

CARBON REDUCTION PLAN (CRP)

CARBON REDUCTION PLAN (CRP) 2022-23

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COMMITMENT TO ACHIEVING NET ZERO

**NGAGE TALENT IS COMMITTED TO ACHIEVING
NET ZERO EMISSIONS BY 2050.**

nGAGE Talent is comprised of a group of brands within the talent management sector. These brands are: Holt Doctors, Agile Workforce, LMS, Butler Rose, Cloud4 Solutions, Avant, Attenti, Caritas, Bridge of Hope, Eden Brown Synergy, Cloud MR, Proactive, Tien Select, Ryalto, EWI, GCS, Retinue, RX, Eden Brown Built Environment, Set Square, Resourcing Group and RTS People. nGAGE Talent and its associated brands are committed to achieving Net Zero emissions by 2050. It has never been more important for businesses to step up and take account of the environmental impact associated with their operations.

By becoming Carbon Neutral, the nGAGE Talent group are proactively doing our part for the planet now. We are also committed to taking further action to reduce our future emissions as much as practically possible. By reducing all avoidable emissions to zero the organisation will achieve Net Zero status.

As part of the 2015 Paris Agreement, world governments committed to curbing global temperature rise to well-below 2°C above pre-industrial levels, and pursuing efforts to limit warming to 1.5°C. It was agreed that to achieve this, GHG emissions must halve by 2030 – and drop to Net Zero by 2050. In order to align with these Science Based Targets nGAGE Talent are committed to reducing half of our Green House Gas (GHG) emissions by 2030, and to achieve Net Zero by 2050.



CURRENT (AND BASELINE) EMISSIONS REPORTING

nGAGE Talent has set its carbon emissions baseline in the financial year 2022/2023 therefore our baseline and current year emissions reporting is the same.

Baseline Year: Financial year 2022/2023 (1st April 2022 – 31st March 2023)

Additional Details relating to the Baseline Emissions calculations.

nGAGE talent have set its carbon emissions baseline in the financial year 2022/2023. The operational control consolidation approach was the methodology used to establish the baseline carbon emissions data. The carbon footprint has been calculated in line with ISO14064:1-2018 and GHG Emissions Protocol Accounting and Reporting Standards.

The following assumptions were used in establishing the baseline:

Vehicle emissions were calculated using Defra vehicle categories and HM Government Emission Factors (2022).

Energy emissions were calculated based upon estimated floorspace and staff numbers, using Department for Business, Energy and Industrial Strategy statistics (2020).

Energy usage for home working staff was calculated based on the number of days staff worked, assuming 8 hours per day.

Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	301.86 tCO₂e
Scope 2	143.83 tCO₂e
Scope 3 (Included Sources)	<p>Category 4 – Not Applicable - we do not pay for the transportation/distribution of any purchased goods or services</p> <p>Category 5 – 0 (nGAGE will be working with its serviced office suppliers to obtain this data for reporting year FY23/24)</p> <p>Category 6 – 469.75 tCO₂e</p> <p>Category 7 – 319.49 tCO₂e (this data is based on homeworking - nGAGE will be putting systems in place to measure its employee commuting for reporting year FY23/24)</p> <p>Category 9 – Not Applicable - as a recruitment organisation we do not sell any products</p>
Total Emissions	1,234.93 tCO₂e

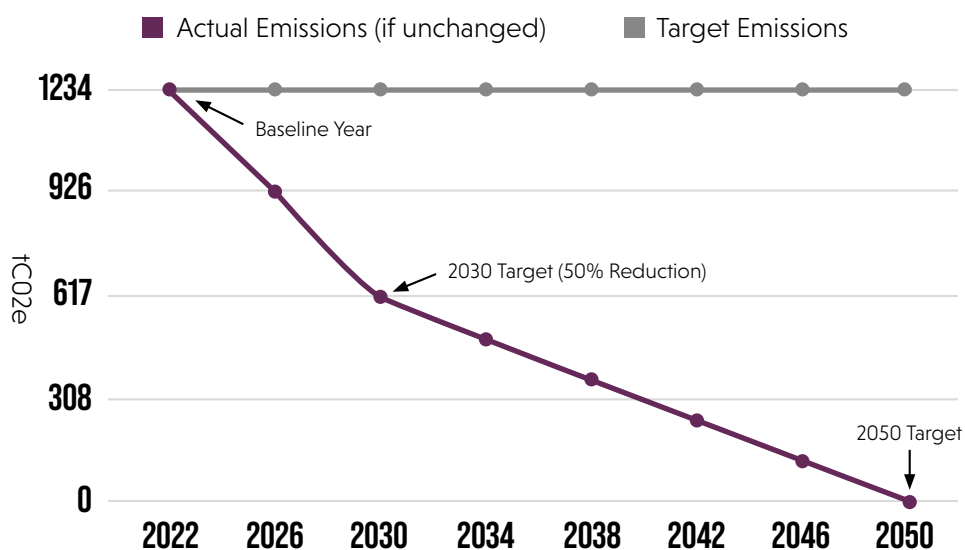
We will review and update our Carbon Reduction Plan on an annual basis and within 6 months of nGAGE Talent's year end. Therefore, there may be instances where the reporting period in our published plan is temporarily older than 12 months from the date of commencement of procurement. This will be rectified as soon as the new plan is published. Updates can be requested in writing from nGAGE Group.



EMISSIONS REDUCTION TARGETS

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

In order to achieve a 50% reduction in emissions by 2030, we plan to reduce our emissions by 617.47 tCO₂e over the next 7 years. This will require a reduction of 7.14% (88.17 tCO₂e) per year from the 2022-23 assessment of the organisation. A further reduction of 2.5% (30.87 tCO₂e) each year is then required in order to achieve Net Zero.



“BY ACCURATELY MEASURING, OFFSETTING AND COMMITTING TO ANNUALLY REDUCE EMISSIONS 7.14% BY 2030, NGAGE TALENT IS NOT ONLY CARBON NEUTRAL, BUT IN ALIGNMENT WITH BOTH SCIENCE BASED AND UK GOVERNMENT TARGETS FOR CARBON EMISSIONS REDUCTIONS”

JAMES POYNTER
DIRECTOR - CARBON NEUTRAL BRITAIN



CURRENT YEAR ACTION

In December 2022 we introduced the environmental management certification scheme ISO14001 across the group.



In October 2023, we offset our carbon footprint to become certified as a Carbon Neutral Business by Carbon Neutral Britain. As certification awarded by an external organisation, it provides assurance that the carbon neutral claim is robust and credible, following calculation using the ISO 14064 and GHG Protocol Emissions Standard principles of relevance, completeness, consistency, transparency and accuracy. Carbon Neutral Status has been awarded for a period of 12 months.

Through the Carbon Neutral Britain Climate Fund™, we have offset our total carbon emissions for the 2022-23 financial year through internationally certified carbon offsetting projects. Certified via the Verra - Verified Carbon Standard (VCS), the Gold Standard - Voluntary Emission Reductions (VER) or the United Nations - Certified Emission Reductions (CER) programmes, the projects have also been selected based on their direct and indirect impact around the world - not just in offsetting, but also in supporting education, employment and clean water, as well as having net positive impact on local wildlife and ecology.



REDUCTION STRATEGIES

Although some emission reductions will require technological and third-party improvements, we plan to focus our efforts on our three largest avoidable emissions sources in order to make the most impactful and quickest reduction in emissions possible. Our three largest avoidable emission sources are:

Business Travel - 446.17 tCO₂e (36% of total emissions)

Mains Gas - 298.45 tCO₂e (24% of total emissions)

Total Organisation Energy Usage on Site - 143.83 tCO₂e (11% of total emissions)

Business Travel

For business travel in vehicles, as with company vehicles, immediate reduction in emissions can occur from improved efficiency in journeys undertaken. If journeys can be avoided (facilitating meetings via video call), routes can be shortened, and ride sharing can occur, small but incremental improvements can be made over time. Wherever possible, other travel methods (in particular flights) will be avoided wherever possible. We commit to recruiting as locally as possible to our offices and/or customer sites to minimise employee commuting and business travel.

Mains Gas Combustion

Mains gas emissions can be reduced or avoided altogether through alternative heating sources. Electric heating systems, biomass, heat pumps or even solar thermal heating systems could be suitable, and in some cases a lower cost alternative to mains gas. However, all of our offices are leased sites and it is not in our direct control to make such infrastructure changes. We will, however, apply pressure to our property providers to move to alternative heating sources and, should that not be successful, consider moving to more energy efficient sites.

Electricity Consumption

We will reduce usage wherever possible through energy efficient equipment and lighting to reduce consumption wherever possible. We already operate a hybrid working pattern with some employees working remotely. We will consider limiting the number of staff within each office and downsizing (therefore lowering energy requirements) on renewal of office leases which will have a significant impact on the direct energy consumption of the business (working from home staff produce almost half the energy output of the equivalent usage from an office).

These reduction strategies apply across the group and are adopted by all of our brand companies during the performance of their contracts.



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 and uses the appropriate 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 SMT of nGAGE Talent group (directors).

Version:	Date:	Signed by:
1.0	22 July 2024	 Adam Herron, Group COO

The nGAGE Talent group is a group of market leading talent solutions businesses. At the time of publication, we are proud to have the following companies in our group:

