

Carbon Reduction Plan 2025

Surecall Recruitment Services Ltd

Publication date: 04/11/2025

Commitment to achieving net zero

Surecall Recruitment Services Ltd 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: 2022	
Additional details relating to the baseline emissions calculations:	
Baseline year emissions:	
Emissions	Total (tCO ₂ e)
Scope 1	8.7513
Scope 2	14.0778
Scope 3 (included sources)	57.6822
Total emissions	80.5113

Current emissions reporting

Reporting year: 2025	
Emissions	TOTAL (tCO ₂ e)
Scope 1	7.5825
Scope 2	7.7124
Scope 3 (included sources)	48.7988
Total emissions	64.0937

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 50.000 tCO₂e by 2030. This is a reduction of 21%.

Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2022 baseline. The carbon emission reduction achieved by these schemes equate to 16.4176 tCO₂e, a 20% reduction against the 2022 baseline and the measures will be in effect when performing the contract.

- Converted paper registration / new starter documents to electronic forms saving significantly on paper usage.
- E learning programs introduced, replacing paper training workbooks.
- Environmental Training introduced to raise awareness for existing and new employees.
- Employee awareness training was conducted regarding locking screens, turning off monitors when not in use, shutting down PC's, office lights turned off when not required (encouraged to open blinds), significantly reducing electricity usage.
- Modernised air conditioning system, with eco "heat" mode, reducing gas heating.
- Gas heating system significantly restricted or used as last resort, limited to defined time schedules. (can be overridden by management to maintain employee welfare requirements as necessary).
- Heating system fully serviced, window and door seals upgraded.
- 60% of company fleet is now fully electric or AFV.
- Recycling waste bins installed.
- We have installed a water distributor to reduce waste, encouraged employees to use reuseable plastic containers.

Future carbon reduction initiatives

In the future we hope to implement further measures such as:

- The remaining Petrol/ Diesel company vehicles will gradually be replaced to AFV.
- We will be moving into a new office, early 2026, with modern insulation and energy-saving efficient technology. Significantly reducing our emissions.
- Full environmental audit will be conducted at the new office, and results actioned to continually improve.
- Obtain and integrate ISO14001 into our daily operations.
- Restricting work-related travel, restricting to necessity trips only.

- We will promote the use of travel alternatives such as e-mail or video/phone conferencing

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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.¹⁵

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:



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Date:04/11/2025.....

Tony Elia

Managing Director

¹³ <https://ghgprotocol.org/corporate-standard>

¹⁴ www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

¹⁵ <https://ghgprotocol.org/standards/scope-3-standard>