

Carbon Reduction Plan Template

Supplier name: Pertemps Recruitment Partnership Limited

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Commitment to achieving Net Zero

Pertemps Recruitment Partnership 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: 2020	
Additional Details relating to the Baseline Emissions calculations.	
<p>'Pertemps recognises the main areas in which it impacts upon the environment and is committed to continuously improving its performance in these areas. This includes the reduction in energy, reduced fuel consumption, minimum waste production, maximum waste recycling and the limitation of pollution'.</p> <p>Pertemps Environmental and Energy Policy.</p> <ul style="list-style-type: none"> • Pertemps has decided that Tonnes of CO₂e per number of FTE (full time equivalent) employees best represents our business intensity ratio. • Carbon emissions for Pertemps have been calculated in accordance with UK Government Environment Reporting Guidelines including Streamlined Energy and Carbon Reporting (SECR) guidance. • Consumption data has been taken from purchase invoices and motor vehicle mileage data. • Activity has been converted into carbon emissions using the published UK Government GHG Conversion Factors for Company Reporting 2022 	
Baseline year emissions: 2020	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	571

Scope 2	357
Scope 3 (Included Sources)	n/a
Total Emissions	928

Current Emissions Reporting

Reporting Year: 2022	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	363
Scope 2	323
Scope 3 (Included Sources)	Scope 3 categories 4,5 and 9 are not applicable to us as a recruitment business. In 2023 we are monitoring category 6 and 7 with a view to reporting in our next publication. For category 6 we are collecting data on business journeys made on trains, planes and taxis. For category 7 we are collecting data on our employees commuting to work. We are investigating the use of an app where they can indicate how they got to work each day; car, cycle, walk, worked from home etc.
Total Emissions	686

Emissions reduction targets by 2040

To continue our progress to achieving Net Zero, we have set the following carbon reduction targets for 2040.

- Carbon emissions to decrease to below 300 tCO₂e
- This is a reduction of 68% against the 2020 baseline
- Target to be reviewed each year as the impact of initiatives is realised

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been implemented over recent years.

Pertemps looked to proactively reduce our vehicle carbon footprint starting in 2010, with the adoption of low CO₂ emitting diesel vehicles across our fleet. Subsequently it has been shown that diesel is not the way forward, even though modern diesel engines give very low CO₂ emissions and in the main are very economical.

With the advent of the PHEV (Plug in Hybrid Electric Vehicles) around 2015, Pertemps embraced and trialled several different vehicle manufacturers but found them not successful in reducing overall emissions. We have introduced Self Charge Hybrid vehicles, which now account for over 60% of our fleet and we aim to be 100% hybrid/alternative fuel by 2030 with a further plan to stop ordering hybrid vehicle ordering by 2035 to become a fully alternatively fuelled fleet.

The majority (95%+) of Pertemps vehicles are on three years lease contracts, and we are exploring the possibility of moving to two years contracts, to be able to adopt the lowest CO2 emitting vehicles at the earliest possible time.

Due to vehicle supply challenges, electric vehicle costs and future technologies (hydrogen, solid state battery, synthetic fuels) the reality of reaching our goal of zero emissions, will be fashioned by the availability of suitable products.

Pertemps is not daunted by these challenges and has installed 14 charge points at our Head Office in Meriden (completed September 2021) to continue our journey to zero CO2 emissions from vehicles.

Pertemps uses Fleet Management specialist MIDAS to record and report on its Vehicle CO2 emissions at least annually.

Further measures:

We have (Nov 2021) signed up to the Woodland Trusts Carbon reduction programme where we will make an annual donation which to be used by the Trust to create, protect, and restore an area of the UK's woodlands. This will be an on-going commitment and we will receive ongoing reports confirming the total carbon sequestered as a result of the trees planted (currently more than 2,300). Our plan is to mitigate up to 60% of our carbon emissions via this route.

85% of waste collected from Pertemps Head Office is now recycled and we are reviewing our suppliers with a view to engaging only with companies that work in an environmentally friendly way.

Pertemps has purchased (2021) and is currently trialling BEV (Battery Electric Vehicles) to ascertain their suitability, charging performance, power consumption and practicality.

We are working in conjunction with various manufacturers, Arval Contract Hire and BP Pulse to ensure that we set ourselves an achievable goal.

Self-Charge hybrid vehicles will cease production in 2035, therefore by default it is highly likely that Pertemps Fleet will be CO2 Zero by 2038, due to the maximum 3-year change cycle, well inside the Government target of 2050.

In 2023 we are monitoring scope 3 category 6 and 7 with a view to reporting in our next publication.

For category 6 we are collecting data on business journeys made on trains, planes and taxis.

For category 7 we are collecting data on our employees commuting to work. We are investigating the use of an app where they can indicate how they got to work each day; car, cycle, walk, worked from home etc.

We have agreed a partnership with Lyreco as part of a Community in Practice Scheme. The aim for this group of customers, suppliers and Lyreco staff is to network quarterly either in person or remotely and share best practice around sustainability strategies.