

# PageGroup Carbon Reduction Plan - PPN 06/21

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## 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

<b>Baseline Year: 1 October 2021 – 30 September 2022</b>		
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.		

<b>EMISSIONS</b>	<b>Category and Description</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	Natural gas: 256 Company owned vehicles: 677	933

<b>Scope 2 (Market- Based)</b>	Purchased electricity (market based): 2,044 Company owned electric vehicles: 5	2,049
<b>Scope 3 (Included Sources)</b>	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
<b>Total Emissions</b>		<b>65,310</b>

## Current Emissions Reporting

Table 2 - Current Year Emissions

<b>Reporting Year: 1 October 2024 – 30 September 2025</b>
The table below summarises our emissions by Scope for the most recent reporting period; 1 October 2024 – 30 September 2025.

<b>EMISSIONS</b>	<b>Category and Description</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	Natural gas: 83 Company owned vehicles: 613	696
<b>Scope 2 (Market- Based)</b>	Purchased electricity (market based): 897 Company owned electric vehicles: 30	927
<b>Scope 3 (Included Sources)</b>	Category 1 - Purchased good and services: 33,602 Category 3 - T&D losses and upstream emissions: 831 Category 5 - Waste/water: 122 Category 6 - Business travel: 2,216 Category 7 - Homeworking and commuting: 6,948	43,719
<b>Total Emissions</b>		<b>45,342</b>

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.

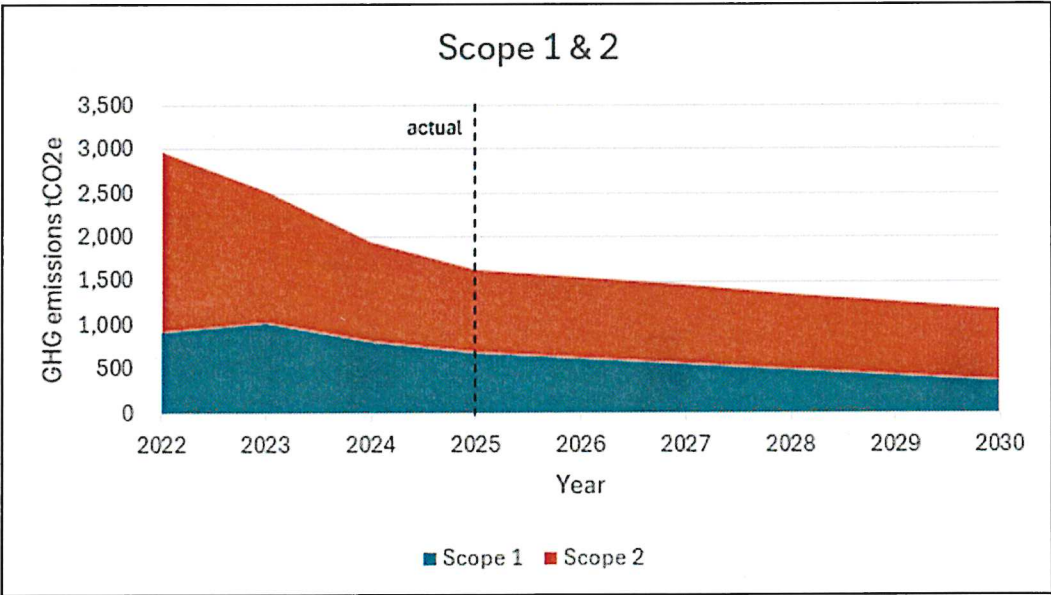
### Emissions reduction targets

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 1,193 tCO<sub>2</sub>e by 2030. This is a reduction from baseline of 60%, which means reaching our Scope 1 & 2 target by the target year.

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 and improvements to data visibility equates to 19,968 tCO<sub>2</sub>e, a 31% 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 are minimising our scope 2 energy consumption (-21% in 2025) by appropriately sizing our offices for hybrid working and leasing offices with high standards of energy efficiency. We are also shifting to renewable energy wherever possible, with 70% of our electricity consumption from renewable sources. We are focused now on transitioning our APAC offices and have conducted a review of all our buildings, the landlords and managing agents to create an engagement plan focused on shared net-zero commitments.

**Electric vehicles:** We are progressing towards a fully electric company car offering. Where the local landscape allows, we only offer electric and hybrid cars under our leasing scheme and will be phasing out petrol and diesel cars globally.

**Reducing business travel:** Our air travel monitoring system is proving to successfully manage air travel and ensure employees are only travelling where there is a clear business need.

**Alternative commutes:** Our commuting survey shows many of our employees already commute by walking, cycling or public transport and we will continue to encourage and support our employees to travel via lower-carbon methods.

**Transitioning to a low-carbon supply chain:** Purchased goods and services is the largest source of emissions for PageGroup, in particular Technology and Facilities. For these categories we have developed an engagement strategy to better understand service-specific emissions and to collaborate jointly on initiative to reduce emissions.

**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 2026, we will continue actively engaging with our shortlist of targeted suppliers identified last year. We will maintain momentum by driving onboarding among suppliers that have not yet joined the EcoVadis platform, and engaging our highest impact suppliers around performance improvements. A key area of focus will be working with our landlords to evaluate office decarbonisation options in areas where this is more challenging. In addition, at the end of 2025 we established an environmental champions network, made of up volunteer employees, to enable local offices to run more initiatives focused on key environmental topics in the coming year.

## 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 standard<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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) Standard<sup>3</sup>.

This Carbon Reduction Plan has been reviewed and signed off by Executive Board Member, Kaye Maguire.

Signed on behalf of the Supplier:

**Name:** Kaye Maguire

**Role:** General Counsel & Company Secretary

**Signature:**  .....

**Date:** ..... 10.04.2026 .....

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

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

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