

Charterhouse

Carbon Reduction Plan: 2022-2040

Baseline Year: 2022

Introduction: Charterhouse, a forward-thinking and award-winning recruitment agency, recognizes the urgent need to address climate change. Aligned with ISO 14001 standards, this Carbon Reduction Plan outlines Charterhouse's commitment to reducing its carbon footprint and achieving net-zero emissions by 2040.

Baseline Emission Footprint: The baseline year for emissions is set at 2022. This year will be used to establish the initial carbon footprint of Charterhouse. The baseline includes emissions from energy consumption, travel, and other relevant operational activities.

Initial Carbon Reduction Plan (2022-2025):

1. Energy Efficiency:

- Implement energy-efficient technologies and practices in all office locations.
- Conduct regular energy audits to identify and address areas for improvement.
- Set targets to reduce energy consumption by 15% by 2025.

2. Transportation:

- Encourage staff to use public transportation, carpool, or telecommute.
- Transition the company's vehicle fleet to electric or hybrid vehicles.
- Aim for a 20% reduction in transportation-related emissions by 2025.

3. Waste Management:

- Establish a comprehensive waste reduction and recycling program.
- Educate staff on proper waste disposal practices.
- Target a 25% reduction in waste sent to landfills by 2025.

4. Supplier Engagement:

- Collaborate with suppliers who share our commitment to sustainability.
- Prioritize suppliers with environmentally friendly practices.
- Work towards a 10% reduction in supply chain emissions by 2025.

Intermediate Targets (2026-2035):

1. Renewable Energy:

- Increase the use of renewable energy sources for office operations.

- Strive for a minimum of 50% reliance on renewable energy by 2030.

2. **Employee Engagement:**

- Implement training programs to raise awareness about carbon reduction.
- Encourage employees to contribute to sustainability initiatives.
- Achieve a 30% reduction in per-employee carbon footprint by 2030.

3. **Innovation and Technology:**

- Invest in innovative technologies that further reduce emissions.
- Explore and adopt emerging sustainable practices in the recruitment industry.
- Aim for a 15% overall reduction in carbon emissions by 2035.

Net Zero Commitment (2040):

1. **Offset Programs:**

- Invest in high-impact carbon offset programs.
- Support projects that contribute to environmental sustainability.

2. **Continuous Improvement:**

- Regularly assess and update carbon reduction strategies.
- Stay informed about advancements in sustainable business practices.
- Strive for continuous improvement beyond achieving net zero.

Monitoring and Reporting: Charterhouse commits to transparently monitor and report its progress annually. This will include detailed emissions data, achievements, and challenges faced during the implementation of the Carbon Reduction Plan.

This plan aligns with Charterhouse's mission to expand the talent pool while ensuring a sustainable and responsible approach to business operations. The company is dedicated to providing a remarkable recruitment experience while contributing to a healthier planet for current and future generations.

Commitment to achieving Net Zero

Charterhouse's commitment to achieving net-zero emissions by 2040 stands as a testament to its unwavering dedication to environmental sustainability. With the baseline year set in 2002, the company acknowledges the urgency of addressing climate change and embraces the responsibility to lead by example in the recruitment industry. By implementing a comprehensive Carbon Reduction Plan, Charterhouse pledges to minimize its carbon footprint across all facets of its operations. From optimizing energy efficiency and adopting renewable energy sources to promoting sustainable transportation and engaging with environmentally conscious suppliers, the company charts a clear course towards a greener future. Beyond internal initiatives, Charterhouse commits to offsetting residual emissions through impactful carbon offset programs, ensuring a holistic approach to achieving net zero. This commitment reflects Charterhouse's ethos of not only expanding the talent pool but doing so in a manner that prioritizes environmental stewardship and sets a benchmark for responsible business practices.

Baseline Year: 2022	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Scope 1 – Direct Emissions tCO₂e
	Scope 1 Total 0.0000
<i>While our business processes and activities do not contribute to this category of emissions, we remain watchful and attentive to ensure ongoing adherence to sustainable practices.</i>	
Scope 2	Scope 2 – Indirect Emissions tCO₂e
	Electricity (Head office & Branches) 4.1945
	Gas (Heating type) 0.0000
	Water 0.0000
	Scope 2 Total 4.1945
Scope 3 (Included Sources)	Scope 3 tCO₂e
	Waste Generated in Operations 7.4484
	Upstream transportation & distribution 0.0000
	Downstream transportation & distribution 0.0000
	Business Travel 0.0000
	Commuting (round trip to location) 71.9682
	Work From Home 0.0000
	Scope 3 Total 79.4166
<i>The primary contributor to emissions, namely commuting, is currently under study. Through the acquisition of more accurate and comprehensive data in subsequent iterations, we aim to implement enhanced controls and reductions. This will be achieved through the formulation of effective policies and the education of staff on emissions in this specific area.</i>	
Total Emissions	83.6111 tCO₂e

Current Emissions Reporting

Current Year: 2022	
Current year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Scope 1 – Direct Emissions tCO₂e
	Scope 1 Total 0.0000
	<i>While our business processes and activities do not contribute to this category of emissions, we remain watchful and attentive to ensure ongoing adherence to sustainable practices.</i>
Scope 2	Scope 2 – Indirect Emissions tCO₂e
	Electricity (Head office & Branches) 4.1945
	Gas (Heating type) 0.0000
	Water 0.0000
	Scope 2 Total 4.1945
<i>The heating and water usage are consolidated under electricity, resulting in a single category within this scope.</i>	
Scope 3 (Included Sources)	Scope 3 tCO₂e
	Waste Generated in Operations 7.4484
	Upstream transportation & distribution 0.0000
	Downstream transportation & distribution 0.0000
	Business Travel 0.0000
	Commuting (round trip to location) 71.9682
	Work From Home 0.0000
	Scope 3 Total 79.4166
<i>The primary contributor to emissions, namely commuting, is currently under study. Through the acquisition of more accurate and comprehensive data in subsequent iterations, we aim to implement enhanced controls and reductions. This will be achieved through the formulation of effective policies and the education of staff on emissions in this specific area.</i>	
Total Emissions	83.6111 tCO₂e
Reporting Year: 2022	

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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 board of directors (or equivalent management body).

Signed on behalf of Charterhouse:

A handwritten signature in black ink, appearing to be "J. B. S.", written over a horizontal line.

Date: 13/12/2023.

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>