



RECOLUTION RECRUITMENT GROUP LTD
CARBON REDUCTION PLAN
PPN 06/21

Publication Date: April 2026

COMMITMENT TO ACHIEVING NET ZERO

This Carbon Reduction Plan has been prepared in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

This plan applies to Recolution Recruitment Group Ltd and its trading subsidiaries; including Yolk Recruitment Ltd; Meritus Talent Ltd; Conexus DX Ltd; and City Executive Search Ltd and associated group entities operating under the Group's operational control.

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 UK Government greenhouse gas conversion factors.

Where the bidding entity is a subsidiary of Recolution Recruitment Group Ltd, we confirm that this entity, along with all entities within the Group, supports and operates in line with the Group's Net Zero commitments. The environmental management measures outlined in this Carbon Reduction Plan are applied consistently across all group entities under the Group's operational control.

Recolution Recruitment Group Ltd is committed to achieving Net Zero emissions by 2050.

The organisation recognises its responsibility to reduce emissions across its operations and value chain.

ORGANISATIONAL BOUNDARIES AND BASELINE YEAR

This Carbon Reduction Plan represents the first group-level baseline for Recolution Recruitment Group Ltd following organisational consolidation of operations and shared premises.

Previous Carbon Reduction Plans were published for Yolk Recruitment Ltd as a standalone entity. Due to this structural change, a new baseline has been established to ensure accurate and transparent reporting under the operational control approach.

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.

TABLE 1 - BASELINE YEAR EMISSIONS

Baseline Year: 1st January 2025 to 31st December 2025.

This baseline represents the first group-level carbon footprint for Recolution Recruitment Group Ltd, following the consolidation of operations and adoption of a shared office environment across group entities. Emissions have been calculated using the operational control approach.

Emissions	Category & Description	Total (tCO2e)
Scope 1	Natural gas	0
	Company owned vehicles	0
Total Scope 1 Emissions		0
Scope 2	Purchased electricity	10.43
	Purchased heat (apportioned gas consumption)	5.07
Total Scope 2 Emissions		15.50
Scope 3	Business travel (activity - based)	6.54
	Business travel (estimated - spend based)	0.49
	Employee Commuting	32.7
	Electric Vehicles	2.01
	General waste generated	1.29
	Recycling generated (glass, cardboard, plastics, food)	0.07
	Purchased goods	44.59
Total Scope 3 Emissions		87.69
Total Emissions		103.19

Scope 3 emissions represent the majority of the organisation’s carbon footprint, primarily driven by purchased goods and services and employee commuting.

NOTES AND ASSUMPTIONS

Emissions from company-leased electric vehicles have been calculated using total recorded mileage and UK Government 2023 conversion factors for electric cars. Where a distinction between business and personal mileage was not available, total mileage has been used as a reasonable proxy.

Waste emissions have been calculated based on annual building-level waste data, apportioned according to the organisation’s occupancy (1/6 of total floor space). Volume-based data has been

converted to tonnes using standard industry density assumptions, and UK Government 2023 emission factors have been applied.

Employee commuting emissions have been calculated using annual commuting mileage data derived from employee survey responses. Emissions have been calculated using UK Government 2023 conversion factors, differentiated by fuel type, including petrol, diesel, hybrid and electric vehicles.

Emissions from purchased goods and services have been calculated using a spend-based methodology, applying UK Government 2023 emission conversion factors to relevant categories of expenditure.

CARBON REDUCTION TARGETS

Recolution Recruitment Group Ltd is committed to achieving Net Zero emissions by 2050.

As part of this commitment, the organisation has established the following interim carbon reduction targets based on its 2025 baseline emissions:

- Achieve a 10% reduction in absolute Scope 1, Scope 2 and relevant Scope 3 emissions by 2028
- Achieve a 20% reduction in absolute emissions by 2030

Focus areas:

- 25% reduction in business travel emissions
- 15% reduction in commuting emissions
- 10% reduction in purchased goods emissions

These targets reflect the organisation's operational profile as a service-based business, where a significant proportion of emissions arise from indirect sources, particularly purchased goods and services, employee commuting, and business travel. As such, a phased and proportionate reduction pathway has been adopted to ensure targets remain both achievable and sustainable.

Progress against these targets will be reviewed annually, with the organisation committed to refining its approach as data quality improves and further opportunities for emissions reduction are identified.

The delivery of these targets is supported by quantified emissions reduction initiatives outlined below.

CARBON REDUCTION INITIATIVES

In support of these overarching targets, Recolution Recruitment Group Ltd will focus on the following priority areas:

- **Energy consumption:** Optimising office energy use and exploring opportunities to transition to lower-carbon or renewable electricity sources where available
- **Business travel:** Reducing reliance on high-emission travel through increased use of virtual meetings and prioritisation of lower-carbon transport options
- **Employee commuting:** Supporting flexible and hybrid working arrangements to reduce commuting frequency and associated emissions

- **Company vehicles:** Maintaining a fully electric vehicle fleet and optimising usage to minimise emissions
- **Procurement:** Improving sustainability within purchasing decisions, including reducing unnecessary expenditure and engaging with lower-carbon suppliers, particularly in high-impact areas such as marketing and services. Introducing supplier carbon assessments for top 10 suppliers.
- **Waste management:** Continuing to promote recycling and reduce general waste generation across operations

These initiatives will be prioritised based on their potential impact on emissions reduction and feasibility of implementation.

EXPECTED EMISSIONS REDUCTION IMPACT

The organisation has assessed the anticipated impact of its carbon reduction initiatives based on the 2025 baseline emissions profile.

Estimated contributions to emissions reduction are as follows:

- **Business travel reduction**
Increased use of virtual meetings and low-carbon travel options is expected to reduce business travel emissions by approximately 20–30% (c. 1.5–2.0 tCO₂e)
- **Employee commuting**
Expansion of hybrid and flexible working is expected to reduce commuting emissions by approximately 15–25% (c. 5–8 tCO₂e)
- **Procurement optimisation**
Improved supplier engagement and reduction in unnecessary spend is expected to reduce emissions from purchased goods and services by approximately 15% (c. 6–7.5 tCO₂e)
- **Energy consumption**
Office energy optimisation and potential transition to renewable electricity sources is expected to reduce Scope 2 emissions by approximately 10–15% (c. 1.5–2.0 tCO₂e)

These measures collectively support the organisation's interim target of a 10% reduction by 2028, with further reductions expected as initiatives mature.

The organisation will explore opportunities to align these initiatives with recognised carbon sequestration standards as part of its ongoing sustainability maturity.

CARBON OFFSETTING AND ENVIRONMENTAL CONTRIBUTIONS

Recolution Recruitment Group Ltd is committed to prioritising absolute emissions reduction across its operations and value chain. Carbon offsetting is not relied upon as a primary means of achieving Net Zero and will only be considered for residual emissions where reduction is not currently feasible.

As part of its broader environmental and social value commitments, the Group has undertaken tree planting initiatives to support carbon sequestration and biodiversity. This includes the planting of approximately 1,100 trees in previous years, which continue to be actively maintained to ensure long-term environmental benefit.

Building on this, the organisation will undertake further tree planting activities during 2026 as part of its *Recruitment for Good* campaign, contributing to ongoing environmental improvement and community impact.

These initiatives are intended to complement, rather than replace, direct emissions reduction activities, and form part of the organisation's wider sustainability strategy.

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 standard¹³ and uses the appropriate [government emission conversion factors for greenhouse gas company reporting](#).¹⁴

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), 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.

Responsibility for delivery of this plan sits with the Group CFO, with quarterly reporting to the Board.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of Recolution Recruitment Group Limited:

Signature: 

Name: Kevin Evans

Position: Chief Financial Officer

Date: 9th April 2026

This Carbon Reduction Plan will be published on the organisation's website in accordance with PPN 06/21 requirements.