



Carbon Reduction Plan

Commitment to achieving Net Zero

Piers Meadows Recruitment is committed to achieving Net Zero emissions by 2050.

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.

Baseline Year: 2021	
Additional Details relating to the Baseline Emissions calculations.	
<i>Baseline was created using SSE Energy Solutions Carbon Footprint Calculator.</i>	
Baseline year emissions: 2021 – same as current year due to first report	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	2.8
Scope 2	3.5
Scope 3 (Included Sources)	6.2
Total Emissions	12.48



Current Emissions Reporting

Reporting Year: 2021	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	2.8
Scope 2	3.5
Scope 3 (Included Sources)	6.2
Total Emissions	12.48

Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2021 baseline. The carbon emission reductions are being monitored as our current year is the same as the baseline:

- Working from home part time;
- Video conferencing wherever possible to reduce travel;
- Various cycle to work scheme options;
- Smaller office space;
- adding plants in our offices;
- move to paperless office;

Emissions reduction targets

In order to continue our plan to achieve Net Zero by 2050, we have adopted the following carbon reduction targets and strategies.

- More workers are working from home part time to reduce transportation emissions. We would like 100% of staff to work part time from home within the next 12 months.
- We are in a serviced office, however, we work with the building to recycle and keep heating / air conditioning to a minimum.
- Workers are encouraged to make use of the cycle storage and cycle to work schemes we are signed up to.



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- Workers encouraged to use video conferencing wherever possible to reduce travel.
- We have reduced dependency of office space.

We project that carbon emissions will decrease over the next five years to **9** tCO₂e by **2027**. This is a reduction of **28%**

In the future we hope to implement further measures. These include:

- Negotiations with current office space, or moving to future office space which can use 100% renewable energy.
- Transition to zero emissions vehicles.
- Optimisation of all IT systems.
- Reduce power consumption focused on hot water, heating and air conditioning.
- Management of staff travel to promote our targets.

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.

Where relevant, 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.

Where relevant, 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 Director.

Signed on behalf of the Supplier:

Ray Aherne, Operations Manager

Date: 26/09/2022

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>