

Tradewind Recruitment Ltd & Sanza Teaching Agency Carbon Footprint Report 2025

Supplier name: Tradewind Recruitment Ltd. & Sanza Teaching Agency
 Publication date: 3rd December 2025

Tradewind Recruitment Ltd & Sanza Teaching Agency are committed to achieving Net Zero greenhouse gas emissions for their UK operations by 2050, in line with UK Government policy.

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: April 2023 – March 2024
Additional Details relating to the Baseline Emissions calculations. This is Tradewind Recruitment Ltd & Sanza Teaching Agency's first comprehensive carbon footprint assessment and therefore serves as our baseline year. Prior to April 2023, emissions data had not been collated. As such, the 2023–24 period has been selected to establish our organisational baseline. This includes Scope 1 and 2 emissions, alongside the subset of Scope 3 categories required under the Carbon Reduction Plan reporting standard. The baseline will serve as the reference point for tracking future emissions reductions.

Category	Baseline Year (2023–24) tCO ₂ e	Current Year (2024–25) tCO ₂ e	Change %
Scope 1	0.00	0.43	-
Scope 2	26.68	26.06	-2.31%
Scope 3 ¹	225.17	214.93	-4.55%
Total Emissions	251.84	241.42	-4.14%

¹ Scope Three Categories included are business travel and employee commuting.

Carbon Intensity ²	0.000003	0.000002	-18.33%
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Operational Boundary Statement

The organisation operates within landlord-managed buildings. All building energy systems (heating, gas, water, refrigerants, waste services) are controlled by the landlord and therefore fall outside our operational control. **As a tenant with no access to consumption data for these services, they are excluded from this report in accordance with the operational control approach under the GHG Protocol.**

Revenue Data

Baseline Year (2023): £ 88,378,000.00
Current Year (2024): £ 103,735,000.00

Emissions Reduction Progress

From Year 1 to Year 2:

- Total emissions decreased from 251.84 tCO₂e to 241.42 tCO₂e. This represents a 4.14% reduction year-on-year.
- Revenue increased from £88.4M to £103.7M (+17.38%) while emissions remained stable, demonstrating improved efficiency.
- Electric vehicle miles increased by **29%** (7,535 to 9,752 miles), showing a commitment to cleaner transport.
- Lower business travel and reduced electricity consumption contributed to a **9.8%** decrease in travel emissions and a **2.6%** reduction in electricity use, supporting an overall year-on-year fall in carbon emissions.

Emissions reduction targets

To support our journey toward Net Zero, Tradewind Recruitment Ltd & Sanza Teaching Agency have adopted the following carbon reduction targets³.

Scope 1, 2 and 3 targets

Tradewind Recruitment Ltd. & Sanza Teaching Agency intend to adopt near-term, science-aligned greenhouse gas reduction targets in the future based on

² Carbon intensity is measured as tonnes of CO₂ equivalent (tCO₂e) per £1,000,000 of revenue.

³ These targets are aligned with the Science Based Targets initiative (SBTi) 1.5°C pathway and reflect the level of decarbonisation needed to meet international climate goals. They demonstrate our commitment to reducing environmental impact across all areas of our operations.

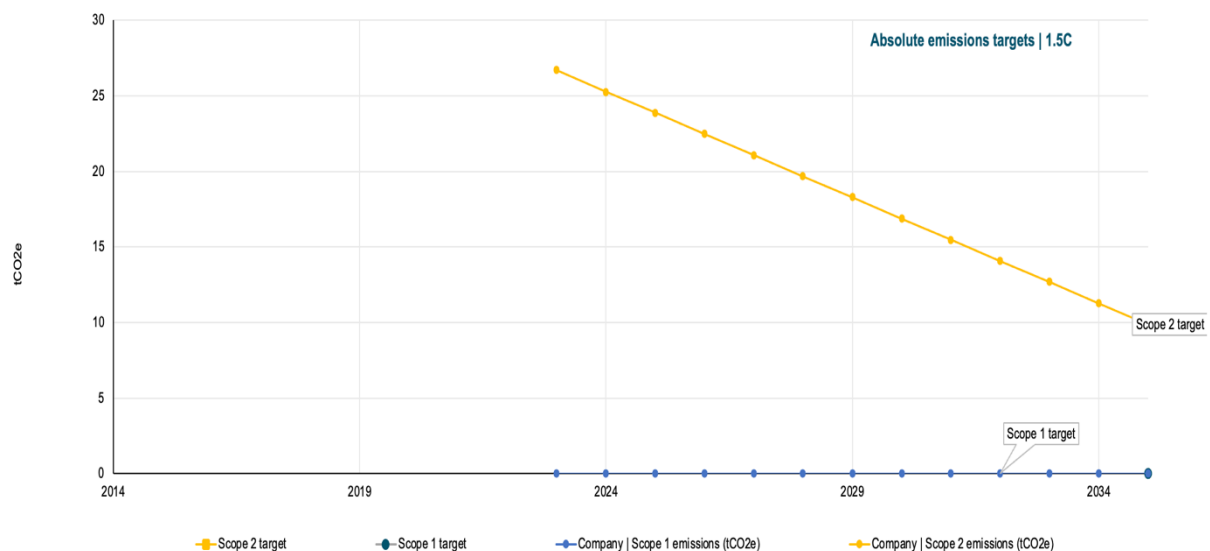
the 2023–24 baseline footprint of 251.84 tCO₂e (0 tCO₂e from Scope 1, 26.68 tCO₂e from Scope 2 and 225.17 tCO₂e from the included Scope 3 categories). The company will align these targets with a 1.5°C Science Based Target initiative (SBTi) absolute-contraction pathway, under which absolute emissions are planned to decrease to approximately 83.3 tCO₂e by 2035, representing a 63% reduction from the 2023 baseline.

Operational (Scope 1 and 2) targets

As part of this commitment, Tradewind Recruitment Ltd. & Sanza Teaching Agency will set specific near-term targets for Scopes 1 and 2, focused on eliminating residual gas use where feasible and decarbonising electricity consumption. Indicatively, Scope 2 emissions (purchased electricity) are expected to fall from approximately 27 tCO₂e in 2023 to around 10 tCO₂e by 2035 through continued energy-efficiency measures in offices and a progressive switch to certified renewable electricity across the UK estate, including engagement with landlords where utilities are bundled into service charges.

Scope 3 targets (business travel and commuting)

For Scope 3, Tradewind Recruitment Ltd. & Sanza Teaching Agency intend to adopt targets that deliver at least a 63% reduction in total emissions from business travel and employee commuting by 2035, relative to 2023 levels, in line with the SBTi 1.5°C trajectory modelled for the business.



Carbon Reduction Initiative

As of the date of this plan, Tradewind Recruitment Ltd. & Sanza Teaching Agency are in the process of formalising a carbon reduction programme and commit to implementing the following priority measures in the next reporting cycle.

Planned Measures:

Implement a Sustainable Travel Policy

- Reduce flight usage where rail alternatives exist
- Promote remote meetings to minimise travel needs

Introduce Energy Efficiency Actions in Offices

- LED lighting upgrade across all offices
- Install smart heating and cooling controls with occupancy sensors
- Replace end-of-life equipment with Energy Star certified alternatives

Review and Transition to Renewable Electricity Tariffs

- Move offices to green tariffs where available

Employee Commuting Improvements

- Launch an enhanced Cycle-to-Work scheme with a salary sacrifice option
- Promote public transport where feasible
- Encourage hybrid working patterns
- Formalise a hybrid working policy to reduce commuting emissions while maintaining team collaboration

These actions will support reductions in Scope 2 and Scope 3 emissions to align with the Net Zero trajectory.

Carbon Reduction Projection

With the measures above, the organisation expects to:

- Achieve a **2–5% annual emissions reduction** initially
- Reach **Net Zero by 2050** through progressive reductions and offsetting of any residual emissions, in accordance with the UK Government requirements

Declaration and Sign Off

This Carbon Footprint Report has been completed in accordance with PPN 06/21 and the associated guidance and reporting standard for Carbon Reporting.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reporting and the GHG Reporting Protocol corporate standard⁴, and use the appropriate Government emission conversion factors for greenhouse gas company reporting⁵.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions has been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard⁶.

⁴<https://ghgprotocol.org/corporate-standard>

⁵<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁶<https://ghgprotocol.org/standards/scope-3-standard>

Statement of Assurance

Relating to the assurance of Tradewind Recruitment Ltd. & Sanza Teaching Agency's operational carbon footprint calculations.

Terms of Engagement

Elemental Consulting group to collate consumption, financial and product data, define methodology and produce detailed statements.

Scope and Boundary

The scope of engagement was that of the organisation within the financial control of Tradewind Recruitment Ltd. (Company Registration Number 04105705), & Sanza Teaching Agency (Company Registration Number 03898768), registered at 3rd Floor, 110 High Holborn, London WC1V 6JS

Methodology

Scope one, two, and three emissions have been calculated following the greenhouse gas (GHG) protocol for corporate accounting and reporting standard, using UK government emission factors specific to the fuel/category of reporting and the year of raw data.

Elemental Consulting Group

Sustainability partner Elemental Consulting Group have provided services of collation and verification of emissions, acting as an independent, following a process of assurance and validation with internal qualified and competent resources.

Signed



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