SCL RECRUITMENT

Carbon Reduction Plan

Published in line with Procurement Policy Note 006 (previously PPN 06/21)

Supplier name	SCL Recruitment Ltd
Company number	16438483
Registered office	10 Everdale Mount, South Elmsall, Pontefract, WF9 2BA
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Document owner	Robert Pegg, Director
Version	1.0

Commitment to achieving Net Zero

SCL Recruitment Ltd is committed to achieving Net Zero greenhouse gas emissions by 2040, ten years ahead of the UK Government target date of 2050.

We are a specialist permanent recruitment business serving the logistics, supply chain and operations sectors. We operate a fully remote model with no leased office space, no company owned vehicles and no manufacturing, warehousing or distribution activity of our own. Our direct emissions are therefore small. We take the view that this is a reason to be precise about them, not a reason to ignore them.

This plan sets out our measured emissions, the targets we hold ourselves to, and the specific actions we are taking. It is reviewed and republished at least every twelve months and is available on our website at sclrecruitment.co.uk.

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases released before the introduction of any strategies to reduce emissions. They are the reference point against which all future reductions are measured.

Baseline year	1 April 2025 to 31 March 2026
Additional details relating to the baseline emissions calculations	This is our first reporting period. The company was incorporated in May 2025, so the period covers approximately eleven months of trading against a twelve month accounting year. Future years will cover a full twelve months and figures should be read with that in mind. Emissions have been calculated in line with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, using the UK Government conversion factors for company reporting published by the Department for Energy Security and Net Zero. As

	a fully remote business with no leased premises and no company owned vehicles, Scope 1 and Scope 2 emissions are nil. Homeworking energy use is reported voluntarily under Scope 3, category 7.

Baseline year emissions

Emissions	Total (tCO2e)
Scope 1	0.00
Scope 2	0.00
Scope 3 (included sources)	1.99
Total emissions	**1.99**

Scope 3 sources included

PPN 006 requires reporting of a defined subset of Scope 3 categories. All five required categories are addressed below.

Scope 3 category	tCO2e	Basis of calculation
4. Upstream transportation and distribution	0.00	No physical goods purchased, stored or moved.
5. Waste generated in operations	0.02	Small volume of office consumables and electronic waste, recycled where possible.
6. Business travel	1.62	Approximately 6,000 business miles by private car for client and candidate meetings, converted using the average car factor.
7. Employee commuting (including homeworking)	0.35	One full time equivalent working from home. No commuting to a fixed workplace.
9. Downstream transportation and distribution	0.00	No physical product is sold or distributed.
Total Scope 3	**1.99**	

Current emissions reporting

The baseline year is also the current reporting year, as this is the first period for which SCL Recruitment Ltd has reported. Future versions of this plan will report the current year alongside the baseline so that progress can be assessed directly.

Reporting year: 1 April 2025 to 31 March 2026	
Emissions	**Total (tCO2e)**
Scope 1	0.00

Scope 2	0.00
Scope 3 (included sources)	1.99
Total emissions	**1.99**

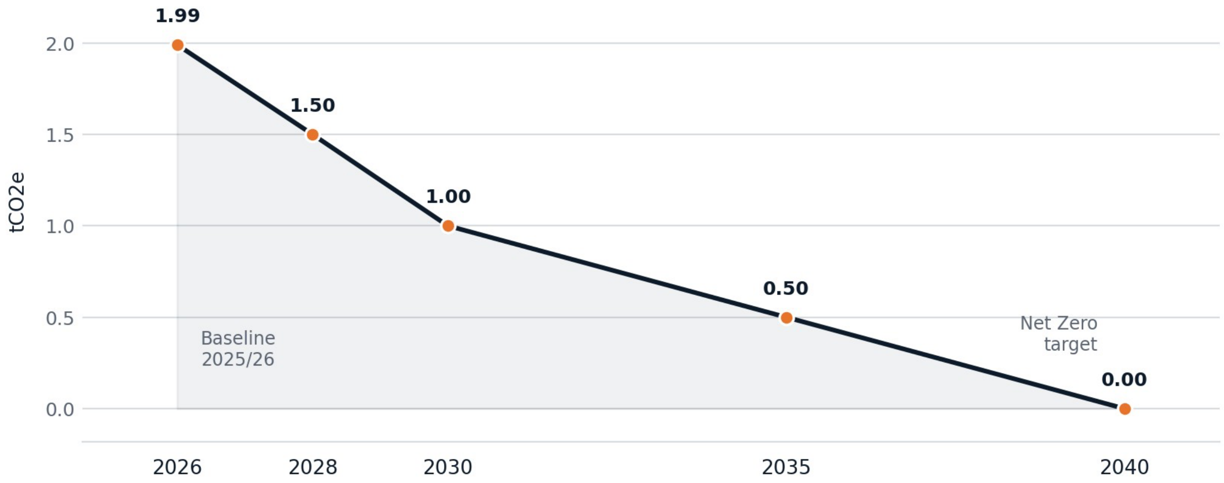
Emissions reduction targets

To continue our progress to Net Zero we have adopted the following carbon reduction targets. Because we are a small and growing business, targets are expressed both in absolute terms and in intensity terms, so that growth in headcount or placement volume does not mask a genuine reduction in emissions per unit of activity.

Target	Measure	Target date
Reduce absolute emissions by 50 per cent against the 2025/26 baseline	To 1.00 tCO2e or lower	31 March 2030
Reduce emissions intensity per placement by 60 per cent against baseline	tCO2e per permanent placement	31 March 2030
Achieve Net Zero across Scopes 1, 2 and reported Scope 3	Residual emissions only, offset through a certified scheme	2040

We project that carbon emissions will decrease over the next five years to 1.00 tCO2e by 31 March 2030. This is a reduction of 50 per cent against the 2025/26 baseline.

Progress against these targets can be seen in the projection below.



Progress against these targets is reviewed annually by the Director and published in the updated version of this plan.

Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures have been completed or implemented since the 2025/26 baseline. Because these measures were adopted at the point the business was established rather than introduced part way through the period, the emissions reduction attributable to them against the baseline is nil for this first reporting period. The measures are in effect now and will be in effect when performing any contract awarded to us.

- Fully remote operating model. We took a deliberate decision not to lease office space, removing daily commuting emissions and the energy demand of a separate business premises.
- One hundred per cent renewable electricity tariff at the operating base.
- Video first meeting policy. Candidate screening interviews, client briefings and shortlist reviews are conducted by video unless a site visit adds genuine value.
- Paperless operation. Terms of business, client agreements, candidate documentation and right to work checks are handled digitally with electronic signature.
- Cloud based systems rather than on premise servers, with suppliers selected in part on their published environmental commitments.

Planned initiatives

- Transition the business vehicle to fully electric or plug in hybrid at the next replacement point. Business travel is the single largest source of our emissions and this is the action with the greatest effect.
- Default to rail for journeys over 100 miles where the schedule allows.
- Consolidate client site visits into planned routes rather than single site journeys, with an annual business mileage budget set at the start of each reporting year.
- Introduce an environmental question into our supplier selection for job boards, assessment tools and professional services.
- Report emissions annually and publish each update on our website.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with Procurement Policy Note 006 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 Greenhouse Gas Protocol Corporate Standard, using the appropriate UK Government emission conversion factors for greenhouse gas company reporting.

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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors, or equivalent management body, of SCL Recruitment Ltd.

Signed on behalf of the Supplier:

Signed	
Name	Robert Pegg
Position	Director, SCL Recruitment Ltd
Date	10 August 2026