



# 2023 Carbon Reduction Plan Achieving Net Zero by 2035

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*Calculated and produced by GovData 2023*

# COMMITMENT TO ACHIEVING NET ZERO

**Xander Recruitment Group Limited** is committed to achieving Net Zero emissions by 2035.

## BASELINE EMISSIONS FOOTPRINT

Baseline Year: 2022 (1/01/2022 – 31/12/2022)

The Carbon Reduction Plan has been completed in compliance with PPN 06/21. Our Carbon Emissions in 2022 were measured in line with GHG Protocol and include the greenhouse gases stated in the Kyoto Protocol.

Baseline year emissions: 2022		
EMISSIONS	TOTAL (tCO <sub>2</sub> e)	
Scope 1	0.00	
Scope 2	4.59	
Scope 3	1.50	
Included Sources	Business Travel	0.00
	Employee Commuting	1.49
	Upstream transportation and distribution	0.01
	Downstream transportation and distribution	0.00
	Waste generated in operations	0.00
<b>Total Emissions</b>	<b>6.09</b>	

## CURRENT EMISSIONS REPORTING

Reporting Year: 2022 (1/01/2022 – 31/12/2022)

The Carbon Reduction Plan has been completed in compliance with PPN 06/21. Our Carbon Emissions in 2022 were measured in line with GHG Protocol and include the greenhouse gases stated in the Kyoto Protocol.

Baseline year emissions: 2022		
EMISSIONS	TOTAL (tCO <sub>2</sub> e)	
Scope 1	0.00	
Scope 2	4.59	
Scope 3	1.50	
Included Sources	Business Travel	0.00
	Employee Commuting	1.49
	Upstream transportation and distribution	0.01
	Downstream transportation and distribution	0.00
	Waste generated in operations	0.00
<b>Total Emissions</b>	<b>6.09</b>	

## REPORTING PERIOD

**Xander Recruitment Group Limited** will publish a Carbon Reduction Plan on a yearly basis detailing emissions released from UK Operations from 1st January to 31st December.

## BASELINE YEAR & CURRENT REPORTING YEAR

Due to 2022 being the first year we have measured our CO<sub>2</sub>e emissions, the report for the Baseline Year and Current Reporting year contains the same figures. Due to this, the explanations below apply to both sets of data:

### SCOPE 1

Scope 1 is reported as 0.00 tCO<sub>2</sub>e in 2022 due to **Xander Recruitment Group Limited** having no boilers, on-site manufacturing, or f-gases to report emissions on. While we do have a fleet, this is fully electric and produces no emissions.

### SCOPE 2

Within Scope 2, we have measured the emissions released from working from home and the consumption of purchased gas and electricity in office. With **Xander Recruitment Group Limited** employees making the most of hybrid working, we have calculated 1 out of 5 days as spent working from home and the other 4 from the office. Heating, lighting and computer consumption have all been taken into account to calculate emissions released due to working from home.

### SCOPE 3

#### BUSINESS TRAVEL

The Business Travel Subset in Scope 3 is reported as 0.00 tCO<sub>2</sub>e in 2022 due to Xander Recruitment Group Limited not travelling by Air, Rail, Bus, travel in rental cars or travel in employee-owned vehicles other than the commute to and from work. All employee travel is therefore reported in the Employee Commuting Subset of Scope 3.

#### EMPLOYEE COMMUTING

The emissions resulting from employee commuting have been calculated at 1.49 tCO<sub>2</sub>e, considering factors such as the distance travelled, mode of transportation, and average fuel consumption.

#### UPSTREAM AND DOWNSTREAM TRANSPORTATION

The emissions resulting from Upstream Transportation and Distribution have been assessed and quantified at 0.01 tCO<sub>2</sub>e. This calculation considers the transportation activities involved in sourcing materials and delivering finished products, taking into account factors such as distance travelled, modes of transportation, and fuel consumption. **Xander Recruitment Group Limited** does not directly engage in Downstream Transportation and Distribution activities meaning we are unable to quantify the emissions associated with those activities, thus it is reported as 0.00.

#### WASTE GENERATE IN OPERATIONS

We have requested the CO<sub>2</sub>e released from our waste removal provider, however, they don't currently have this data available. We have been assured that this is something they are looking to be able to provide for the next reporting year and will include this in our report for 2023 onwards.

## 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 3.04 tCO<sub>2</sub>e by 2028. This is a reduction of 50%.

## CARBON REDUCTION PROJECTS

### COMPLETED CARBON REDUCTION INITIATIVES

The following environmental management measures and projects have been completed or implemented since the 2022 baseline.

- Our office is fitted with motion sensors for our LED lighting, this limits the amount of potential waste.
- We have a Recycling Scheme in place, all employees are encouraged to recycle and we provide all of the tools required to recycle.
- We employ hybrid working, allowing staff to work from home to reduce the emissions generated from commuting.
- Our fleet is fully electric, greatly reducing the emissions generated.
- We are partnered with More Trees, taking advantage of their carbon offsetting Programme.

## 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 board of directors.

Signed on behalf of the Supplier:

Date:

<sup>1</sup> <https://ghgprotocol.org/corporate-standard>

<sup>2</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>3</sup> <https://ghgprotocol.org/standards/scope-3-standard>