



Peel Recruitment and Training Solutions Ltd



Carbon Reduction Plan 2023

Supplier Name: Peel Recruitment and Training Solutions Limited

Company Registration Number: 09775652

Publication Date: 31st January 2025

Overview

Peel Recruitment and Training Solutions Limited specialise in the recruitment, training, and provision of managed services to the public sector both directly and through a group of key subcontractors.

As part of our commitment to reducing carbon emissions, we operate an integrated resource management approach where facilities, resources and staff are shared to reduce costs, maximise efficiency and minimise environmental impact. This Carbon Reduction Plan therefore contains a percentage of shared omissions which it is impracticable to separate including shared office space, equipment, and staff time. Where it is possible we have included emissions from activities solely under our direct control or financial responsibility.

Commitment to achieving Net Zero

Peel Recruitment and Training Solutions Limited 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: 2023 (1st January 2023 - 31st December 2023)

Emissions	Total (tCO₂e)
Scope 1	7.79
Scope 2	3.67
Scope 3 (GHG Protocol category breakdown below)	9.04
5) Waste Generated in operations: 1.23 tCO₂e	
6) Business Travel: 0.23 tCO₂e	
7) Employee Commuting: 7.58 tCO₂e	
4 & 9) Upstream/Downstream Transportation: 0.00 tCO₂e	
<i>We provide services directly to clients. We do not transport or distribute physical products or have warehousing or logistics operations in our supply chain. Our upstream and downstream emissions are therefore considered zero.</i>	
Total Emissions	20.05

Additional Details relating to the Baseline Emissions calculations

2023 marked our first year of comprehensive carbon emissions data collection and reporting. We chose this as our baseline year to ensure we have accurate and complete data across all required emission sources. As a professional services organisation specialising in recruitment, training, and managed services, our primary emissions sources are from office energy usage, business travel, and employee commuting.

Our current offices are fully serviced buildings with utilities and waste disposal included, which limits our ability to measure energy consumption and waste emissions. To estimate our emissions, we have used industry recognised benchmarks and emission calculations incorporating occupancy rates, floor space and staff numbers.

Current Emissions Reporting

Reporting Year: 2023 (1st January 2023 - 31st December 2023)

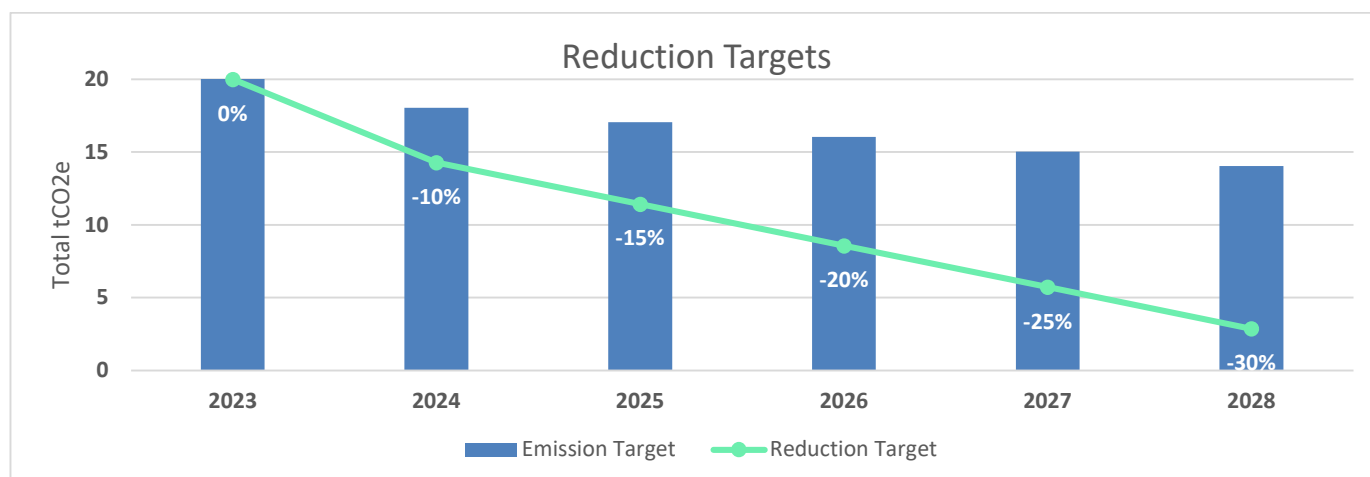
Emissions	Total (tCO2e)
Scope 1	7.79
Scope 2	3.67
Scope 3 (GHG Protocol category breakdown below)	9.04
5) Waste Generated in operations: 1.23 tCO2e	
6) Business Travel: 0.23 tCO2e	
7) Employee Commuting: 7.58 tCO2e	
4 & 9) Upstream/Downstream Transportation: 0.00 tCO2e	
<i>We provide services directly to clients. We do not transport or distribute physical products or have warehousing or logistics operations in our supply chain. Our upstream and downstream emissions are therefore considered zero.</i>	
Total Emissions	20.05

Additional Details relating to the Reporting Year emissions calculations

As this is our first plan our Baseline Year and Reporting Year are identical. Data for the 2024 reporting year is not currently available. Our 2024 report will be completed by July 2025.

Emissions reduction targets

We aim to reduce our carbon emissions gradually over the next five years to 14.04 tCO2e. This is a reduction of 30% against our 2023 baseline. This target aligns with our commitment to achieving Net Zero by 2050 and sets us on the path for the required reductions.



Carbon Reduction Projects

Completed Carbon Reduction Projects

The following environmental management measures and projects have commenced or completed prior to or during the 2023 baseline:

1. Vehicles

- Introduction of electric/hybrid vehicle fleet

2. Building Energy Efficiency

- LED lighting installation
- Cloud Based Payroll Portal
- Online Accounting/Invoicing

3. Business Travel

- Virtual site visits
- Remote Interviews/Meetings
- Hybrid meeting policy

4. Employee Commuting

- Hybrid working policy
- Digital time-sheet systems
- Local candidate sourcing strategies

5. Waste and Recycling

- Implementation of recycling programme
- Avoidance of single-use plastic equipment
- Electronic document management systems
- Digital training materials
- Electronic reporting systems
- Sustainable marketing materials

6. Other Carbon Reduction Projects

- Digital application and onboarding systems
- CV upload platform/system
- Cloud-based document management
- Hybrid/blended learning platforms
- Digital certification systems

Future Carbon Reduction Projects

In the future, we plan to implement further measures in support of our emission reduction targets, including:

1. Vehicles Fleet

- Transition to fully electric/hybrid vehicle fleet
- Explore Electric vehicle salary sacrifice scheme

2. Building Energy Efficiency

- Request energy performance data for all fully serviced buildings
- Conduct energy efficiency building audits/inspections

3. Business Travel

- Develop a carbon offset program for essential business travel

4. Employee Commuting

- Introducing incentives for use of public transport
- Consider cycle to work scheme
- Encourage vehicle sharing or car-pooling

5. Waste and Recycling

- Create zero-waste office guidelines / policy
- Implement a paperless meeting policy

6. Other Carbon Reduction Projects

- Consider carbon reduction projects as part of our social responsibility
- Incorporate energy efficiency considerations in all business proposals

Declaration

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.

Sign Off

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Peel Recruitment and Training Solutions Ltd:

Signature: A Smith

Name: Andrew Smith

Position: Director

Date: 31/01/2025