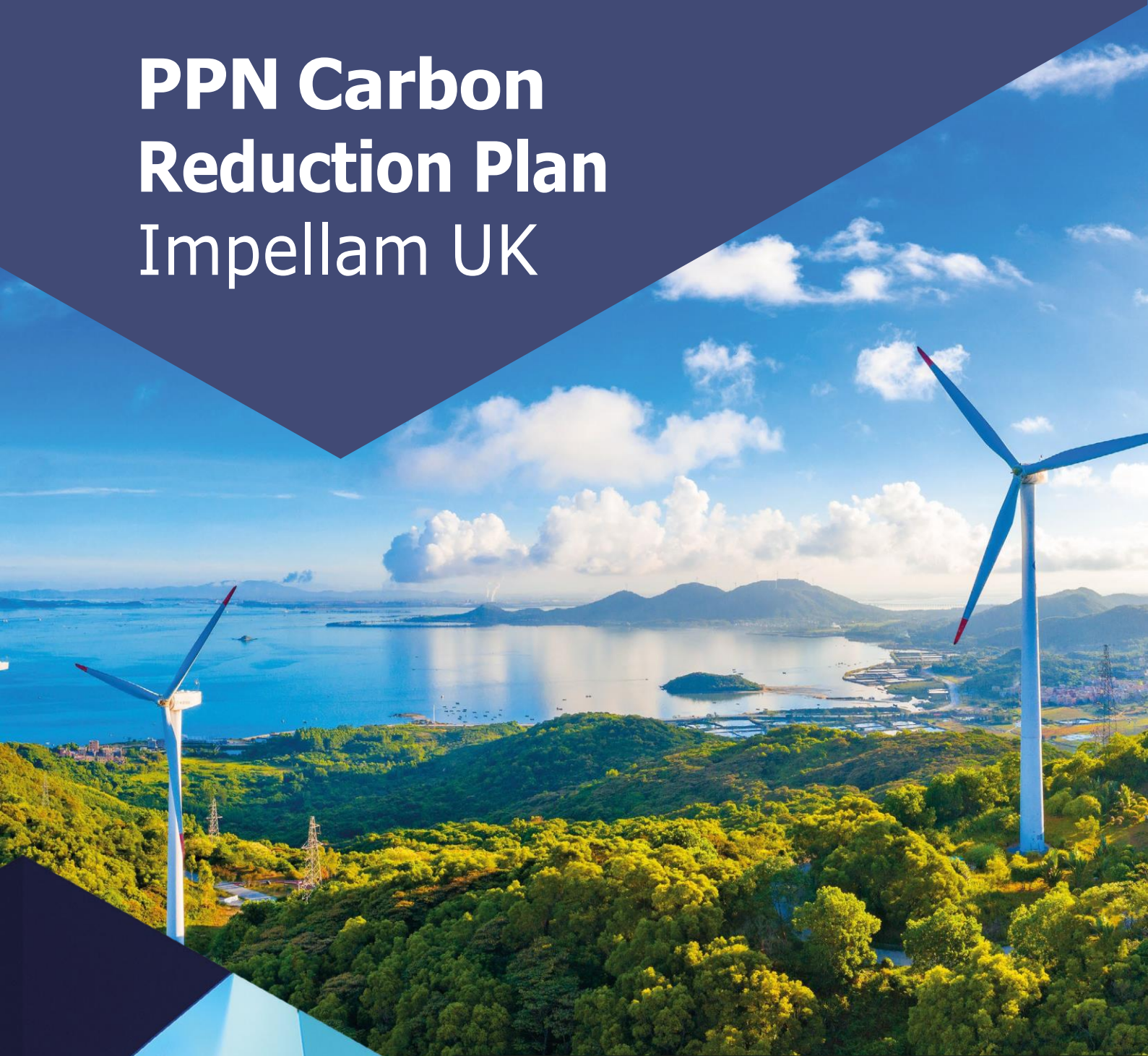




Impellam
Group

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PPN Carbon Reduction Plan Impellam UK



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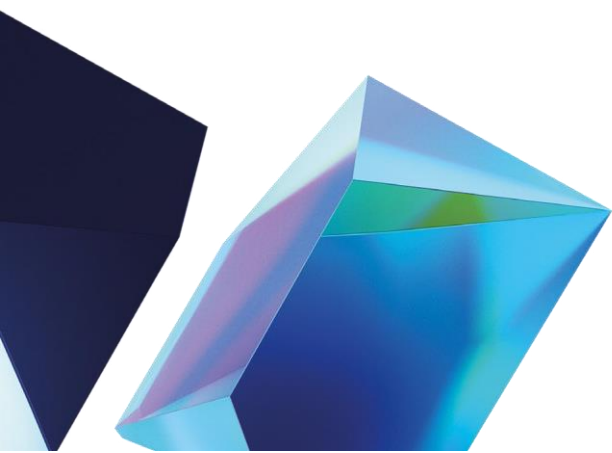


PlanetMark



PPN Carbon Reduction Plan

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Impellam UK

16 May 2025

Commitment to achieving Net Zero

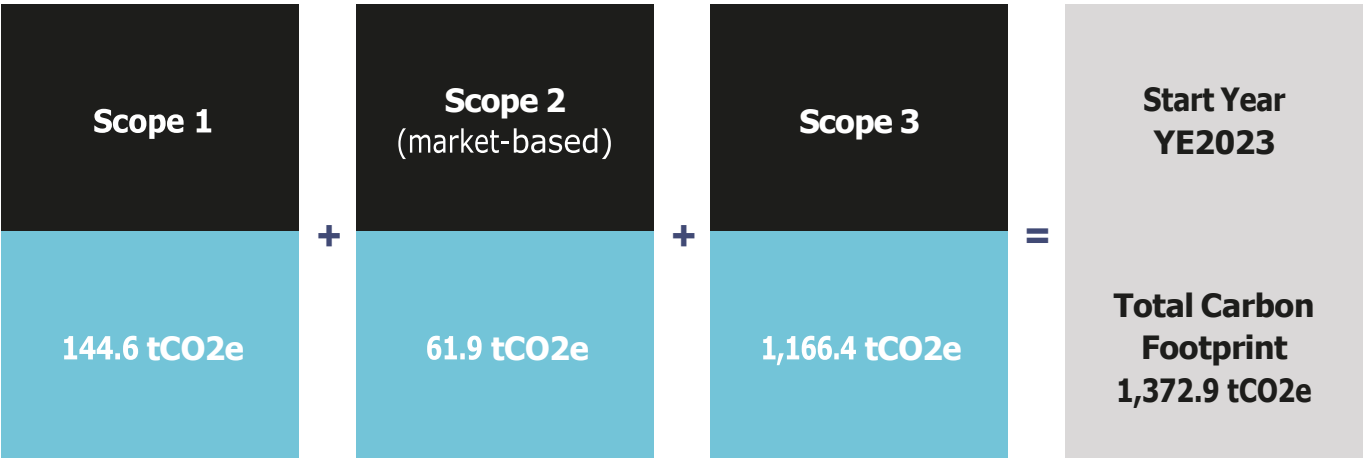
Impellam UK is committed to achieving Net Zero emissions by 2050. To meet this target, Impellam UK has created its own carbon reduction action plan which details a series of activities it is planning to move towards net zero. Further details around this plan, including the annual reduction required to meet this target, are detailed within this document.



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.

Impellam UK reported its scope 1 and 2 emissions as well as the required subset of scope 3 emissions for the carbon reduction plan for the first time in YE2023.



Additional details relating to the Baseline Emissions calculation

Last year (YE2023) was the first year in which Impellam UK measured the full scope of emissions required for PPN 06/21. As well as its Scope 1 and 2 emissions, Impellam UK measured its waste, business travel, upstream transport and distribution, downstream transportation and distribution and commuting.

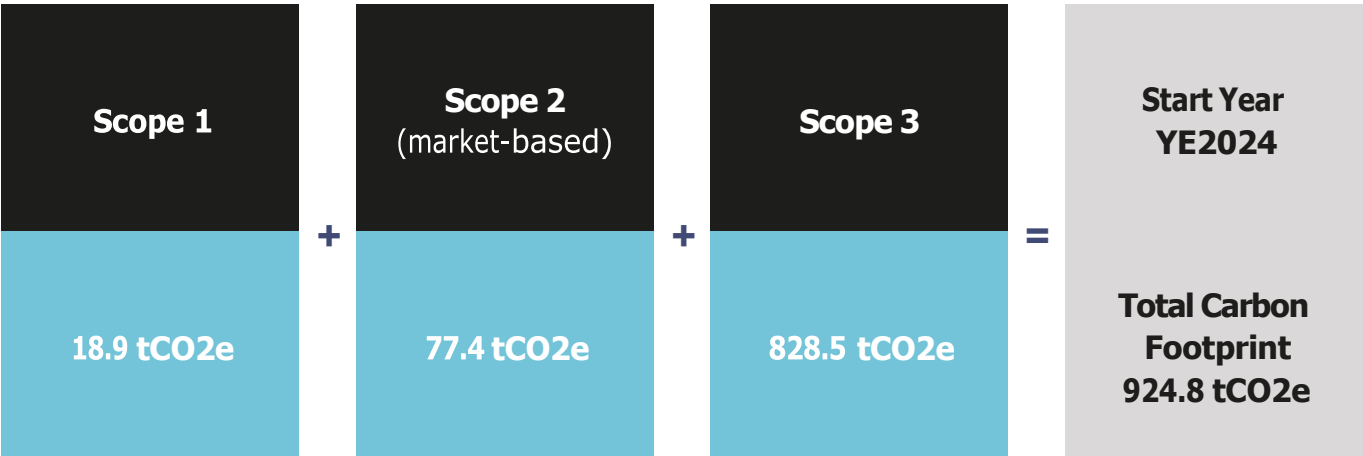
The baseline calculations cover all Impellam UK operations of the Limited company and all the following wholly owned subsidiary companies at the time of measurement: Carbon60 Limited, Comensura Ltd, Flexy Corporation Ltd, Science Recruitment Group Limited, Lorien Resourcing Ltd, Guidant Global UK Limited.



Current Year Emissions Footprint

Current Year emissions are a record of the greenhouse gases that have been produced in the current year of reporting following the introduction of any strategies to reduce emissions. Current emissions are used to record the measurement of reduction in the reporting period.

Impellam UK reported its scope 1 and 2 emissions as well as the required subset of scope 3 emissions for the carbon reduction plan for the second time in YE2024.



Additional details relating to the Current Emissions calculation

Current emissions calculations include the subset of scope 3 categories required for PPN 06/21. For Impellam UK, this includes waste, business travel, upstream transport and distribution, downstream transportation and distribution and commuting. Scope 2 emissions have been calculated using a market-based approach.



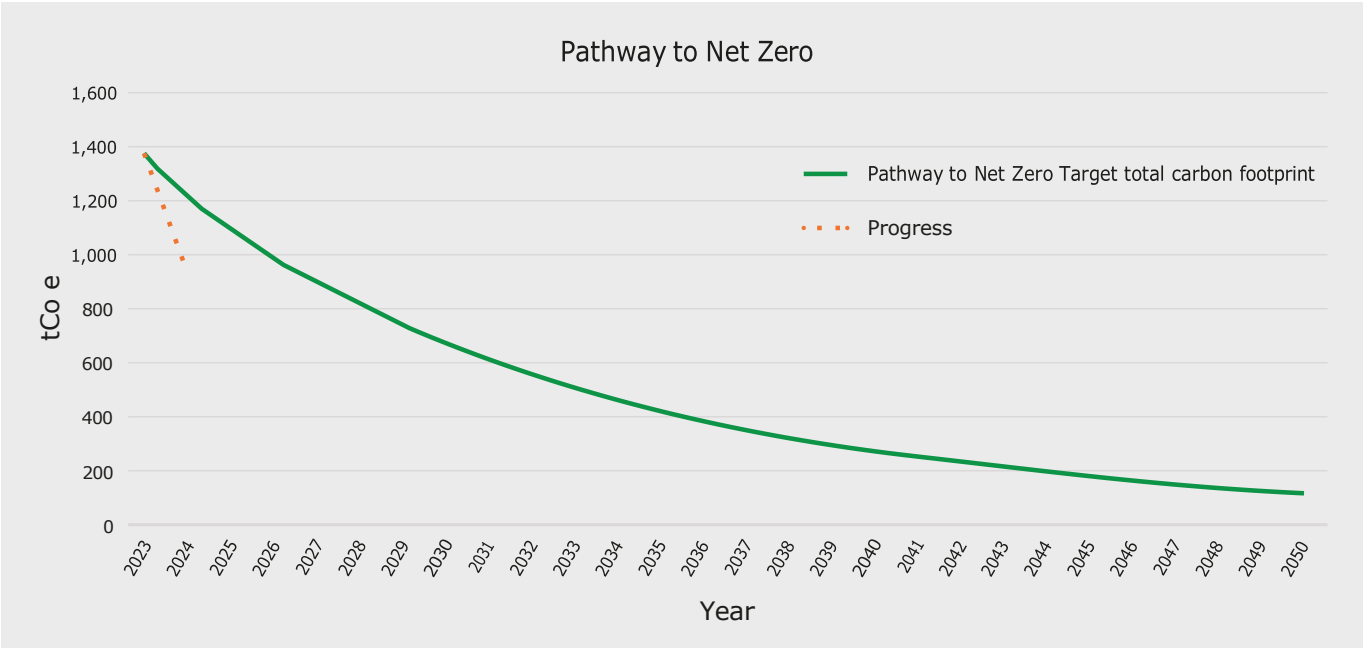
Current Year Emissions Breakdown

01 January 2023 to 31 December 2023					01 January 2024 to 31 December 2024		
Source	Scope	Unit	Amount	tCO ₂ e	Amount	tCO ₂ e	% Change in tCO ₂ e from previous year
Buildings							
Electricity (market based)	2	kWh	994,669.3	61.9	303,181.4	77.4	25%
Electricity (location based)	2	kWh	994,669.3	206.0	303,181.4	62.8	-70%
Natural Gas	1	cubic metres	-	-	3,768.5	7.7	-
Natural Gas	1	kWh	682,173.2	124.8	61,170.8	11.2	-91%
Transmission and Distribution Losses	3	kWh	994,669.3	17.8	303,181.4	5.5	-69%
Procurement							
Freight Air	3	tonne.km	4.1	0.004	-	-	-
Freight Car	3	km	256,096.9	42.7	243,464.0	40.6	-5%
Freight HGV	3	tonne.km	54.3	0.01	505.1	0.05	836%
Freight Motorbike	3	km	0.4	0.00005	-	-	-
Freight Van	3	tonne.km	37,513.8	21.4	708.9	0.4	-98%
Paper Primary Content	3	tonnes	0.2	0.2	0.4	0.5	159%
Paper Recycled Content	3	tonnes	1.4	1.0	1.3	1.4	40%
Travel							
Fleet Petrol Car	1	km	47,871.5	7.9	0	0	-100%
Fleet Diesel Car	1	km	63,252.0	11.9	0	0	-100%
Air Travel	3	passenger.km	633,283.7	93.2	597,004.7	83.3	-11%
Petrol Fuel	3	litres	-	-	284.8	0.6	-
Petrol Car	3	km	381,544.9	69.5	317,956.5	58.0	-17%
Hotel	3	room per night	2,382.0	24.8	-	-	-
Hotel	3	room per night	-	-	1,951.0	21.5	-
Electric Car	3	km	6,725.4	0.4	8,964.0	0.4	15%
Diesel Car	3	km	408,532.0	72.0	291,532.7	55.2	-23%
Commuting Walking	3	km	186,495.7	0	243,876.3	0	-
Commuting Taxi	3	km	33,530.8	7.0	29,889.0	6.2	-11%
Commuting Rail	3	passenger.km	3,721,647.8	128.6	2,929,908.1	100.0	-22%
Commuting Petrol Car	3	km	1,453,535.8	252.9	1,395,377.2	236.5	-7%
Commuting PHEV	3	km	-	-	18,772.2	2.2	-
Commuting Motorbike	3	km	14,833.4	1.7	27,659.7	3.1	86%
Commuting Hybrid Car	3	km	250,055.9	27.2	223,570.7	25.7	-6%
Commuting Ferry	3	passenger.km	9,312.7	1.0	3,322.2	0.1	-94%
Commuting Electric Car	3	km	88,625.7	4.7	56,977.3	2.6	-44%
Commuting Diesel Car	3	km	1,088,325.4	209.5	691,601.1	121.9	-42%
Commuting Coach	3	passenger.km	21,371.2	0.6	-	-	-
Commuting Bus	3	passenger.km	133,303.8	15.6	35,200.7	4.4	-72%
Commuting Bike	3	km	26,158.6	0	18,680.0	0	-
Commuting Air Travel	3	passenger.km	333,396.8	53.7	-	-	-
Bus	3	passenger.km	36,732.9	3.8	33,538.1	3.6	-3%
Rail Travel	3	passenger.km	1,582,550.4	55.7	1,180,209.9	41.8	-25%
Taxi	3	km	27,283.3	5.7	20,054.5	4.2	-26%
Waste							
Energy from Waste	3	tonnes	-	-	5.0	0.03	-
Landfill	3	tonnes	37.7	19.6	15.1	7.9	-60%
Recycled	3	tonnes	1,591.0	33.9	9.7	0.1	-100%
Water							
Water Supply	3	cubic metres	5,690.0	1.0	1,841.3	0.3	-72%
Water Treatment	3	cubic metres	5,690.0	1.1	1,841.3	0.3	-70%
Total (market-based)		tCO ₂ e	1,372.9		924.8		
Total (location-based)		tCO ₂ e	1,516.9		910.1		

Emissions Reduction Targets

In order to continue its progress to achieving Net Zero, Impellam UK have adopted the following carbon reduction targets.

We project that market-based carbon emissions will decrease over the next twenty-five years to **137.3 tCO₂e by 2050**. This is a reduction of **90%** from the baseline emissions measurement set in YE2023.



Summary

Start Year YE2023	Year to achieve Net Zero	Net Zero target Reduction per year
1,372.9 tCO ₂ e	YE2050	9%

Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the YE2023 baseline to date.

Impellam Group (including Impellam UK) has successfully certified to The Planet Mark for the reporting period 01 January 2024 to 31 December 2024, which is Impellam Group's second year of certification. The Planet Mark is a sustainability certification that recognises continuous improvements, encourages action, and builds an empowered community of like-minded individuals. Impellam Group also makes a commitment upon certification of the Planet Mark to achieve a minimum 5% reduction in its measured Scope 1 & 2 (market-based) carbon footprint year on year.

Impellam UK's measured market-based carbon footprint fell by 32.6% year-over-year, in part due to divestments in March 2023, which resulted in a smaller property portfolio and the removal of fleet vehicles. This led to an 86.9% fall in Scope 1 emissions, and a 69.5% fall in Electricity use during the reporting period. Measured Scope 3 emissions also fell by 29.0% during YE2024 compared to the YE2023 baseline.

In alignment with the company's policy to replace all non-LED lighting across its estate, it is implementing LED lighting upgrades in key locations. In Fareham, the transition to LED lighting will take place in June 2024, with an estimated energy saving of 19,463 kWh. In the new offices in Luton, this upgrade is planned for March 2024, with an expected energy saving of 40,746 kWh. In Cardiff, where this measure was identified through an energy audit, the upgrade will be

completed by December 2025, delivering an estimated energy saving of 4,501 kWh. In addition to lighting upgrades, Impellam UK undertaking a full refurbishment and replacement of air conditioning and ventilation systems in its new Luton offices. This initiative, scheduled for completion in March 2024, is expected to result in an energy saving of 32,493 kWh, based on improvements in energy efficiency within the newly established, smaller head office.

Impellam UK is also encouraging the transition from internal combustion engine vehicles to fully electric vehicles through a salary sacrifice scheme, where feasible. This initiative will be implemented throughout 2024, contributing to an estimated reduction of 4,843 kWh in transport-related liquid fuel consumption. While this shift will result in an increased electricity demand of approximately 1,406 kWh for EV charging, the overall impact aligns with the company's broader strategy for carbon reduction.

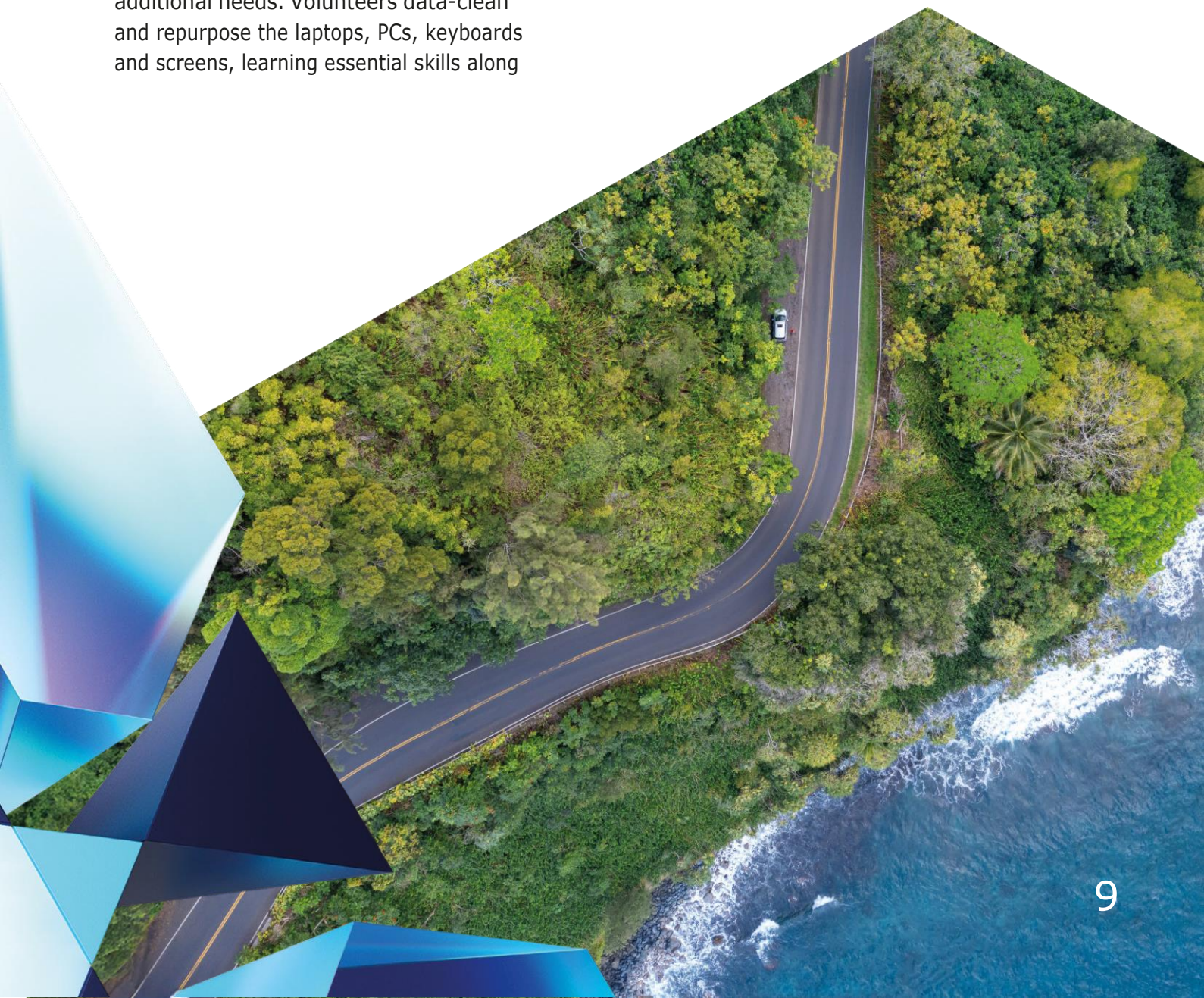
These reductions are in addition to a strategy that looks at the following when leases expire: shared spaces which can be used across the business, relocation to more modern and energy efficient sites and utilising flexible working spaces where it is more practicable to do so. For example, the London office that has been occupied from October 2023 has eco-friendly lighting, a comprehensive surface water drainage strategy, water saving initiatives, and energy efficiency that delivers 23.7% improvement on guideline figures set by the government's 'LIA 213' energy performance targets.

Impellam UK have also looked to reduce their carbon footprint by:

- Investing in a digital-first approach promotes, online meetings and video interviews;
- Encouraging digital over printed communications such as DocuSign for workers' contracts and using smart printers across the business;
- Working with WeeeCharity to find a new home for redundant tech – contributing to a circular economy that aims to reduce carbon emissions by repairing, refurbishing and reusing IT equipment. As well as diverting electrical waste from landfill, the scheme provides training for the unemployed and those with additional needs. Volunteers data-clean and repurpose the laptops, PCs, keyboards and screens, learning essential skills along

the way that prepare them for the world of work. The scheme is helping to fight digital poverty, as the tech is also sold back into the community;

- Launched its global business resource group, IMEarth, to raise awareness of climate change – and the actions that need to be taken. IMEarth's purpose is to share best practices and collaborate with regional and brand-specific action groups to implement green initiatives across the business. The employee-led group is developing a library of resources and will also be hosting group-wide events to educate and fundraise.



The following environmental management measures and projects are planned from the current year onwards, to drive the carbon footprint towards Impellam UK's net zero carbon targets.

1

Supporting supplier communication to enable improvement within scope 3 emission data collection.

2

Favour and adopt energy efficient equipment and offices whilst also exploring technological improvements in the energy efficiency within offices.

3

Continuing to procure 100% renewable electricity for properties we lease.

4

Reducing business travel by air, rail, and road through effective measurement and communication.

5

Continuing to evolve communication tools to all employees to equip them with the ability to reduce their carbon impact both in and outside of work.

Declaration

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 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 Group Chief Financial Officer, Tim Briant, on behalf of the Board of Directors.

Signed on behalf of the Supplier:

Signed

16 May 2025

