

Impellam UK

PPN 006 Carbon Reduction Plan

Reporting period: 01 January 2025 – 31 December 2025 (YE2025)

Date of issue: 30th April 2026



PlanetMark



Impellam Group

Carbon Reduction Plan

Commitment to Achieving Net Zero

Impellam UK, part of Impellam Group, is committed to achieving net zero emissions by **2045**. To meet this target, Impellam Group has developed a Net Zero Transition Plan, which details a series of activities to help the company progress towards net zero. Further details on this plan, including the annual reductions required to meet this target, are detailed within this document.

Baseline Emissions and Current Emissions Reporting

Baseline Emissions Reporting

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. Impellam UK reported its Scope 1 and 2 emissions, as well as all applicable Scope 3 categories, for the first time in YE2023.

Baseline Year: 2023 (January – December)

Additional Details Relating to the Baseline Emissions Calculations:

- Impellam UK is measuring all applicable Scope 3 categories, in addition to the minimum reporting requirements for PPN 006 disclosure. This has been re-measured annually since the YE2023 baseline.
- Category 9 (Downstream Transportation and Distribution) is a required category for PPN 006 disclosure, but is not applicable to Impellam UK and therefore not included in annual measurement.
- The baseline calculations cover all Impellam UK operations of the Limited company and all the following wholly owned subsidiary companies at the time of measurement: Carbon60 Limited, Comensura Ltd, Flexy Corporation Ltd, Science Recruitment Group Limited, Lorien Resourcing Ltd, Guidant Global UK Limited.

Baseline year: 2023	
Emissions	Total (tCO ₂ e)
Scope 1	144.5
Scope 2 (market-based)	61.9
Scope 3	4,887.1
Category 1: Purchased goods and services	3,009
Category 2: Capital goods	268.0
Category 3: Fuel and energy related activities	93.1
Category 4: Upstream transportation and distribution	80.5
Category 5: Waste generated in operations	54.6
Category 6: Business travel	464.0
Category 7: Employee commuting	917.8
Category 8: Upstream leased assets	<i>Not applicable</i>
Category 9: Downstream transportation and distribution	<i>Not applicable</i>
Category 10: Processing of sold products	<i>Not applicable</i>
Category 11: Use of sold products	<i>Not applicable</i>
Category 12: End of life treatment of sold products	<i>Not applicable</i>
Category 13: Downstream leased assets	<i>Not applicable</i>
Category 14: Franchises	<i>Not applicable</i>
Category 15: Investments	<i>Not applicable</i>
Total emissions	5,093.5

Current Emissions Reporting

Current Year emissions are a record of the greenhouse gases that have been produced in the current year of reporting (YE2025).

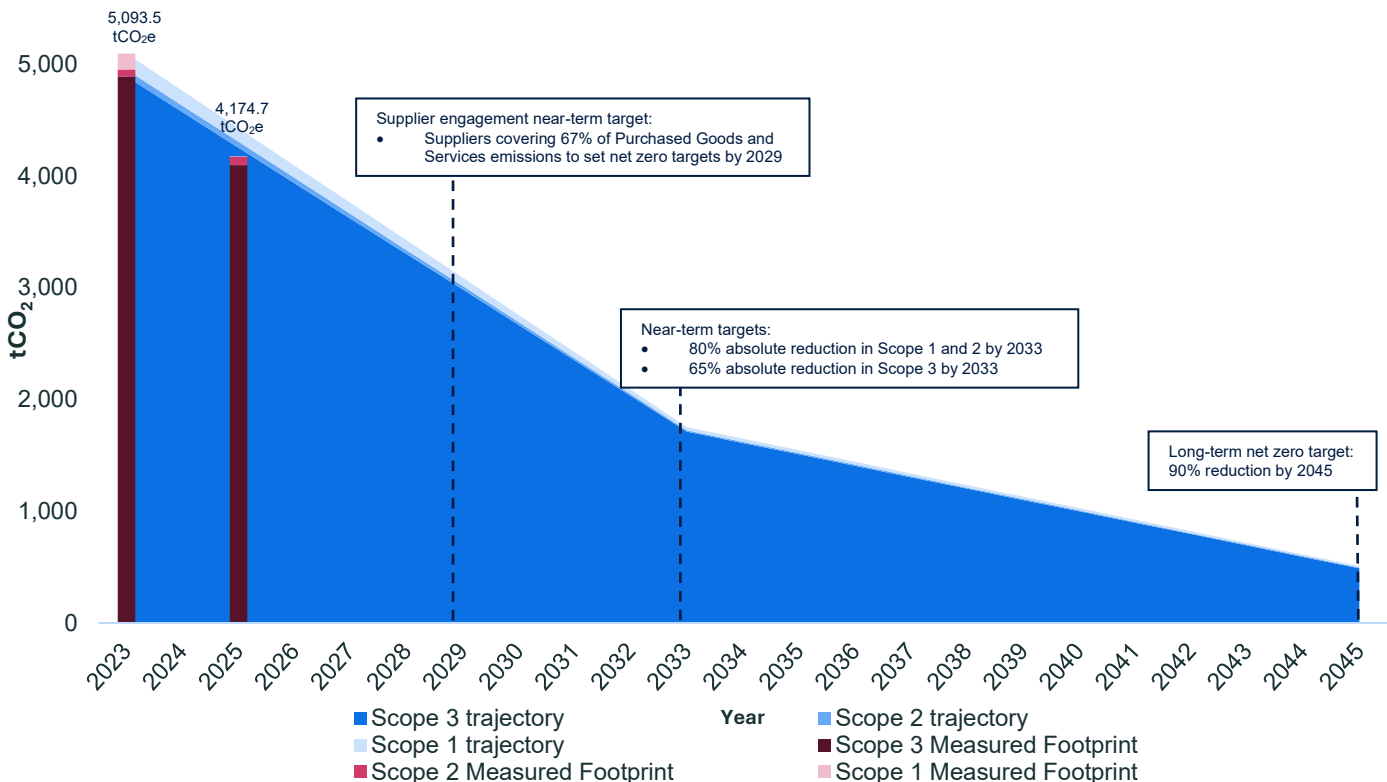
Reporting year: 2025	
Emissions	Total (tCO ₂ e)
Scope 1	6.7
Scope 2 (market-based)	73.6
Scope 3	4,094.4
Category 1: Purchased goods and services	3,048.1
Category 2: Capital goods	278.1
Category 3: Fuel and energy related activities	20.2
Category 4: Upstream transportation and distribution	0.4
Category 5: Waste generated in operations	7.9
Category 6: Business travel	331.4
Category 7: Employee commuting	408.3
Category 8: Upstream leased assets	Not applicable
Category 9: Downstream transportation and distribution	Not applicable
Category 10: Processing of sold products	Not applicable
Category 11: Use of sold products	Not applicable
Category 12: End of life treatment of sold products	Not applicable
Category 13: Downstream leased assets	Not applicable
Category 14: Franchises	Not applicable
Category 15: Investments	Not applicable
Total emissions	4,174.7

Emissions Reduction Targets

To continue our progress to achieving net zero, we have adopted the following SBTi-aligned targets:

- **Supplier engagement near-term target:** suppliers covering 67% of Purchased Goods and Services emissions to set net zero targets by 2029.
- **Near-term targets:** 80% absolute reduction in Scope 1 and 2 by 2033; 65% absolute reduction in Scope 3 by 2033.
- **Long-term net zero target:** 90% reduction by 2045.

Impellam UK Scope 1, 2 and 3 emissions trajectory including measured emissions



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline. In this time, Impellam UK emissions have decreased by 18%. The measures taken to achieve this reduction will be in effect when performing the contract.

Decarbonisation:

- Divestment of fleet vehicles and office sites resulted in a significant reduction in Scope 1.
- Transitioned to renewable electricity tariffs at some UK sites (Cardiff, Edinburgh, London, Longbridge and Luton).
- All lighting across the estate has been replaced with energy-efficient LEDs.
- Air conditioning and ventilation systems have been fully refurbished or replaced at the Luton office.
- Electric Vehicle (EV) salary sacrifice scheme introduced following the removal of company cars, to support lower-emissions commuting and business travel choices. Since launching in December 2023, colleagues have acquired 28 fully electric and 3 hybrid vehicles.
- "Work from Home" policy has been maintained, with over 70% of staff commuting one to four days per week.
- Continued to encourage a digital-first approach where possible, by promoting online meetings and video interviews to reduce travel-related emissions.
- Impellam Group partnered with ClarityGo to help employees make lower-carbon travel choices, and launched a CO₂ Emissions Dashboard, to provide colleagues with real-time visibility of the emissions linked to business travel.
- Introduced EcoSmart Accredited Hotel tag via Greengage Solutions. This filter highlights hotels that demonstrate stronger sustainability performance, allowing employees to sort options from lowest to highest emissions.
- Implemented a partnership with WeeeCharity, which repurposes older, redundant electronic equipment and contributes to a circular economy.
- Conducted initial supplier maturity assessments for UK and US suppliers. This established that 24% of UK suppliers (representing 56% of 2024 total UK spend) have set net zero targets, and 8% have had targets validated by the Science Based Targets initiative (SBTi).

Engagement:

- Introduced mandatory annual sustainability training for Impellam Group employees and a practical guide that promotes energy-efficient behaviours.
- Expanded IMEarth, Impellam Group's employee-led network. The resource is backed by the Senior Leadership Team and designed to foster collaboration, distribute resources, and raise awareness of sustainability-related initiatives.
- Hosted the first Supplier Sustainability Summit, designed to upskill and educate suppliers on carbon reduction and support our engagement targets. 27 suppliers from across the UK and US attended, and the session received positive feedback.

Governance:

- Developed a comprehensive sustainability governance structure, which has resulted in a Sustainability Manager being appointed.
- Sustainability topics and updates are now included in Board meeting agendas. The Chief Strategy Officer has been appointed as Executive Sponsor of Impellam Group's sustainability strategy and reports directly to the CEO.
- Impellam Group (including Impellam UK) has achieved Planet Mark Certified – Business (Advanced) for three years. Planet Mark is an internationally recognised, independently validated carbon reduction certification.

Policies:

- Launched a Sustainable Property Selection Policy, which requires new sites to meet at least 85% of the specified sustainability criteria.
- Updated the UK Supplier Code of Conduct to include sustainability criteria and establish expectations for suppliers to align with Impellam's 2045 net zero target; disclose their greenhouse gas (GHG) emissions annually; and demonstrate alignment with the UN Sustainable Development Goals (SDGs).
- Updated the Recruitment Agency Supplier Agreement in the UK to embed sustainability and set clearer expectations around decarbonisation, emissions disclosure, and target alignment.

Future Initiatives

In the future we hope to implement further measures across several areas, such as:

Decarbonisation:

- Expand renewable electricity procurement to all UK offices.
- When office leases expire, explore potential relocation to more energy-efficient sites, or utilise flexible work spaces.
- Conduct energy audits for Energy Savings Opportunity Scheme (ESOS) Phase 4 compliance, which will identify additional energy-saving measures across our UK offices.
- We are also in the process of auditing existing offices against the criteria defined in the Sustainable Property Selection Policy. Of the buildings assessed to date, 70% of offices already meet the criteria.

Engagement:

- Expand supplier engagement: We are planning to launch a comprehensive supply chain programme with Planet Mark, which will include supplier "health checks" to enhance our understanding of suppliers' net zero maturity.
- Roll out a Supplier Sustainability Questionnaire and develop guidance and resources to support suppliers in their own sustainability journeys. This will serve to increase the percentage of primary data we receive from suppliers, thereby improving our data quality.
- Engage landlords on building improvements for leased properties.

Governance:

- A formal Sustainability Committee is planned for 2026.
- Centralise sustainability governance across all regions and seniority levels; ongoing audit and analysis work as part of group-wide integration with HeadFirst Group (following business merger).
- Explore how we integrate sustainability-related key performance indicators (KPIs), carbon budgets, and remuneration structures into our broader business strategy.
- Continue to report annual progress against targets as per best practice guidance.

Policies:

- Embed sustainability into procurement contracts, whereby we reward suppliers who are ahead of the curve and limit working with those who are reluctant to change.
- Update Business Travel Policy to further embed sustainable mobility practices across the Group.
- Create and implement a Net Zero Baseline Recalculation Policy.
- Prepare for CSRD compliance (which includes a double materiality assessment) and broader alignment with global reporting frameworks (e.g. GRI).
- Develop a carbon reduction initiative tracker to monitor progress, assign ownership, and measure successes.

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

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](#).

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

Signed on behalf of the company:



May 7, 2026

..... Date:

Position: Group Finance Director









Impellam UK PPN Carbon Reduction Plan - Planet Mark 2026 - Signature needed

Final Audit Report

2026-05-07

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