targets

PageGroup aims to achieve net-zero across our full value chain (Scope 1, 2 and 3) by 2050. In the interim by 2030, we aim to reduce our Scope 1 and 2 emissions by 60% and 20% reduction in scope 3 from business travel and purchased goods and services compared to a 2022 baseline. A market-based approach will be used for our Scope 2 emissions baseline and target. We have developed and submitted near-term and net-zero targets to the Science-Based Target initiative for validation.

The chart below shows the annual projected emission reductions partway for all scope 1 and 2 emissions from 2022 to 2030.

We project our net Scope 1 and 2 carbon emissions will decrease over the next five years to 760 tCO2e by 2027. Our emissions target of climate positive (beyond net zero, offsetting more emissions that we generate) is set for 2030.



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

PageGroup in 2022 implemented a variety of initiatives across our operations which resulted an estimated reduction of 1245 tCO2e. We are continuing to develop and deliver further measures, which will be in effect when performing the contract.

1. Company fleet vehicle replacement

PageGroup has been investing in Electric Vehicles alongside conventional fuel vehicles and hybrids since 2021. We continue to offer a range of electric and hybrid vehicles within our company car offering. Where EV charging infrastructure is limited, we are committed to offering hybrid vehicles as the next best option and install EV charging points where possible. In 2022, this measure resulted in an estimated 32 tCO2e reduction as reported in our CDP¹ report.

2. Business travel policy

Our policy on business travel continues to prioritise low carbon travel options such as trains and lower class of air travel. In 2022, this measure resulted in an estimated 140 tCO2e reduction as reported in our CDP report.

3. Low-carbon energy consumption

We continue to actively target the transition of our energy from traditional to renewable sources. In some instances, we directly engage with the electricity supplier, however, in most cases this is landlord controlled. Where we control the energy, we are rapidly transitioning these offices over. Our landlord engagement falls into several categories, some

¹ <https://www.cdp.net/en/>

landlords have agreed to transition our energy supply over to renewable sources, others state they will not do this until a larger proportion of their tenants' request this or they are unable to do it as they are in multi-year multi-site agreements with electricity suppliers. We have captured the details of these reasons and are monitoring their process as appropriate. In 2022, this measure resulted in an estimated 1073 tCO₂e reduction as reported in our CDP report.

Future Carbon Reduction Initiatives

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

1. Procurement

In 2023, PageGroup will implement EcoVadis² supplier platform to support our approach to managing environmental, social, and governance (ESG) risk and compliance of our value chain. The platform will monitor and manage supply chain sustainability, run risk analyses and reports on the sustainability performance of our supplier. This information and insight will equip PageGroup to focus on how to avoid and reduce emissions across its value chain.

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 standard³ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁴.

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) Standard⁵.


This Carbon Reduction Plan has been reviewed and signed off by PageGroup's Executive Board.

Signed on behalf of the Supplier:

Name: Kaye Maguire

Role: General Counsel & Company Secretary

Signature:



Date: 27 September 2023

² <https://ecovadis.com/>

³ <https://ghgprotocol.org/corporate-standard>

⁴ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁵ <https://ghgprotocol.org/corporate-value-chain-scope-3-standard>