Carbon Reduction Plan

Current Emissions Reporting

Reporting Year: 1st April 2022 to 31st March 2023

Scope 1 – direct emissions – we have no owned transport, fuel combustion or process emissions. We do have fugitive emissions from refrigeration / a/c however in the last year we have had issues obtaining information from our supplier in relation to top ups of coolant, we continue to chase for this to ensure our reporting can be accurate.

Scope 3 - During to home working during Covid we estimated our home workers gas energy for heating assuming single occupancy, this year we have surveyed employees and tracked homeworking hours to obtain more accurate information for assessing emissions. Our offices operate hybrid working 2 days from home and 3 days in the office.

EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	**0.00** *(Emissions from combustion of fuel for transport purposes have been included in Scope 3 calculations)*
Scope 2	3.92 - site electricity
Scope 3 **(Included Sources)** **73.61**	

Element	Emissions 22/23
Scopes 1 and 2 WTT	0.94
Transmission & distribution	0.44
Home Workers	3.79
Rail Travel*	1.41
Flights*	6.12
Hotel stays	1.55
Commuting*	16.21
Employee-owned car travel (grey fleet)*	13.30
Transmission & distribution	0.44
Taxi Travel*	0.55
Scope 3 Sub Total	44.32

*Includes Well to Tank (WTT) emissions

Total Emissions	48.23 The total location-based carbon footprint for RGF Staffing for the period ending 31st March 2023 is 48.23 tonnes CO2e. Tonnes of CO2e per employee 0.70 Tonnes of CO2e per £million turnover 0.55

Carbon Reduction Plan

Supplier name: RGF Staffing UK Limited trading as Advantage Resourcing and Crone Corkill

Publication date: November 2023

Commitment to achieving Net Zero

RGF Staffing UK Limited is committed to achieving Net Zero emissions by 2050.A key objective from our parent company is to be neutral in all scopes by 2030.

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: 1st April 2020 to 31st March 2021

Additional Details relating to the Baseline Emissions calculations.

RGF Staffing UK Limited began collecting emissions data for our financial year ending 31st March 2021. The organisation has accounted for all quantified GHG emissions and/or removals from facilities over which it has financial control. The data provided is derived from energy bills, expenses claims and data collected by RGF. RGF are a recruitment consultancy operating a hybrid working model from 3 offices in the UK.

Scope 1 – direct emissions – we have no owned transport, fuel combustion or process emissions. We do have fugitive emissions from refrigeration / a/c however in the baseline year these received no top ups of coolant and so our estimation for scope 1 is zero.

Scope 3 emissions include home workers, rail travel, flights, well to tank, employee-owned car travel (grey fleet), electricity transmission and distribution and taxi travel.

Baseline year emissions:

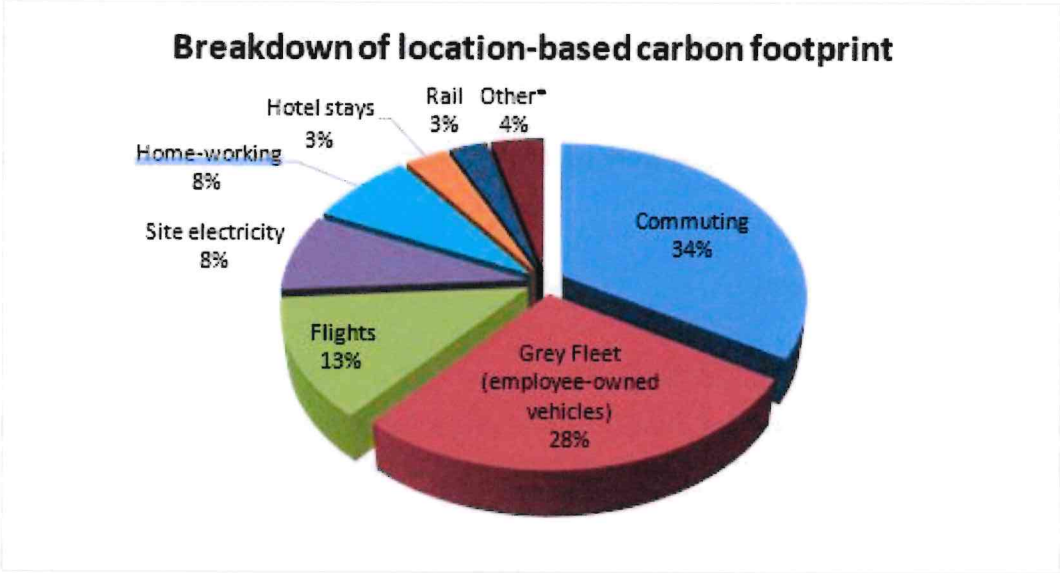
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	**0.00** *(Emissions from combustion of fuel for transport purposes have been included in Scope 3 calculations)*
Scope 2	15.18
Scope 3 **(Included Sources)**	

Element	Emissions 20/21
Home Workers	58.37
Rail Travel	6.66
Flights	6.59
Well to Tank	5.32
Employee-owned car travel (grey fleet)	4.12
Electricity transmission & distribution	1.2
Taxi Travel	0.78
Scope 3 Sub Total	83.04

Total Emissions	98.22

Carbon Reduction Plan

Percentage contribution of each element of RGF Staffing's location-based carbon footprint



*Other= Scopes 1 and 2 WTT, taxi travel, and electricity transmission & distribution

Emissions reduction targets

In last year's report we projected that carbon emissions would decrease over the next five years to 51.73 tCO_2e by 2027, we were aiming for a reduction of 10% per year over the next 5 years, building on the 11% reduction made between 20/21 and 21/22 financial years.

The table below shows historical emissions per activity, as well as the total carbon footprint and carbon intensity metrics (tonnes of CO2e per employee). RGF Staffing has decreased its total location-based carbon footprint by 38.6% between this period and the baseline year. This is at a result of a reduction in on-site energy consumption due to office space downsizing, and a reduction in the number of homeworkers following the end of the COVID-19 pandemic.

However, emissions from grey fleet (employee-owned) car travel and well to tank activity have increased by 403% and 201% respectively compared to the baseline year due to the removal of travel restrictions after the pandemic and the re-established dependence on carbon intensive means of mobility.

RGF Staffing's carbon footprint comparison and percentage change

Element	2020/21	2022/23	% change on baseline year (2020/21)
Site electricity (Location-based)	15.17	4.27	-71.8% ▼
Employee-owned car travel (grey fleet)	2.12	10.66	403.% ▲
Taxi travel	0.18	0.44	145.3% ▲
Home-workers	58.37	3.79	-93.5% ▼
Well To Tank (Location-Based)	2.65	7.98	201.% ▲
Total Tonnes of CO_2e (Location-based)	**78.49**	**48.23**	**-38.6% ▼**
- Tonnes of CO_2e per employee	**0.75**	**0.70**	**-6.8% ▼**

Carbon Reduction Plan

Our emission reduction targets continue to be focused on a reduction of 10% each year.

RGF Staffing aim to focus our carbon management efforts of reducing the emissions from travel as this is where the greatest emission savings can be achieved.

We will also look to offer incentives to home workers / hybrid workers to move to renewable energy sources.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2020/21 baseline. The carbon emission reduction achieved by these schemes equate to 53.9 tCO2e, a 54% reduction against the 2020/21 baseline.

The following environment management measures and projects have been completed or implemented in our 2022/23 financial year.

This year we supported a Carbon Offsetting Project which provided M'tetezi Improved Cook Stoves in the Balaka District on Malawi, through our partner Carbon Footprint Ltd to offset the carbon emissions produced in the 2022/23 financial year. The energy-efficient M'tetezi cook stove is a portable biomass stove designed for burning wood. The replacement of traditional stoves with M'tetezi stoves improves heat transfer, hence reducing the total amount of fuel required for cooking and reducing the amount of GHG emitted into the atmosphere. Wood is increasingly expensive and scarce in most parts of Malawi. Besides reduced greenhouse gas emissions, the M'tetezi cook stoves furthermore reduce indoor air pollution (carbon monoxide and particulate matter). This reduction in exposure of especially women and young children is expected to reduce the risk related to their health (e.g., respiratory problems, issues related to eyes due to smoke). In comparison to open cooking fires, the use of the M'tetezi cook stove will reduce the amount of time spent obtaining wood fuel, especially for children and mothers.

We continue to maintain a partnership with Carbon Footprint and explore the use of carbon offsetting alongside our other carbon reduction initiatives.

We have also

- communicated our environmental policy and targets to the organisation
- agreed a hybrid approach to many senior management team and board meetings
- consolidated our office locations reducing the space and energy used
- advocated for the use of green energy suppliers in buildings where we are a tenant
- continue to provide a cycle to work scheme

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

- identifying compliance gaps with the ISO 14001 standard and working towards ISO 14001 certification
- Provision of electric vehicle charging points at our offices or where these are controlled by landlord encouraging them to provide
- Incentives for employees who use electric vehicles

Carbon Reduction Plan

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[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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[3].

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: 12/1/24

[1] https://ghgprotocol.org/corporate-standard