

PageGroup Carbon Reduction Plan - PPN 06/21

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Contents

Commitment to achieving Net Zero	3
Baseline Emissions Footprint	3
Table 1 - Baseline Year Emissions	3
Current Emissions Reporting	4
Table 2 - Current Year Emissions.....	4
Emissions reduction targets	5
Carbon Reduction Projects	6
Completed Carbon Reduction Initiatives	6
Future Carbon Reduction Initiatives	7
Declaration and Sign Off	7
Signed on behalf of the Supplier:.....	7

Commitment to achieving Net Zero

PageGroup is committed to achieving Net Zero emissions by 2050. We are committed across our full value chain, which means reducing our emissions towards zero as far as possible, with residual emissions balanced by carbon removals. We have also set near-term science-based targets (SBTs) to ensure we make meaningful progress this decade.

Our near and long-term targets have been formally validated 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 to develop and deliver low carbon solutions.

Please note that where the bidding entity is a subsidiary of PageGroup PLC, we confirm that this entity, and all entities within our corporate group, support and have adopted our Net Zero commitments. The environmental management measures detailed herein are applicable to the bidding entity and across the whole group.

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 (tCO ₂ e)
Scope 1	Natural gas: 256 Company owned vehicles: 677	933

Scope 2 (Included Sources)	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		65,310

Current Emissions Reporting

Table 2 - Current Year Emissions

Reporting Year: 1 October 2023 – 30 September 2024
The table below summarises our emissions by Scope for the most recent reporting period; 1 October 2023 – 30 September 2024.

EMISSIONS	Category and Description	TOTAL (tCO₂e)
Scope 1	Natural gas: 89 Company owned vehicles: 739	828
Scope 2	Purchased electricity (market based): 1,113 Company owned electric vehicles: 14	1,127
Scope 3 (Included Sources)	Category 1 - Purchased good and services: 40,560 Category 3 - T&D losses and upstream emissions: 989 Category 5 - Waste/water: 120 Category 6 - Business travel: 2,629 Category 7 - Homeworking and commuting: 7,794	52,092
Total Emissions		54,047

Our GHG emissions reporting is subject to external limited assurance conducted by an independent third party.

Please note: With regard to the subset of Scope 3 emissions required by the Technical Standard, there are two categories that are not relevant for our organisation; Category 4 (Upstream Transportation and Distribution) and Category 9 (Downstream Transport and Distribution). These are not applicable because PageGroup does not produce any physical products, our assets are our people and to deliver recruitment services,

therefore there is no material upstream or downstream transportation or distribution of goods. Our employee's emissions are captured under other categories such as business travel and commuting. Any upstream emissions from our purchased goods and services are captured in Category 1. The emissions associated with delivery of our services are captured within our operational emissions and business travel.

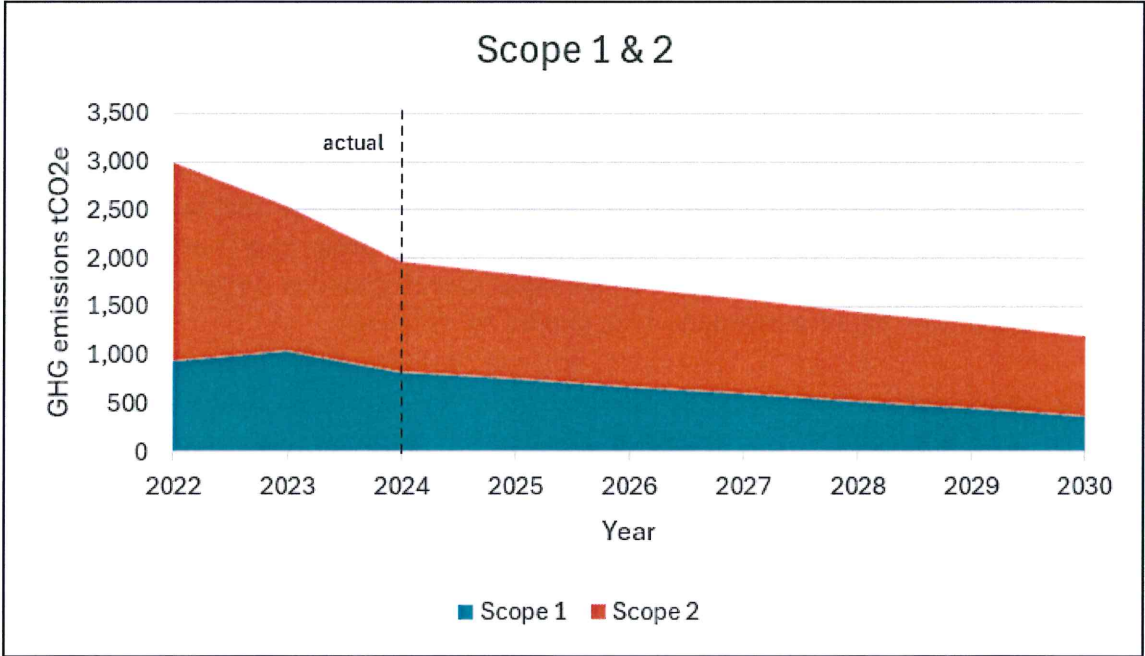
Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We have set interim targets of 60% reduction in absolute Scope 1 & 2 GHG emissions by 2030, and a 25% reduction in absolute Scope 3 emissions by 2030 from purchased goods and services and business travel. Our long term targets are 95% reduction in Scope 1 & 2 GHG emissions and 90% reduction in total Scope 3 GHG emissions by 2050. All targets are set from a 2022 baseline year.

We project that Scope 1 & 2 carbon emissions will decrease over the next five years to 1,320 tCO₂e by 2029. This is a reduction from baseline of 56%.

Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

In 2024, the SBTi verified our near-term and long-term Net-zero targets. Our strategy to reduce emissions in line with our Net-zero ambition is focused on six key areas as detailed below. We prioritise activities that have strategic, financial, and environmental benefits.

The following environmental management measures and projects have been completed or implemented since the 2022 baseline. The net carbon emission reductions achieved by these schemes equates to 11,263 tCO₂e, a 17% reduction against the 2022 baseline and the measures will be in effect when performing the contract.

Environmental management measures

Renewable, efficient and green offices: We want all our offices to be powered by renewable energy and are proactively reducing our energy consumption by increasing energy efficiencies throughout our offices and appropriately sizing our offices for hybrid working. In 2024, energy consumption from our offices reduced by 9%.

Adopting electric vehicles (EV): We continue to provide a range of electric vehicles within our company car offering. We are monitoring the adoption of electric vehicles and explore options to encourage the uptake where adoption is low and charging infrastructure is limited.

Reducing business travel: Our aim is to reduce overall travel and increase travel via public transport. We want to ensure that any air travel is for essential business purposes only. In 2024, we implemented a monitoring system and produced Executive Board level reports outlining travel by country and business unit to monitor compliance against our policy. As a result, travel emissions reduced by 8% this year.

Encouraging low carbon commuting and homeworking: Our commuting survey helps us to better understand employee commuting habits, and how we can develop a strategy to support low carbon commuting.

Transitioning to a low-carbon supply chain: Addressing our supply chain emissions is central to meeting our emissions reductions targets relating to our near and long-term SBTs. This will require collaboration with our suppliers so that we can work together to reduce emissions from the products and services we purchase.

Raising awareness and changing behaviours: We will engage employees to encourage positive behaviours around sustainability, to minimise emissions both inside and outside of work.

Future Carbon Reduction Initiatives

In the coming year, we will continue to target the most impactful areas of our footprint, which means a focus on supply chain. For our existing suppliers, this means directing our influence towards those with the greatest emissions impact, where we will focus on a shortlist for targeted engagement (e.g., business technology and facilities vendors). This will ensure we are working with those that share our commitments and are taking tangible actions to deliver against them. We will also continue to integrate engagement during the onboarding of new suppliers. For other key areas, such as business travel, we have set up a successful monitoring system and will continue to harness this process to identify further intervention hotspots. Similarly, we will continue to drive forward our office decarbonisation initiatives, for example via expansion of energy audits.

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 Page Group’s Executive Board.

Signed on behalf of the Supplier:

Name: Kaye Maguire

Role: General Counsel & Company Secretary

Signature: 

Date: 10 April 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>

