CARBON REDUCTION PLAN

Publication date: 07 September 2026

Commitment to achieving Net Zero

Gravitas Recruitment Group Limited is committed to achieving Net Zero greenhouse gas (GHG) emissions by 2045.

This Carbon Reduction Plan has been updated following completion of our 2025 GHG emissions assessment, undertaken independently by Greenly, a specialist third-party carbon accounting provider, and prepared in line with the GHG Protocol. The 2025 assessment uses the same expanded reporting boundary introduced in 2024, so the 2024 and 2025 figures in this Plan are directly comparable (see "A note on scope and comparability" below).

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past, prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction is measured.

Baseline Year: 2024 (restated baseline — first full year on our current, expanded reporting boundary)

Baseline year emissions (2024 — current reporting boundary):

Emissions	Total (tCO2e)
Scope 1	11
Scope 2	176
Scope 3 (Included Sources)	1,687 — Purchased goods & services (1,252), Capital goods (149), Fuel- and energy-related activities (48), Upstream transportation & distribution (0.4), Waste generated in operations (11), Business travel (138), Employee commuting (89)
Total Emissions	**1,874**

A note on scope and comparability

Gravitas Recruitment Group Limited first published a Carbon Reduction Plan in September 2023, using 2022 as its baseline year. That original assessment covered only Scope 1, Scope 2, and three Scope 3 categories (employee commuting and travel, waste in operations, and business travel), giving a total of 148.4 tCO2e.

From 2024 onward, our GHG assessments — both conducted independently by Greenly — use a significantly wider set of emissions categories, set out in the table below.

Scope	Category	Status
Scope 1	Transportation of materials, products, waste & employees; Fugitive emissions	Included
Scope 2	Purchased electricity	Included
Scope 3.1	Purchased goods and services	Included
Scope 3.2	Capital goods	Included
Scope 3.3	Fuel- and energy-related activities	Included
Scope 3.4	Upstream transportation and distribution	Included
Scope 3.5	Waste generated in operations	Included
Scope 3.6	Business travel	Included
Scope 3.7	Employee commuting	Included

Because the 2022 figure was calculated on a narrower boundary that excluded purchased services, capital goods, digital/energy-related activities and upstream transport, it is not directly comparable to 2024 and later figures, and a year-on-year comparison against it would substantially overstate emissions growth. We have therefore adopted 2024 — the first full year assessed on our current, complete reporting boundary — as our baseline year for the purpose of setting and tracking future reduction targets. The original 2022 figures are retained above for historical reference and audit continuity only.

Current Emissions Reporting

Reporting Year: 2025

Emissions were assessed independently by Greenly in line with the GHG Protocol (GWP100), covering the period January 2025 to December 2025, based on accounting data, an employee survey, buildings data, and business travel/vehicle fuel activity data. 14% of emissions were calculated using activity data, with the remainder derived from financial/expenditure data.

Emissions	Total (tCO2e)
Scope 1	23
Scope 2	76
Scope 3 (Included Sources)	1,389 — Purchased goods & services (1,186), Capital goods (74), Fuel- and energy-related activities (24), Upstream transportation & distribution (0.6), Waste generated in operations (14), Business travel & commuting (100), Employee commuting included above
Total Emissions	**1,500 (reported as 1.5k tCO2e)**

Emissions per employee (101 employees)	15 tCO2e / employee
Emissions per £M revenue (£35M revenue)	42 tCO2e / £M

Employee numbers (101) and revenue (£35M) for 2025 are both lower than reported for 2024 (172 employees, £41M revenue), reflecting organisational changes during the year. This should be borne in mind when comparing per-employee and per-revenue intensity metrics year-on-year.

The largest contributors to our 2025 footprint are purchased services (72% of total emissions), energy consumption (7.7%), digital activities (7.1%), and travel and commuting (6.7%).

Emissions Reduction Targets

Gravitas Recruitment Group Limited remains committed to achieving Net Zero by 2045, tracked against our 2024 baseline of 1,874 tCO2e.

In 2025 — our first full year of progress against this baseline — total emissions fell to 1,500 tCO2e, a 20% reduction against the 1,874 tCO2e baseline. This is substantially ahead of the 6.3% interim reduction (to approximately 1,757 tCO2e) targeted in our previous Carbon Reduction Plan.

In line with the levels of ambition required by the Paris Agreement (a sustained annual reduction of 3–7%, depending on sector), and reflecting our stronger-than-planned 2025 progress, we have revised our forward targets as follows:

- 2027 revised target: a further reduction to approximately 1,250 tCO2e (33% cumulative reduction from the 2024 baseline).
- 2030 target: at least a 50% reduction from the 2024 baseline, to approximately 937 tCO2e, consistent with a Science Based Targets-aligned trajectory and the 2015 Paris Agreement goal of a 50% reduction in GHG emissions between 2020 and 2030.
- 2045 target: Net Zero, with any residual, non-abatable emissions addressed through certified carbon removal and avoidance projects.

Projected emissions reduction trajectory:

Year	Total Emissions (tCO2e)	Cumulative reduction vs 2024 baseline
2024 (restated baseline)	1,874	—
2025 (actual)	**1,500**	**20% — ahead of schedule**
2027 (revised target)	1,250	33%
2030 (target)	937	50%
2035 (target)	470	75%
2040 (target)	235	87%
2045 (target)	Net Zero	100%

Progress against these targets will continue to be tracked annually as part of our ongoing independent GHG assessment with Greenly, and reported in future updates to this Carbon Reduction Plan.

Carbon Reduction Projects

Completed carbon reduction initiatives

The following environmental management measures have been completed or embedded into our operations:

- All waste generated is recycled where possible to reduce landfill.
- Virtual meeting platforms are used to minimise the need for business travel.
- Home working options across teams, reducing commuting-related emissions.
- Use of public transport is encouraged for business travel.
- Use of online resources and Docusign in place of printed materials wherever possible.
- Promotion of salary sacrifice schemes, including cycle-to-work.

Planned actions, informed by our 2025 Greenly assessment

Having identified purchased services, energy, digital activity, and travel/commuting as our largest emissions sources, we plan to implement the following actions:

- Purchased services (72% of emissions): introduce carbon impact conditions into our procurement policy and engage key suppliers to obtain supplier-specific emission factors, prioritising suppliers with credible climate commitments.
- Energy (7.7% of emissions): implement an energy savings programme (e.g. LED lighting, presence-based lighting controls), continue our policy of turning off lighting outside operating hours, and evaluate on-site renewable energy generation where feasible.
- Digital (7.1% of emissions): migrate remaining on-premises infrastructure to low-carbon cloud hosting and work with cloud providers to optimise usage against its carbon footprint.
- Travel and commuting (6.7% of emissions): favour direct, economy-class flights, limit business/first-class travel, and further promote a company mobility plan covering commuting and business travel.
- Waste: run employee awareness campaigns on the environmental impact of waste to reinforce existing recycling practices.
- Data quality: increase the proportion of emissions calculated from activity data (14% in 2025, down from 24% in 2024) rather than expenditure-based estimates, to improve the precision of future assessments and target-setting.
- Engagement: communicate the results of this assessment to all teams, engage our supply chain on their own climate maturity, and continue annual employee climate training.

Climate Change Risk Assessment

Gravitas Recruitment Group Limited has not yet completed a standalone, documented climate change risk assessment covering its specific operations, premises and supply chain.

As a first step in our climate strategy, we have completed independent Greenhouse Gas (GHG) Emissions Assessments for 2024 and 2025 in line with the GHG Protocol Corporate Standard, covering Scope 1, Scope 2, and material Scope 3 categories.

Building on this baseline, we remain committed to undertaking a formal, documented climate change risk assessment covering both physical risks and transition risks, with completion targeted within the next 12 months. Findings will be integrated into our wider risk management framework.

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 Protocol Corporate Standard, and use the appropriate UK Government emission conversion factors for greenhouse gas company reporting where relevant.

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) Standard.

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

Signed on behalf of Gravitas Recruitment Group: Jonathan Ellerbeck (Sep 21, 2026 12:15:31 GMT+1) ....

Date: 21/09/2026 ....

Gravitas Recuitment Group Carbon Reduction Plan 2026

Final Audit Report 2026-09-21

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