

Rullion | 2025

Towards a Sustainable Future

An ambitious Carbon Reduction Plan compliant with PPN 06/21



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Introduction

The latest climate science indicates that the way we live is having a negative impact on our climate. The impacts of climate change are happening now. Forest fires and droughts are common, and scientists have documented evidence that sea levels are rising. There is a general consensus that unless we change, the future looks uncertain in terms of social, environmental, and economic conditions. The Paris Agreement of 2015 established a global goal of limiting global temperature rise to well below 2°C above pre-industrial levels, and to pursue efforts to limit warming to 1.5°C. In 2018, the Intergovernmental Panel on Climate Change warned that if global warming continues at its current pace, we will exceed 1.5°C, which would have catastrophic impacts on the planet.

In 2019 the UK became the first major economy to pass a Net Zero emissions law, meaning the UK government is legally required to reach Net Zero emissions by 2050. When the UK government published its procurement policy notice 06/21 (PPN 06/21), it was clear that businesses should focus on building back the economy in a sustainable fashion. Furthermore, PPN 06/21 requires any company bidding for government contracts to have a Net Zero goal and have a carbon reduction plan in place.

“ Rullion has and continues to implement a range of policies and initiatives to move our business towards a more digital future. We’re committed to environmental, social and corporate governance and believe it is important to give back to nature what we take from it. Whilst we as a society may have a long way to go in the fight against climate change, implementing policies wherever possible will help us realise the dream of a more sustainable world sooner rather than later. ”



James Saoulli

CEO



Our Approach

As one of the UK's leading recruitment agencies, we are in a unique position to set an example for the industry by including sustainability in everything that we do. We know our dedicated, passionate and committed team can help us leave the world in a better place. We recognise that climate change is the single biggest challenge the world faces.

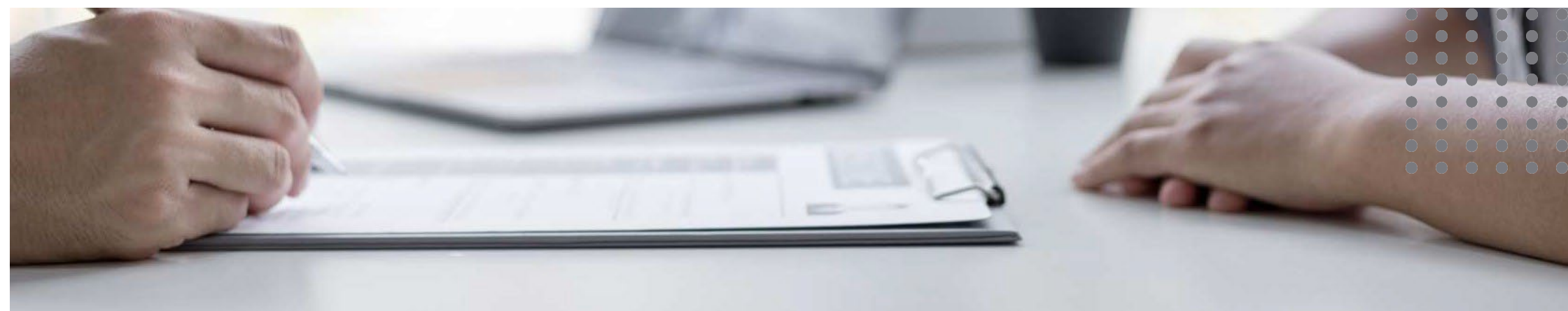
At Rullion, our purpose is to create a positive and lasting impact on people's careers, and we have the opportunity to take climate action and create social value through our business, company culture, and strategic partnerships.

Help in delivering the best service possible to our clients and also help in establishing relationships that drive change and forge a sustainable future.

Corporate Responsibility and Accountability

Rullion is on a journey to create a sustainable future and we want to ensure that journey is transparent, credible, impactful, and measurable. To ensure we achieve our aims, we partnered with carbon consultancy Enistic which calculates and tracks our carbon emissions in accordance with the GHG protocol.

To ensure we achieve our aims, we work with organisations and movements that reduce environmental impacts. In 2020 we joined the **Print Releaf scheme** which aimed at offsetting the environmental impact of deforestation caused by the production of paper.



The scheme, run through printing giants Xerox, was integrated with Rullion's internal printing system to automatically measure paper consumption and calculate how many trees were needed to manufacture the paper we use (one tree makes 8,333 sheets of A4 Paper). Print Releaf then balanced our deforestation emissions by planting new trees to replace the ones that were used to make the paper. So far, the scheme has planted 1.7 million trees and offset a total of 14.3 billion A4 pieces of paper, demonstrating the extent to which this project has had a lasting impact on the long-term future of our planet.

Our Carbon Reduction Targets

Rullion is committed to a 100% reduction in all scope 1, 2, and 3 emissions by 2050.

2050

All our emissions reductions will be primarily achieved through ambitious carbon reduction projects and offsetting carbon emissions will only be considered in cases of unavoidable emissions or residual emissions. Rullion will work with its partners to establish a yearly emission reduction target and this KPI will be integrated into our reporting system to ensure annual targets are met.

Emissions Categories

Currently, we measure all our scope 1 and scope 2 emissions following the GHG protocol, and we measure a subset of scope 3 emissions (PPN 06/21 requirement) following the Corporate Value Chain Scope 3 Standard.

GHG Scope	Emissions sources
Scope 1	Direct emissions resulting from sources that are owned and controlled by Rullion
Scope 2	Indirect emissions from purchase of electricity and onsite EV charging
Scope 3	Indirect emissions from other sources not included in Scope 1 and 2 categories



Rullion Carbon Reduction Plan - in accordance with requirements for PPN 06/21



Commitment to Net Zero

Rullion is committing to become Net Zero by 2050. Our carbon reduction goals align with the IPCC’s carbon reduction roadmap and we seek to go above & beyond where possible to achieve our goal.

This report sets out a Net Zero roadmap, detailing the strategies we have put in place to achieve this goal.

Emissions Comparison

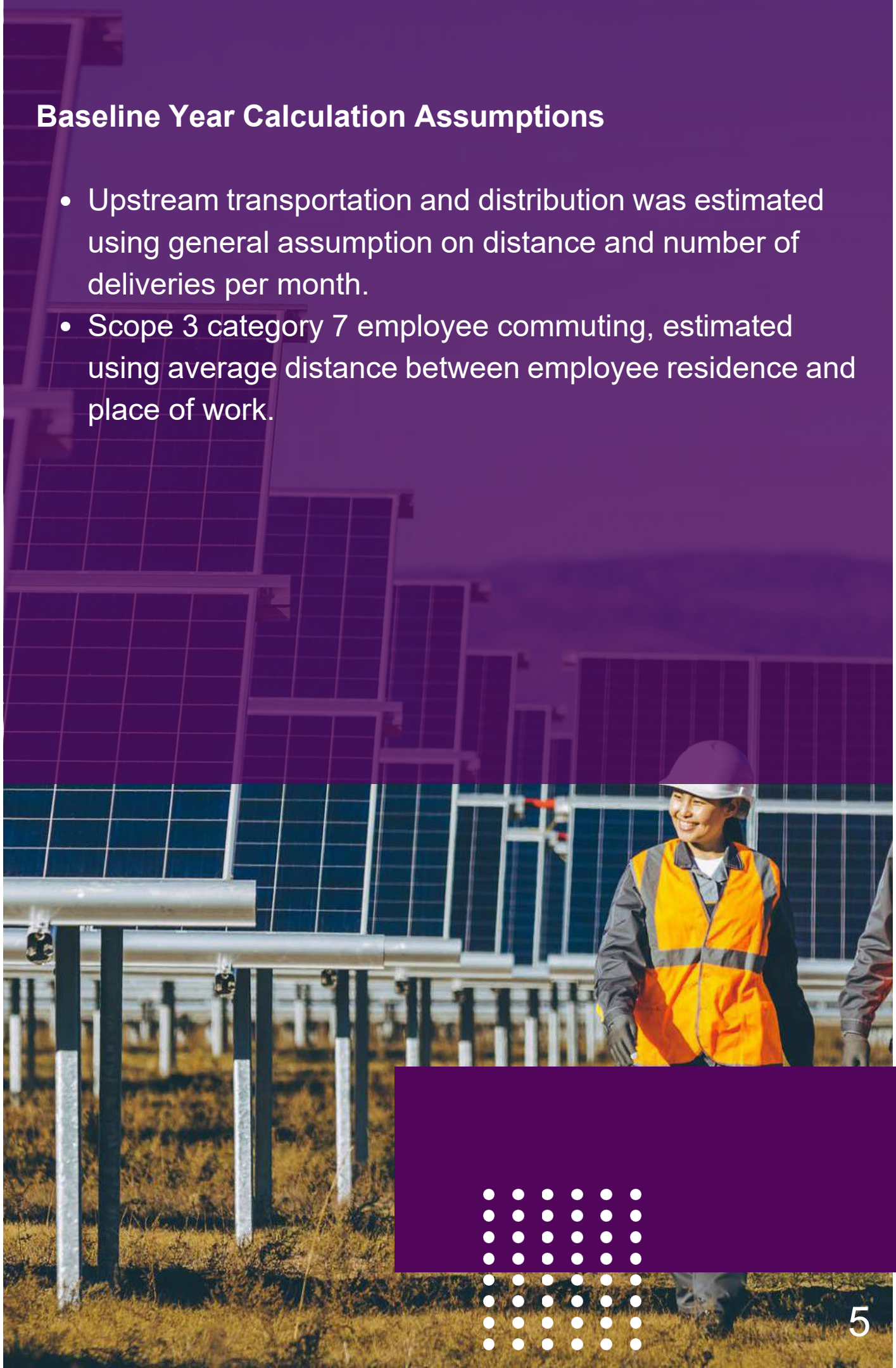
The table below shows both our baseline year January 2020 - December 2020 and reporting year January 2024 - December 2024 emissions. Baseline emissions are a record of the GHGs that have been produced in the past – before introducing any strategies to reduce emissions – and are the reference point against which emission reductions can be measured.

2020 was the first year where we had a complete GHG inventory, which is required for PPN 06/21 compliance. We acknowledge 2020 may not represent emissions from our full operations as it was impacted by COVID-19 but we are limited due to data unavailability for prior years.

Emissions	Total (tCO2e) for baseline period	Total (tCO2e) for previous period	Total (tCO2e) for reporting period	% Change baseline and reporting period
Scope 1	15	28.5	5.1	-66%
Scope 2	19	3.6	2.1	-89%
Scope 3 (Including Sources)	249	223.6	251.7	1%
Total Emissions	283	256	258.9	-8%

Baseline Year Calculation Assumptions

- Upstream transportation and distribution was estimated using general assumption on distance and number of deliveries per month.
- Scope 3 category 7 employee commuting, estimated using average distance between employee residence and place of work.



Emissions Breakdown

Scope 1	Total (tCO2e) for baseline period	Total (tCO2e) for previous period	Total (tCO2e) for reporting period	% change baseline and reporting period
1: Energy – Natural Gas	11	5.4	4.9	-55%
1: Company Transport	4	0.2	0.2	-95%
1: Air con gas replacement	-	22.9	-	-
Total Emissions Scope 1	15	28.5	5.1	-66%

Scope 2	Total (tCO2e) for baseline period	Total (tCO2e) for previous period	Total (tCO2e) for reporting period	% change baseline and reporting period
2: Energy – Electricity	19	3.3	1.9	-90%
2: Electric Cars	-	0.3	0.2	-
Total Emissions Scope 2	19	3.6	2.1	-89%

Scope 3	Total (tCO2e) for baseline period	Total (tCO2e) for previous period	Total (tCO2e) for reporting period	% change baseline and reporting period
3.03: Fuel and Energy Related Actives	-	6.1	19.5	-
3.04: Deliveries (Upstream)	1	35.7	21.1	2010%
3.05: Waste generated in operations	2	0	0.1	-95%
3.06: Business Travel	8	46.7	61.6	670%
3.07: Commuting and Home-working	237	125.7	149.3	-37%
3.09: Deliveries (Downstream)	-	9.4	0.1	-
Total Emissions Scope 3	249	223.6	251.7	1%

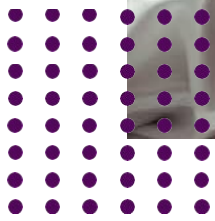
	Baseline period	Prior reporting period	Reporting period
Total Emissions	282 tCO2e	256 tCO2e	259 tCO2e

Emission Reduction Targets

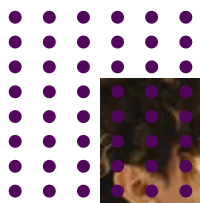
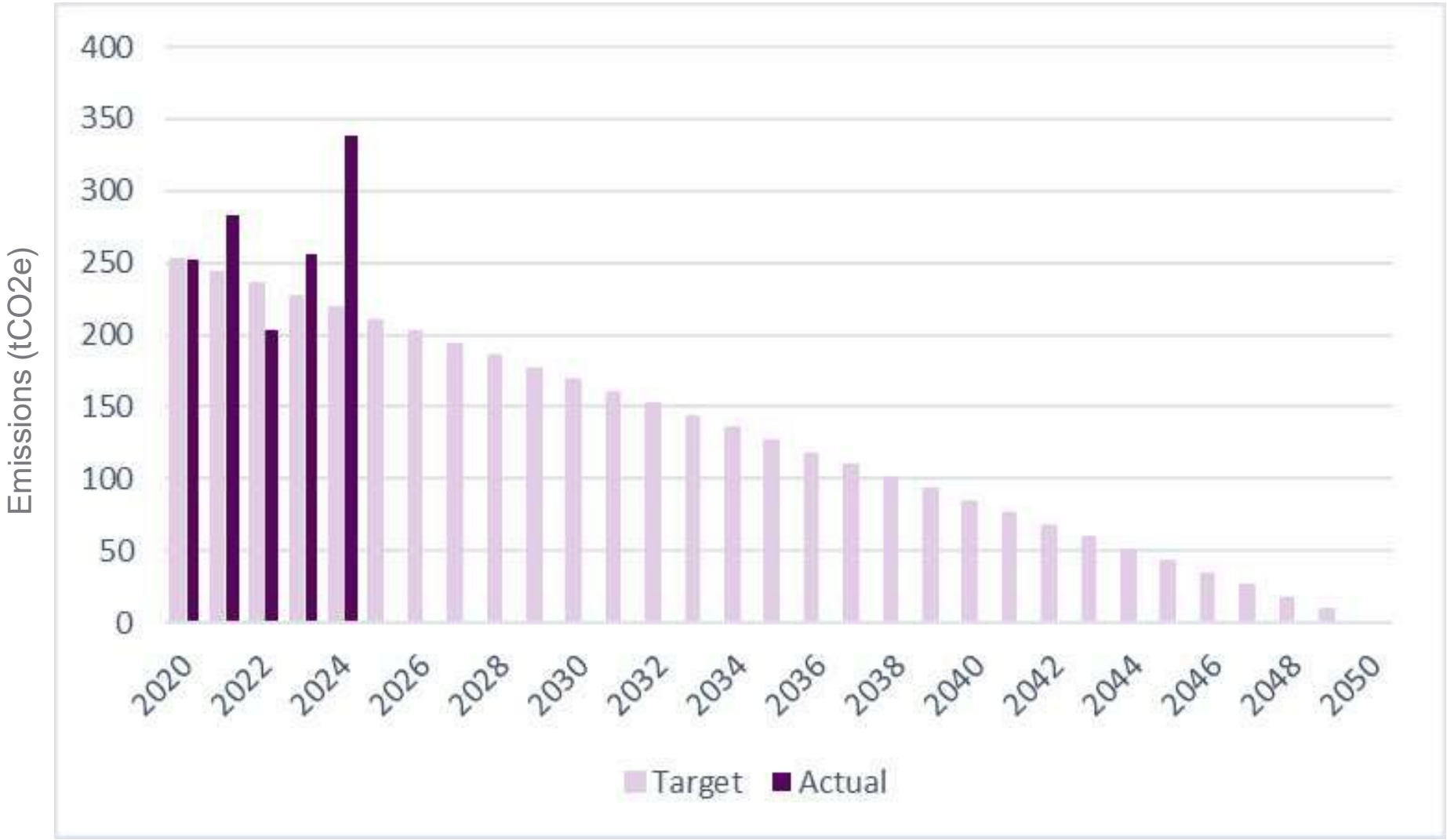
At Rullion, we are committed to achieving our goal of reaching Net Zero by 2050.

We anticipate achieving an annual decrease in emissions from our baseline year, culminating in reaching net zero emissions by 2050. Preceding the baseline year, our organisation meticulously monitored scope 1 and 2 emissions. Subsequently, we extended our tracking efforts to encompass a subset of scope 3 emissions.

The graph on the right illustrates a comparison between our target and actual emissions. The target emissions exhibit a linear decline, representing the minimum reductions required to attain net zero status. The actual emissions reflect the recorded data since 2020. At present, our progress aligns with the projected trajectory, affirming our capability to meet the 2050 target.



2050 Emissions: Predicted vs Target



Year	2020	2024	2030
Target	252 tCO2e	218 tCO2e	168 tCO2e
Actual	252 tCO2e	338 tCO2e	

Completed Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented before the 2020 baseline.

Purchase of 100% renewable electricity

In 2020, Rullion switched to using 100% renewable energy suppliers for all its offices. The energy providers supplied Rullion with green energy certificates ensuring the energy we purchase is from renewable sources, as per the Green House Gas Protocol Scope 2 Guidance. Rullion acknowledges that it cannot control the proportion of green energy that is being supplied to the national grid, but this project aims to send a message to the wider industry that we aim to avoid using electricity generated from fossil fuels.

Tracking our carbon footprint

Rullion is working with Enistic Ltd to keep track of our carbon emissions. This enables us to understand the major sources of emissions within our business operations and helps us identify where emission reduction measures should be introduced. With the help of our partners, we have also been complying with the government's SECR scheme.

Increased use of video conferencing

Our operations often require employee travel to client locations. However, our normal practices were significantly affected by covid-19 leading to alternative forms of client liaising. We currently encourage all our staff to use video conferencing instead, reducing the need to use cars and planes which helps in reducing emissions from our activities.

Benchmarking carbon reduction achieved during Covid - 19

The pandemic caused significant disruption to the way we conducted business. However, it also provided an opportunity to rethink our practices. We travelled less and promoted video conferencing for all meetings. As a result, we were able to reduce our operational emissions by 11%. This reduction of emissions will be benchmarked and we commit to rethink our practices.

Cumbria Office Waste Separation

At our Cumbria office, we have transitioned from employing a single general waste bin to adopting a dual-bin system, segregating general waste from recyclable materials. This strategic initiative has yielded favorable outcomes within our office environment.



Completed Carbon Reduction Projects

Replace lights with LEDs at our Cumbria office

As per our commitment in the last report we have delivered on this in 2022 saving more than 0.2 tonnes of CO2e. LED lighting is superior to other types (such as incandescent and fluorescent lighting), outperforming them in nearly every aspect. The most significant benefits are its extremely low power consumption, and its lifespan – LEDs have a lifespan many times that of both incandescent and fluorescent lighting types.

Replaced desktops with laptops

An average desktop uses 746 kWh of energy each year requiring more power than a refrigerator which only uses 500 kWh. Hence we aimed at reducing the number of desktops used by our employees and started replacing them with laptops. Desktop computers create a large amount of landfill waste and create significant pollution during manufacturing. Even though Rullion does not influence the production of desktops we chose to change to an alternative product that consumes less energy than standard desktops.

Benchmarking carbon reduction achieved during Covid - 19

The pandemic caused significant disruption to the way we conducted business. However, it also provided an opportunity to rethink our practices. We travelled less and promoted video conferencing for all meetings. As a result, we were able to reduce our operational emissions by 11%. This reduction of emissions will be benchmarked and we commit to rethink our practices.

Sustainable sourcing

We carefully consider where our materials, products and services are sourced from and the organisations we partner with, this therefore ensures we have a positive social, economic and environmental impact.

We partner with From Babies with Love (FBWL). This is a remarkable social enterprise that offers beautifully crafted, ethically sourced gifts. Additionally, 100% of their profits go towards supporting partner charities dedicated to helping orphaned and abandoned children around the world. With support from us, we have made a difference to the lives of over 46,000 children across more than 45 countries.

In 2022, Ethstat Ethical Stationary helped us to design and fit out our Head Office, Trafalgar House, in which the majority of the furniture was made using sustainable UK manufacturers. In the procurement process, they were able to help four homeless or ex-offenders gain work training and their CSCS cards. The proceeds also helped social projects in Croydon and Manchester, like Feed My City, and several other nursing homes in Manchester. All furniture was assembled, on-site, by Kevin and his homeless team. Our bar stools and Velvet Meeting Chairs are entirely free of single-use plastics and were built in the UK. Our meeting room tables were made in Nottingham and Leicester from FSC certificated manufacturers, and all of our operator chairs were manufactured in the UK, completely plastic-free.

As part of our reward and recognition scheme we purchase chocolate gifts from Love Cocoa - Love Cocoa produce delicious, high-quality chocolate in an ethical and sustainable way. Their mission is to drive positive change within the chocolate industry, creating chocolate that is loved by people and the planet alike.



Completed Carbon Reduction Projects

Train and advise staff on energy-efficient work practices

When it comes to reducing carbon emissions, having our team on the same page could go a long way. We understand running a staff awareness campaign could be a great way to encourage more environmentally friendly behaviour. Having staff reduce emissions in this way is also likely to reduce usage costs.

Campaign elements could include educational and persuasive materials such as posters; stickers on or near equipment such as thermostats, computers, printers, light switches and machines which will remind staff of eco-friendly usage practices; and competitions with attractive prizes for people, departments or sites that have the lowest and/or most improved carbon footprint (or intensity). We expect to save 24 tonnes of CO2e from this project.

Cumbria Office recycling bins

Recycling bins have been installed outside the Cumbria Office. This will reduce the amount of general waste and the volume ending up in landfill sites, therefore lowering the carbon footprint associated with this.



Staff volunteering

Throughout 2024, we took part in several volunteer projects, partnering with the community to address local environmental challenges.

Review Cumbria boiler operation

As per our ESOS Phase 3 recommendations, we have reviewed the operation of the boiler in our Cumbria office to ensure it is only on as necessary. This will decrease our gas consumption, thus reducing our greenhouse gas emissions.



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 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 the Streamlined Energy and Carbon Reporting (SECR) requirements, and the subset of Scope 3 emissions have been reported in accordance with the published 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 for Rullion.

Signed



Position

CEO

Date

19th May 2025

