



# 2023 Carbon Reduction Plan

ACHIEVING NET ZERO BY 2030



# Commitment to Achieving Net Zero

Avanti Recruitment LTD is committed to achieving Net Zero emissions by 2030.

## Baseline Emissions Footprint

Baseline Year: 2022 (01/01/2022 – 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	2.61	
Scope 3	23.43	
Included Sources	Business Travel	20.77
	Employee Commuting	2.66
	Upstream transportation and distribution	0.00
	Downstream transportation and distribution	0.00
	Waste generated in operations	0.00
<b>Total Emissions</b>	<b>26.05</b>	

## Current Emissions Reporting

### Reporting Year: 2022 (01/01/2022 – 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.

Reporting year emissions: 2022		
EMISSIONS	TOTAL (tCO <sub>2</sub> e)	
Scope 1	0.00	
Scope 2	2.61	
Scope 3	23.43	
Included Sources	Business Travel	20.77
	Employee Commuting	2.66
	Upstream transportation and distribution	0.00
	Downstream transportation and distribution	0.00
	Waste generated in operations	0.00
<b>Total Emissions</b>	<b>26.05</b>	

## Reporting Period

Avanti Recruitment LTD 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 **Avanti Recruitment LTD** having no boilers, on-site manufacturing, a fleet or f-gases to report emissions on.

### 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 **Avanti Recruitment LTD** employees making the most of hybrid working. We have calculated our figure with some staff working fully remotely and other staff working up to 3 out of 5 days spent working from home and the other 2 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 emissions resulting from business travel, have been calculated as 20.77 tCO<sub>2</sub>e. This includes travel by Rail, Bus, rental cars, and employee-owned vehicles for business purposes, excluding the commute to and from work.

#### Employee Commuting

The emissions resulting from employee commuting have been calculated at 2.66tCO<sub>2</sub>e, considering factors such as the distance travelled, mode of transportation, and average fuel consumption.

#### Upstream and Downstream transportation and distribution

The Upstream and Downstream Transportation Subset in Scope 3 is reported as 0.00 tCO<sub>2</sub>e in 2022 as **Avanti Recruitment LTD** does not directly engage in upstream and downstream transportation meaning we are unable to quantify the emissions associated with those activities.

#### Waste generated 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 19.54 tCO<sub>2</sub>e by 2028. This is a reduction of 25%

## Carbon Reduction Projects

### Completed Carbon Reduction Initiatives

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

Include the following here:

- We have introduced an 'Electric Vehicle Policy' meaning all company vehicles will be electric by 2024
- 80% of legacy hardware will be donated to local charities and schools to prevent landfill waste
- Our national and international travel will be reduced by 33% by the end of 2023

## 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<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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<sup>3</sup>.

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>