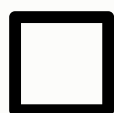




SEARCH RECRUITMENT GROUP

Carbon Reduction Plan



SEARCH
RECRUITMENT
GROUP

SEARCH
HENDERSON
SCOTT

Carbon Reduction Plan

Supplier name: Search Recruitment Group
Publication date: 13th November 2024
Current Year 2023/2024 - 648.49 (tCO₂e)

Commitment to achieving Net Zero

Search Recruitment Group combines the specialist knowledge and experience of Search Consultancy Limited and Henderson Scott Limited to provide an unrivalled international recruitment service and is committed to achieving Net Zero emissions by 2050 across the group.

Emissions Footprint

Using the ISO 14064 and GHG Emissions Protocol Standards:

Emissions		Baseline 2022/2023 TOTAL (tCO ₂ e)	2023/2024 TOTAL (tCO ₂ e)
Scope 1	All scope 1 emission occurred from company owned/leased vehicles and the mileage completed within the reporting period	3.23	0
Scope 2	All scope 2 emissions occurred from electricity consumption within the reporting pe	116.60	102.67
Scope 3	Total Organisation Energy Usage WFH	75.44	64.21
	Organisations Waste	14.82	41.89
	Business Travel (not using owned /leased Vehicles)	187.66	122.65
	Staff Commuting	341.11	202.70
	Business Hotels or Event Activities	12.39	8.38
	Deliveries	2.76	4.24
	Organisation Water Usage	2.48	0.90
	Transmission & Distribution Losses	6.82	5.21
	Well to Tank	160.62	95.65
	Total Scope 3 Emissions	804.10	545.83
Total	Emissions (tCO ₂ e)	923.94	648.49

As a large unquoted group, Search Recruitment Group Limited falls under the SECR regime. The information has been prepared based on all information available to the directors regarding the group's energy consumption during the financial period. As the group occupies several leased properties, some of which are sole occupancy, some multi-occupancy, and some serviced offices, certain estimates have been made regarding energy consumption at office locations where the group does not have control of consumption or complete visibility of the underlying data.

The board considers the most appropriate intensity ratio to be CO2e per full time employee; the measure for 2023/2024 was 1.54 tonnes of CO2e per employee, representing a reduction of a reduction of 15% from our baseline assessment of 1.82 tonnes in 2022/2023.

Completed Carbon Reduction Projects

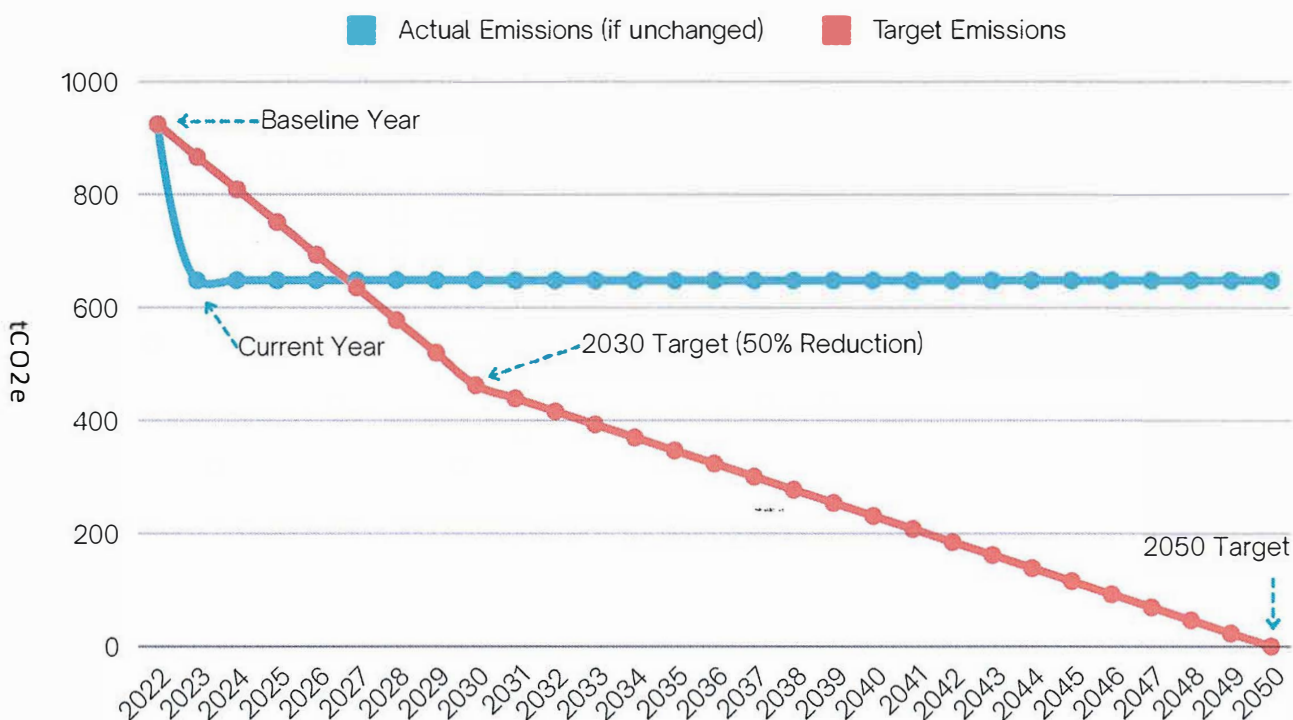
To continue to progress to achieving Net Zero, we have carried out several carbon reduction projects:

- The group has exited several properties to right-size the estate, also reducing associated carbon emissions.
- The group has exited older leasehold properties in favour of new, modern working environments with more energy efficient climate control, motion sensitive lighting.
- The group operate with green energy suppliers ranging from 75-100% renewable energy within our leased offices.
- The group has replaced all old IT equipment with Eco-Power Laptops and low-powered monitors.
- Progressing our IT estate to a 100% cloud-based solution.
- Offering Hybrid working to employees therefore reducing emissions from commuting daily.
- Operating SAP system that enables tighter governance and controls around travel by air, trains, and hotel usage.
- Learning and development Department rolled out new training courses Environment awareness, what is sustainability, Defining Recycling, Ways to Zero Waste, Reducing your carbon footprint, and Environmentalism & Corporate Responsibility to increase knowledge of our employees to support our Net Zero journey.
- The group operate 'cycle to work' scheme and launched Tusker electric vehicle salary sacrifice scheme in 2024.
- As an office-based business, although our waste is negligible it is managed in line with our ISO14001 accreditation.

Search were assessed in December 2023 by EcoVadis, the world's largest and most trusted provider of sustainability ratings in which we obtained a silver medal rating on assessments covering the 4 pillars of sustainability: Environment; Labour & Human Rights; Ethics & Sustainability. Our rating demonstrated that Search were within the top 84 percentile of all companies assessed.

Emissions reduction targets

To progress to achieving Net Zero, we set short-term carbon reduction targets to decrease our carbon emissions by 50% from our baseline target by 2030.



To achieve our short-term target, Search committed to reducing our carbon emissions by 461.97 (tCO2e) by 2030. Significant progress has been made within this reporting period with a reduction of 275.45 (tCO2e) being achieved.

We will achieve our target by reducing our carbon footprint on an annual basis over the next 6 years by (31.08 tCO2e) and from 2030 a further reduction of 2.5% (23.09 tCO2e) each year to achieve Net Zero.

Future Carbon Projects

- The group will continue to right-size our estate, reducing associated carbon emissions.
- Continue to partner with green energy suppliers ranging from 75-100% renewable energy within our leased offices
- Continue to promote our Cycle to Work and Electric Vehicle Scheme to our employees
- Progressing our IT estate to a 100% cloud-based solution.
- Hybrid working to employees therefore reducing emissions from commuting daily

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).



Richard Vickers
Chief Executive Officer

Date: 13th November 2024

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

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

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

