

Carbon Reduction Plan

Supplier: Sundry Recruitment Limited

Published: 01st January 2025

Commitment to achieving Net Zero

Sundry Recruitment Limited is committed to achieving Net Zero emissions by 2040.

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.

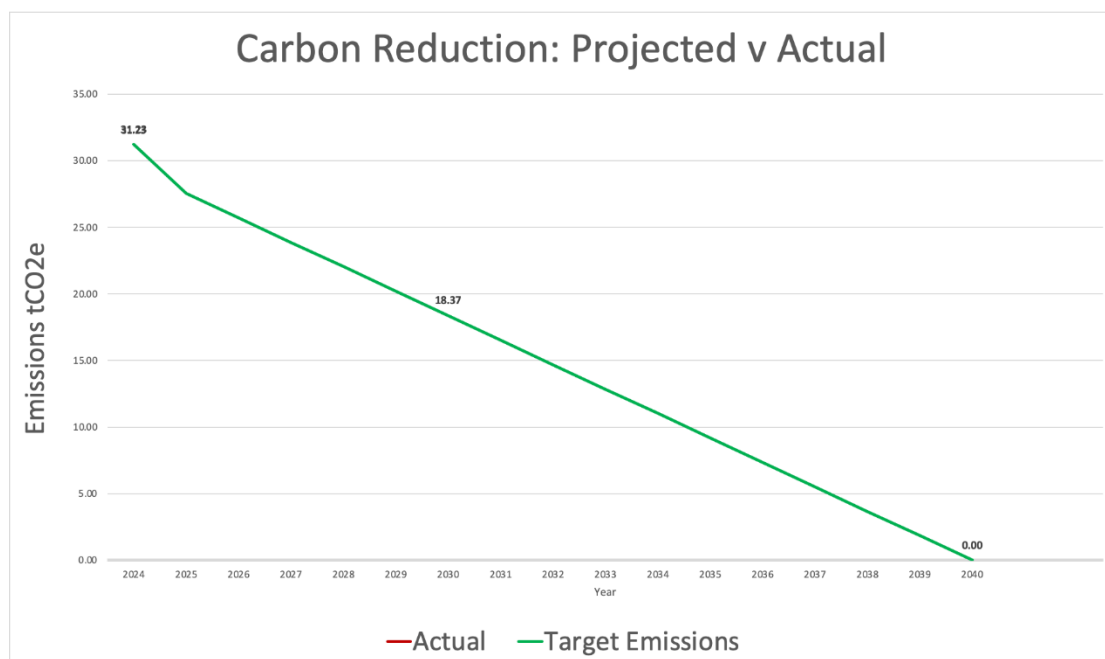
Baseline Year: 2024	
Additional Details relating to the Baseline Emissions calculations.	
This is the first year of assessing carbon emissions for Sundry Recruitment Limited, and therefore we have selected 2024 as the foundation for our baseline emissions, recognising that it provides a more complete and contemporary picture of our organisation's operations and carbon footprint. Prior to this, our emissions reporting was limited and did not fully encompass the breadth of categories now included within our measurement framework.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	6.49 tCO₂e
Scope 2	5.85 tCO₂e
Scope 3 (Included Sources)	18.89 tCO₂e The sources we included in our Scope 3 emissions are: <ul style="list-style-type: none"> • Water and Waste • Waste Generated • Employee Commuting (Estimated based on ONS data, average employee numbers and assumed that all employees are using an average sized car)
Total Emissions	31.23 tCO₂e

Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	6.49 tCO ₂ e
Scope 2	5.85 tCO ₂ e
Scope 3 (Included Sources)	<p>18.89 tCO₂e</p> <p>The sources we included in our Scope 3 emissions are:</p> <ul style="list-style-type: none"> • Water and Waste • Waste Generated <p>Employee Commuting (Estimated based on ONS data, average employee numbers and assumed that all employees are using an average sized car)</p>
Total Emissions	31.23 tCO₂e

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. We project that carbon emissions will decrease over the next five years to 18.37 tCO₂e by 2030. This is a reduction of 41.18%



Carbon Reduction Projects

In the short term, (next five years to 2030) we will be implementing the below measures to achieve our carbon reduction target.

- Transition to remote operations: Adopting online platforms for candidate interviews and client meetings, significantly reducing travel-related emissions.
- Energy-efficient office equipment: Upgrading to energy-efficient computers, printers, and lighting systems, decreasing electricity consumption.
- Paperless processes: Implementing digital documentation and e-signatures, reducing paper usage and associated waste.
- Waste management programmes: Establishing comprehensive recycling systems within the office to minimise landfill contributions.
- Flexible working policies: Introducing flexible working arrangements, allowing staff to work from home, thereby reducing commuting emissions.
- Sustainable office supplies: Sourcing office materials from environmentally friendly suppliers to lower the carbon footprint of procurement activities.
- Employee training and awareness: Conducting regular training sessions to educate staff on best practices for reducing carbon footprints both professionally and personally.

Beyond 2030, we hope to implement further measures such as those outline below to reach net zero carbon emissions by 2040:

- Renewable energy procurement: Plan to switch to 100% renewable energy sources for office operations by 2035, aiming to reduce Scope 2 emissions.
- Green certifications: Seek certifications such as ISO 14001 to formalise environmental management systems and demonstrate commitment to sustainability.
- Eco-friendly office spaces: Relocate to or retrofit existing offices with energy-efficient infrastructure, including improved insulation and sustainable building materials.
- Sustainable transportation incentives: Encourage the use of public transport, cycling, or electric vehicles among employees through incentive programs.
- Carbon offsetting programs: Invest in verified carbon offset projects, such as tree planting initiatives, to compensate for unavoidable emissions.
- Supply chain engagement: Collaborate with suppliers and partners to ensure they adhere to sustainable practices, amplifying the impact across the value chain.

- Digital platform optimisation: Enhance the efficiency of digital platforms and servers to reduce energy consumption associated with online operations.
- Regular carbon footprint assessments: Commit to annual assessments of the agency's carbon footprint to monitor progress and identify areas for further improvement.

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 reporting](#)².

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 the Supplier

Signature	
Position	Director
Name	Curtis King
Date	01 st January 2025

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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>