



**Impellam
Group**

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PPN Carbon Reduction Plan

Impellam UK

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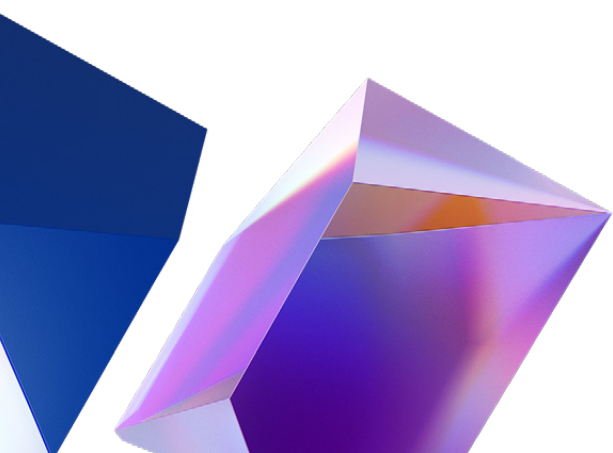


PlanetMark



PPN Carbon Reduction Plan

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Impellam UK

07 May 2024

Commitment to achieving Net Zero

Impellam is committed to achieving Net Zero emissions by 2050. To meet this target, Impellam 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 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. Whilst Impellam have previously reported its scope 1, 2 and some scope 3 categories this did not include the full subset needed for a PPN 06/21.



Additional details relating to the Baseline Emissions calculation

This is the first year in which Impellam have measured the full scope of emissions required for PPN 06/21. As well as its Scope 1 and 2 emissions, Impellam has measured its waste, business travel, upstream transport and distribution, downstream transportation and distribution and commuting. Previously Impellam have only measured its business travel emissions within the Scope 3 category.



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.

Due to this being Impellam's baseline year no reduction measures have yet been quantified.



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, this includes waste, business travel, upstream transport and distribution, downstream transportation and distribution and commuting.



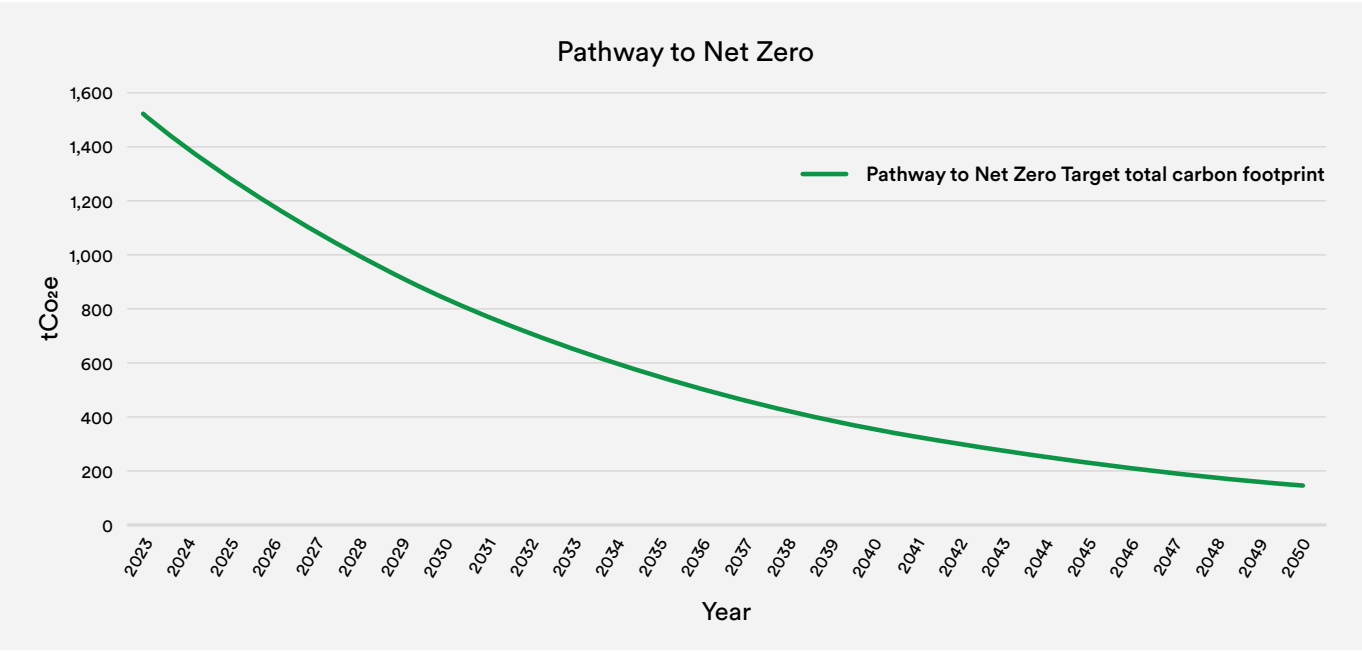
Current Year Emissions Breakdown

Current					
01 January 2023 to 31 December 2023					
Source	Scope	Unit	Amount	tCO ₂ e	% total carbon footprint
Buildings					
Electricity (location based)	2	kWh	994,669.3	206.0	14%
Electricity (market based)	2	kWh	994,669.3	61.9	-
Natural Gas	1	kWh	682,173.2	124.8	8%
Transmission and Distribution Losses	3	kWh	994,669.3	17.8	1%
Procurement					
Freight Air	3	tonne.km	4.1	0.004	0.01%
Freight Car	3	km	256,096.9	42.7	3%
Freight HGV	3	tonne.km	54.3	0.01	0.01%
Freight Motorbike	3	km	0.4	0.00005	0.01%
Freight Van	3	tonne.km	37,513.8	21.4	1%
Paper Primary Content	3	tonnes	0.2	0.2	0.01%
Paper Recycled Content	3	tonnes	1.4	1.0	0.1%
Travel					
Fleet Petrol Car	1	km	47,871.5	7.9	1%
Fleet Diesel Car	1	km	63,252.0	11.9	1%
Air Travel	3	passenger.km	633,283.7	93.2	6%
Petrol Car	3	km	381,544.9	69.5	5%
Hotel	3	Room per night	2,382.0	24.8	2%
Electric Car	3	km	6,725.4	0.4	0.02%
Diesel Car	3	km	408,532.0	72.0	5%
Commuting Walking	3	km	186,495.7	0	0.0%
Commuting Taxi	3	km	33,530.8	7.0	0.5%
Commuting Rail	3	passenger.km	3,721,647.8	128.6	8%
Rail Travel	3	passenger.km	1,582,550.4	55.7	4%
Commuting Petrol Car	3	km	1,453,535.8	252.9	17%
Commuting Hybrid Car	3	km	250,055.9	27.2	2%
Commuting Ferry	3	passenger.km	9,312.7	1.0	0.1%
Commuting Electric Car	3	km	88,625.7	4.7	0.3%
Commuting Diesel Car	3	km	1,088,325.4	209.5	14%
Commuting Coach	3	passenger.km	21,371.2	0.6	0.04%
Commuting Bus	3	passenger.km	133,303.8	15.6	1%
Commuting Bike	3	km	26,158.6	0	0.0%
Commuting Air Travel	3	passenger.km	333,396.8	53.7	4%
Bus	3	passenger.km	36,732.9	3.8	0.2%
Commuting Motorbike	3	km	14,833.4	1.7	0.1%
Taxi	3	km	27,283.3	5.7	0.4%
Waste					
Landfill	3	tonnes	37.7	19.6	1%
Recycled	3	tonnes	1,591.0	33.9	2%
Water					
Water Supply	3	cubic metres	5,690.0	1.0	0.1%
Water Treatment	3	cubic metres	5,690.0	1.1	0.1%
Total (location-based)		tCO₂e	1,516.9		
Total (market-based)		tCO₂e	1,372.9		

Emissions Reduction Targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that location-based carbon emissions will decrease over the next twenty-six years to **151.7 tCO₂e** by 2050. This is a reduction of **90%**.



Summary

To be able to reach Net Zero by 2050, Impellam are required to make an annual reduction of 9%. This is based on a 90% reduction with the remaining 10% of emissions to be offset. In order to achieve this reduction, Impellam has a series of carbon reduction initiatives planned which are detailed later within this document.

Start Year YE2023	Year to achieve Net Zero	Net Zero target Reduction per year
1,516.9	YE2050	9%

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline to date. Due to the current year being the baseline, it is not yet possible to determine the carbon emission reductions achieved by these schemes.

Impellam has successfully certified to The Planet Mark for the reporting period 01 January 2023 to 31 December 2023 which is Impellam's first 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 also makes a commitment upon certification of the Planet Mark to achieve a minimum 2.5% reduction in its measured carbon footprint year on year.

Impellam also holds ISO14001 for Capability Green as well as having in place an environmental policy for its entire operations. During the reporting period, it has provided numerous communications across its Global business, including those focused on Earth Week. Impellam has promoted the use of Microsoft Teams to its teams and moved servers to cloud-based services.

In addition to the above Impellam has provided the following statement outlining its activities during the reporting period:

“Our focus in the past year has been to both rationalise our property footprint and to extend and encourage working behaviours which were accelerated at the start of the pandemic in 2020. Our overall property footprint reduced by 82% in 2023. This has largely been down to the one-time divestment of regional staffing and healthcare brands in March 2023. This is alongside a purposeful strategy that looks at when a leases expire we have looked to shared spaces which can be used across the business, relocate to more modern and energy efficient sites and utilising flexible working spaces where it is more practicable to do so. For example, our London office that we moved to in 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.

Our strategy of increasing resilience by investing in technology has enabled us to embed new ways of blended working within the business which has seen our Scope 1 travel emissions reduce by 90% despite an easing of travel restrictions from 2022. Similar or greater reductions are also seen in our other Scope 3 emissions. Our digital-first approach promotes, online meetings and video interviews. We're also encouraging digital over printed communications such as DocuSign for workers' contracts and using smart printers across our business.

In addition, we're working with WeeeCharity to find a new home for our 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.

We want everyone to be involved in our sustainability initiatives and our journey to net zero. As such we launched our global business resource group, IMEarth, to raise awareness of climate change – and the actions we need to take. 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.

In 2023 we updated our Electric Vehicle Salary Sacrifice Scheme to provide improved service and models. The scheme is available to all UK staff and not just those who previously qualified for a company vehicle or vehicle allowance.

The Group has maintained purchasing 100% renewable electricity for all of its UK operations since October 2021.”

The following environmental management measures and initiatives are planned from the current year onwards, to drive the carbon footprint towards our net zero carbon targets.



Future Carbon Reduction Initiatives

Over the next year as our strategic net zero journey with our environmental consultant Planet Mark continues, we will also continue to work towards:

1

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

2

Favour and adopt energy efficient equipment and offices whilst also exploring technological improvements in the energy efficiency of our 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

07 May 2024

