



**Sure Recruitment Group**

# Carbon Reduction Plan

**Co No: SC471741**

Brook St Business Hub, 117 Brook Street,  
Glasgow. G40 3AP

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## Organisation Details

Sure Recruitment Group

Company Number: SC471741

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Publication Date: 29<sup>th</sup> August 2025



## Table of Contents

Organisation Details.....	1
Publication Date: 29 <sup>th</sup> August 2025.....	1
1. Introduction:.....	3
2. UK boundaries .....	4
3. Descriptive information .....	5
4. Commitment to Achieving Net Zero by 2050.....	6
Description of methodologies and data used.....	6
5. GHG emissions data .....	7
Analysis of Baseline Emissions.....	9
Observations:.....	10
6. GHG emissions data (Submission Year 1st Jan 2024 to 31 <sup>st</sup> Dec 2024) .....	10
Zero Emissions Reasons: Organisational Activities Currently Out of Scope (and Inherent in 2024 Data) .....	11
7. Carbon Reduction Targets .....	12
8. Carbon Reduction Initiatives.....	13
9. Declaration and Sign Off .....	17



## 1. Introduction:

Sure Recruitment Group, a leading recruitment service known for its "hands-on, common sense" approach and "best in class compliance, expert consultants and up to date technology," is dedicated to partnering with clients and candidates across the food & drink, industrial & warehouse, logistics & driving sectors. We pride ourselves on providing 24/7 workforce solutions and finding the best opportunities for professionals, for temporary, contract or permanent placements.

In line with our commitment to responsible business practice and upholding ethical standards, Sure Recruitment Group is proud to present its inaugural Carbon Reduction Plan (CRP). This comprehensive document outlines our strategic pathway and steadfast commitment to achieving Net Zero greenhouse gas (GHG) emissions across our entire value chain by 2050.

This CRP serves as a fundamental pillar of our corporate sustainability strategy, detailing our baseline emissions from 2024, setting ambitious science-based near-term and long-term targets, and outlining the specific initiatives we will implement to reduce our environmental impact. It reflects our dedication to not only fulfilling our operational responsibilities but also contributing positively to global climate action.

Crucially, this Carbon Reduction Plan has been meticulously integrated into our broader governance framework. We have updated key company policies, including our **Environmental Policy (Policy Number 12)**, **Health & Safety Policy (Policy Number 8)**, **Whistleblowing Policy (Policy Number 9)**, **Modern Slavery Policy (Policy Number 33)**, and **Anti-bribery and Corruption Policy (Policy Number 5)**. This ensures that our commitment to carbon reduction is embedded across all facets of our operations, from ethical conduct and supply chain management to health and safety and overall environmental stewardship, fostering a holistic and consistent approach to responsible business.



## 2. UK boundaries

This Carbon Reduction Plan covers the following sites within Sure Rec's operational control:

Site	Estate Size (m <sup>2</sup> )	% of Total Estate Size	Description	Tenure	Included in this Report
Glasgow: David Dale House, 159 Broad Street, Glasgow. G40 2QR	210 sq metres	50%	Base Operations	Leased	Yes
Belfast : Jennymount Business Park, North Derby Street. Belfast. BT15 3HN	98 sq metres	23%	Recruitment Office	Leased	Yes
Coatbridge : Arca Business Centre, Calder House, South Caldeen Road, Coatbridge ML5 4EG	42 sq metres	10%	Recruitment Office	Leased	Yes
Livingston 5 Fleming Rd, Kirkton Campus, Livingston Village, Livingston EH54 7BN	69 sq metres	17%	Recruitment Office	Leased	Yes
<b>Total Applicable Estate Size</b>	419 sq metres	<b>100%</b>			
Total Estate Size (including out of scope)	419 sq metres	100%			
Number of Sites	4				



## Descriptive information

Inventory Details	Scope of Reporting
Company name	Sure Recruitment Group
Description of the company	Temporary and Permanent placement agency.
Chosen consolidation approach (equity share, operational control or financial control)	Operational & Financial control
Description of the businesses and operations included in the company's organisational boundary	Glasgow: Headquarters Livingston: Branch Belfast: Branch Coatbridge: Branch
Reporting period covered	1 <sup>ST</sup> January 2024 to 31 <sup>ST</sup> December 2024
List of Scope 3 activities included in the report	Water/Wastewater, Business travel, Employee Commute, Air travel, Homeworking, Hotel Stay
List of Scope 1, Scope 2, and Scope 3 activities excluded from the report with justification for their exclusion	Scope 3 – Upstream & Downstream Transportation & Distribution as these do not fall in our current activities.
The year chosen as base year and rationale for choosing the base year <sup>1</sup>	1 <sup>ST</sup> January 2024 to 31 <sup>ST</sup> December 2024

<sup>1</sup> If a company has different base years for different scopes, base year information should be provided separately for each scope. Establishing a base year is required for scope 1 and 2 emissions, and required for scope 3 emissions when companies choose to track performance or set a reduction target.



### 3. Commitment to Achieving Net Zero by 2050

Sure Recruitment Group is committed to a science-based approach to reducing its carbon emissions. This plan sets a clear pathway for the company to achieve Net Zero emissions by 2050 in line with global climate goals.

Description of methodologies and data used

Scope	Methodologies used to calculate or measure emissions, providing a reference or link to any calculation tools used
Scope 1	N/A
Scope 2	Purchased Electricity & Gas Monthly bills kWh

Scope and category	Description of the types and sources of data used to calculate emissions	Description of the data quality of reported emissions	Description of the methodologies, allocation methods, and assumptions used to calculate emissions
Category 1: Purchased goods and services	N/A	N/A	N/A
Category 2: Capital goods	N/A	N/A	N/A
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2) Water & Wastewater	Rented Premises	Monthly bills	m <sup>3</sup>
Category 4: Upstream transportation and distribution	N/A	N/A	N/A
Category 5: Waste generated in operations	Rented premises	Average from Cambridge study	Assumption that collected container weight (1100 litres) is 87.8kg (from Cambridge study)
Category 6: Business travel	Appointments	Journey refunds	Refund slips
Category 7: Employee commuting	Attendance	Journey records	In miles from various modes of commute
Category 8: Upstream leased assets	N/A	N/A	N/A

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#### 4. GHG emissions data

- **Baseline Period:** 1<sup>ST</sup> January 2024 to 31<sup>st</sup> December 2024
- **Reporting Period:** 1<sup>ST</sup> January 2024 to 31<sup>st</sup> December 2024

	Baseline 1st January 2024 to 31st December 2024
Scopes and categories	Tons CO <sub>2</sub> e
<b>Scope 1:</b> Direct emissions from owned/controlled operations	0.00
<b>Scope 2:</b> Indirect emissions from the use of purchased electricity	7.58
<b>Scope 2:</b> Indirect emissions from the use of purchased Gas	7.33
<b>Scope 3: Emissions</b>	
Category 1: Purchased goods and services	0.00
Category 2: Capital goods	0.00
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2) Water & Wastewater	0.04
Category 4: Upstream t&d	0.00
Category 5: Waste generated in operations	0.13
Category 6: Business travel - Land	4.35
Category 6: Hotel Stay	0.05
Category 7: Employee commuting	2.49
Category 7: Work From Home	0.04
Category 7: Healthcare Commute	1.98
Category 8: Upstream Leased Assets - Vehicles	0.00
Category 9: Downstream t&d	0.00





Scopes		
	Scope 1	0.00
	Scope 2	14.91
	Scope 3	9.08
	Total Emissions	23.99

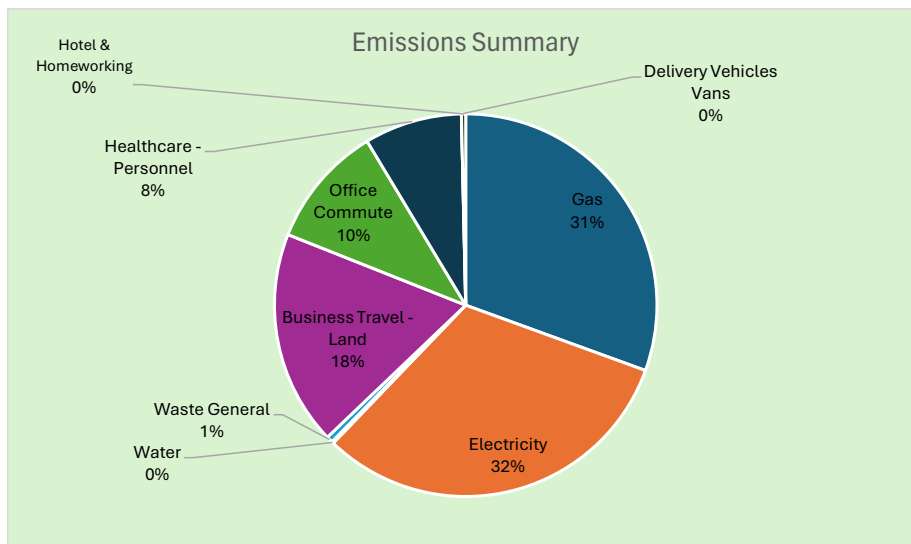


Figure 1



## Analysis of Baseline Emissions

**Baseline Period:** 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024

The baseline emissions data for Sure Recruitment Group, covering the period from 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024, provides a comprehensive initial snapshot of the organisation's carbon footprint. During this period, the total reported emissions amounted to **23.99 tonnes of CO<sub>2</sub>e**. This baseline is crucial for establishing a reference point against which future emission reductions will be measured, guiding the company's decarbonisation strategies towards its Net Zero by 2050 commitment.

### Key Observations by Scope:

- **Scope 1: Direct Emissions (0.00 tonnes CO<sub>2</sub>e)** As indicated, Sure Recruitment Group reported zero direct emissions during the baseline period. This signifies that the company did not own or control any emission sources that would typically fall under Scope 1, such as company-owned vehicles or on-site combustion of fossil fuels for heating or electricity generation. This is a positive starting point, as it means the organisation does not have to tackle significant direct operational emissions in its initial reduction efforts.
- **Scope 2: Indirect Emissions from Purchased Energy (14.91 tonnes CO<sub>2</sub>e)** Scope 2 emissions represent the largest portion of Sure Recruitment Group's baseline footprint, totalling **14.91 tonnes of CO<sub>2</sub>e**. This category primarily comprises emissions from the consumption of purchased electricity (7.58 tonnes CO<sub>2</sub>e) and purchased gas (7.33 tonnes CO<sub>2</sub>e). The near equal contribution from electricity and gas highlights that energy consumption for office heating and lighting across the company's branches is a significant area for focused carbon reduction initiatives. Strategies in this area could include improving energy efficiency, exploring renewable energy tariffs, or upgrading to more energy-efficient equipment.
- **Scope 3: Other Indirect Emissions (9.08 tonnes CO<sub>2</sub>e)** Scope 3 emissions, while smaller than Scope 2, contribute a notable **9.08 tonnes of CO<sub>2</sub>e** to the total baseline. This category captures a range of indirect emissions from Sure Recruitment Group's value chain, reflecting the broader impact of its operations.
  - **Business Travel (Land: 4.35 tonnes CO<sub>2</sub>e; Hotel Stay: 0.05 tonnes CO<sub>2</sub>e):** Business travel, particularly land-based journeys, is the most substantial Scope 3 contributor. This suggests that employee travel for client meetings, site visits, or inter-branch movements is a key area for intervention.
  - **Employee Commuting (2.49 tonnes CO<sub>2</sub>e) and Healthcare Commute (1.98 tonnes CO<sub>2</sub>e):** Emissions from employee journeys to and from work, including a specific category for healthcare commutes, collectively represent a significant portion of Scope 3. Encouraging sustainable transport options or flexible working arrangements could yield positive reductions here.
  - **Waste Generated in Operations (0.13 tonnes CO<sub>2</sub>e), Water & Wastewater (0.04 tonnes CO<sub>2</sub>e), and Work From Home (0.04 tonnes CO<sub>2</sub>e):** These categories contribute smaller but still important amounts to Scope 3. Reductions in these areas can be achieved through waste minimisation, efficient water usage, and optimising homeworking energy consumption.



- **Zero-Emitting Scope 3 Categories:** Categories such as Purchased Goods and Services, Capital Goods, Upstream T&D, Downstream T&D, and Upstream Leased Assets - Vehicles all reported zero emissions. This is consistent with a service-based organisation's current operational model and the specified exclusions within the "Scope of Works."

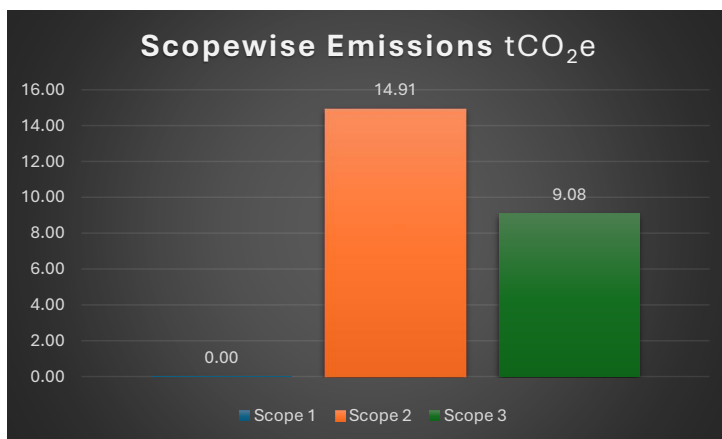


Figure 2

### Observations:

The baseline analysis clearly identifies purchased energy (Scope 2) and business travel and employee commuting (Scope 3) as the primary areas where Sure Recruitment Group can make the most immediate and impactful reductions. The absence of Scope 1 emissions simplifies the initial decarbonisation efforts, allowing the company to concentrate on indirect emissions. This detailed breakdown provides a robust foundation for developing targeted Carbon Reduction Initiatives and tracking progress against the Net Zero by 2050 objective.

### 5. GHG emissions data (Submission Year 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024)

Since this is our initial Carbon Reduction Plan our submission year and data is the same as Baseline year.



## Zero Emissions Reasons: Organisational Activities Currently Out of Scope (and Inherent in 2024-2025 Data)

Category	1 <sup>st</sup> January 2024 to 31 <sup>st</sup> December 2024	Zero Emissions Reason
Scope 1 Direct Emissions	0.00	Our operations for this reporting period did not involve direct emissions from owned or controlled sources, such as a company-owned vehicle fleet.
Scope 3 Category 1 & 2	0.00	Emissions from purchased goods and services, as well as capital goods, were calculated as zero for this reporting period.
Scope 3 Category 4: Upstream T&D	0.00	There were no emissions associated with the upstream transmission and distribution of purchased goods and services.
Scope 3 Category 9: Downstream T&D	0.00	No emissions were generated from the downstream transmission and distribution of sold products.
Activities, operations, or assets located outside of the United Kingdom	N/A	Emissions from these are excluded as this report focuses solely on Sure Rec's activities within the defined geographical boundaries of the United Kingdom.
Emissions from franchises or subsidiaries	N/A	These are excluded because such entities have separate legal identities and operational control from Sure Recruitment Group.



## 6. Carbon Reduction Targets

Sure Recruitment Group is committed to setting ambitious and credible carbon reduction targets in line with the Science Based Targets initiative (SBTi). The SBTi provides a framework for companies to set targets consistent with the latest climate science, aiming to limit global warming to 1.5°C above pre-industrial levels. By adopting this approach, Sure Recruitment Group ensures that its decarbonisation pathway is robust, transparent, and contributes effectively to global climate action.

### Methodology for Target Setting (SBTi Approach):

Our targets will be developed using the SBTi's latest criteria and recommendations for near-term and long-term target setting. This involves:

1. **Baseline Year Confirmation:** Confirming the 2024 (1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024) baseline emissions data as the starting point for all target calculations, as detailed in the "Analysis of Baseline Emissions".
2. **Scope Prioritisation:** Focussing reduction efforts primarily on Scope 2 and relevant Scope 3 categories, given their significant contribution to our baseline emissions. While Scope 1 is currently zero, we will ensure it remains so and account for any potential future direct emissions.
3. **Absolute Emissions Reduction:** Our targets will be set as absolute emissions reductions, meaning a reduction in total tonnes of CO<sub>2</sub>e regardless of business growth, thereby ensuring a true decrease in our environmental impact.
4. **Target Boundaries:** Ensuring the targets cover all operations within the organisational and geographical boundaries defined in our "Scope of Works".

### Near-Term Targets (2025-2030):

Sure Recruitment Group commits to the following near-term targets, aiming for significant reductions in our most material emission sources within the next 5 to 10 years. These targets are designed to be consistent with a 1.5°C trajectory.

- **Overall Reduction Goal:** Achieve a **42% absolute reduction** in Scope 2 and Scope 3 (categories 3, 5, 6, 7) GHG emissions by the end of 2030, from a 2024 baseline. This translates to an approximate annual reduction of **8.4%**.
  - **Scope 2 Target:** Reduce absolute Scope 2 GHG emissions by **42% by the end of 2030** from a 2024 baseline. This means reducing our purchased electricity and gas emissions from 14.91 tonnes CO<sub>2</sub>e to approximately **8.65 tonnes CO<sub>2</sub>e** by 2030.
    - **Year-on-Year Reduction (Scope 2):** To achieve this, we aim for an average annual reduction of approximately **1.26 tonnes CO<sub>2</sub>e** for Scope 2.
  - **Scope 3 Target (Key Categories):** Reduce absolute Scope 3 GHG emissions from relevant categories (Water & Wastewater, Waste Generated in Operations, Business Travel, Employee Commuting, Work From Home, Healthcare Commute) by **42% by the end of 2030** from a 2024 baseline. This means reducing these emissions from 9.08 tonnes CO<sub>2</sub>e to approximately **5.27 tonnes CO<sub>2</sub>e** by 2030.



- **Year-on-Year Reduction (Scope 3 Key Categories):** To achieve this, we aim for an average annual reduction of approximately **0.63 tonnes CO2e** for these key Scope 3 categories.
- **Targeted Initiatives for Near-Term:** Efforts will focus on enhancing energy efficiency across all offices, switching to renewable energy tariffs where feasible, promoting sustainable business travel practices (e.g., increased use of public transport, virtual meetings), and encouraging greener commuting options for employees.

#### **Long-Term Target (By 2050):**

Sure Recruitment Group commits to achieving **Net Zero GHG emissions across its entire value chain by 2050** from a 2024 baseline. This long-term target encompasses all Scope 1, Scope 2, and all relevant Scope 3 emissions.

- **Scope 1:** Maintain zero Scope 1 emissions, or actively offset any unavoidable direct emissions if operational changes introduce them in the future.
- **Scope 2 & 3:** Achieve at least a **90% absolute reduction** in Scope 2 and all relevant Scope 3 emissions by 2050, with any residual emissions (no more than 10% of the baseline) being neutralised through certified carbon removal projects.
- **Targeted Initiatives for Long-Term:** This will require ongoing innovation in energy management, supply chain engagement to reduce upstream emissions, further development of sustainable travel and remote working policies, and exploration of advanced decarbonisation technologies and practices as they become available.

These targets demonstrate Sure Recruitment Group's dedication to playing its part in addressing climate change and building a sustainable future.

## **7. Carbon Reduction Initiatives**

To support our science-based targets and drive meaningful decarbonisation, Sure Recruitment Group is implementing a comprehensive set of carbon reduction initiatives. These initiatives are strategically aligned with our near-term and long-term goals, focusing on our most significant emission sources as identified in the baseline analysis. Our approach prioritises energy efficiency, sustainable practices, and continuous engagement with our employees and stakeholders.

### **I. Scope 2: Energy Consumption Initiatives (Targeting ~1.26 tonnes CO2e annual reduction)**

Given that Scope 2 emissions (purchased electricity and gas) represent the largest portion of our baseline, these initiatives are paramount:

1. **Energy Efficiency Upgrades:**
  - **LED Lighting Rollout:** Replace all conventional lighting fixtures with energy-efficient LED alternatives across all UK offices by the end of 2026. This will significantly reduce electricity consumption and associated emissions.



- **Smart Thermostat Installation:** Install smart thermostats in all office locations to optimise heating and cooling schedules, ensuring energy is not wasted outside of operational hours and during periods of low occupancy.
- **Appliance Efficiency:** Procure only energy-star rated or equivalent high-efficiency office equipment (e.g., computers, monitors, printers, kitchen appliances) for all new purchases and replacements.
- **Building Fabric Assessment:** Conduct an assessment of office insulation and window efficiency by 2027 to identify potential areas for improvement, particularly for leased properties where influence is possible.

## 2. Renewable Energy Procurement:

- **Green Energy Tariffs:** Actively switch all electricity supply contracts to 100% renewable electricity tariffs across all UK offices by 2028, where commercially viable and available. This is a critical step to decouple our operations from fossil fuel-derived electricity.
- **Supplier Engagement:** Engage with landlords of leased properties to explore options for influencing or adopting renewable energy sources for shared building services.

## 3. Behavioural Change Programmes:

- **"Switch Off" Campaign:** Implement a continuous internal campaign to encourage employees to switch off lights, monitors, and unplug chargers at the end of the day and when leaving rooms.
- **Energy Monitoring:** Display regular updates on energy consumption and associated emissions in common areas to raise awareness and foster a culture of energy saving.

## II. Scope 3: Value Chain Initiatives (Targeting ~0.63 tonnes CO2e annual reduction for key categories)

Our Scope 3 initiatives focus on reducing emissions from business travel, employee commuting, waste, and engaging with our supply chain.

### 1. Business Travel (Land & Hotel Stay) Reduction:

- **Virtual Meeting Prioritisation:** Implement a "virtual-first" policy for internal meetings and encourage its use for external client interactions where in-person attendance is not essential. Invest in robust video conferencing infrastructure.
- **Public Transport Incentives:** Promote and incentivise the use of public transport (trains, buses) for business travel over private vehicles, where practical. This could include subsidised tickets or easy expense claims.



- **Optimised Travel Planning:** Encourage consolidated travel where multiple appointments can be grouped into single journeys, reducing overall mileage.
- **Eco-Friendly Accommodation:** Prioritise hotels with verifiable sustainability credentials for essential overnight stays.

## 2. Employee Commuting & Work From Home Optimisation:

- **Cycle to Work Scheme:** Actively promote and expand participation in the Cycle to Work scheme, providing facilities such as secure bike storage and changing rooms where possible.
- **Public Transport Information:** Provide easily accessible information on public transport routes and ticketing options for all office locations.
- **Car-Sharing Promotion:** Facilitate and encourage car-sharing initiatives among employees where appropriate.
- **Flexible Working Policies:** Continue to support and refine flexible and hybrid working policies to reduce daily commuting, whilst ensuring the associated "Work From Home" emissions are monitored.
- **Sustainable Travel Awareness:** Run workshops or information sessions on the benefits of sustainable commuting and provide resources for employees to plan greener journeys.

## 3. Waste Generated in Operations Reduction:

- **Enhanced Recycling Programmes:** Implement clear and accessible recycling stations for paper, plastics, glass, and food waste in all offices. Ensure robust waste segregation protocols are in place.
- **Waste Minimisation:** Encourage digital-first practices to reduce paper consumption, and promote reusable items (e.g., water bottles, coffee cups) among staff.
- **Composting Initiatives:** Explore composting solutions for organic waste in offices where feasible.

## 4. Supply Chain Engagement:

- **Sustainable Procurement Policy:** Develop and implement a sustainable procurement policy that prioritises suppliers with strong environmental credentials, lower carbon footprints, and ethical practices.





- **Reduced Packaging Focus:** Work actively with office suppliers to encourage the use of minimal, reusable, or recyclable packaging for deliveries, reducing waste and associated transportation emissions.
- **Supplier Collaboration:** Engage with key suppliers to understand their own carbon reduction efforts and explore opportunities for collaborative initiatives to reduce emissions throughout the value chain.

### III. Data Monitoring & Reporting:

- **Continuous Data Collection:** Establish a robust system for continuous monitoring and collection of emissions data across all relevant scopes and categories, ensuring accuracy and consistency.
- **Regular Progress Reviews:** Conduct quarterly internal reviews of progress against near-term targets, identifying successes and areas needing further attention.
- **Annual Reporting:** Publish an annual update on the Sure Recruitment Group's Carbon Reduction Plan, detailing emissions performance, initiative implementation, and future plans.

These initiatives represent Sure Recruitment Group's proactive approach to achieving its carbon reduction targets and contributing to a more sustainable future.



## 8. 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<sup>2</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>3</sup>.

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<sup>4</sup>.

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

*Signed on behalf of Sure Recruitment Group:*

**Signature:** Stevie Thompson

**Commented [ak1]:** Sign here.

**Name:** Stevie Thompson

**Position:** Director

**Company:** Sure Recruitment Group

**Date of signature:** 29<sup>th</sup> August 2025

- This should be read in conjunction with Policies.

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<sup>2</sup><https://ghgprotocol.org/corporate-standard>

<sup>3</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>4</sup><https://ghgprotocol.org/standards/scope-3-standard>



## **Annexe A: Alignment to ISO 14001 and relevant policies.**

### **Alignment with ISO 14001 and Policy Conjunction**

This Annexe formally outlines Sure Recruitment Group's commitment to integrating its Carbon Reduction Plan (CRP) within a robust Environmental Management System (EMS), aligned with the principles of ISO 14001. Furthermore, it details how this CRP operates in conjunction with other key company policies, ensuring a holistic and consistent approach to sustainability and responsible business conduct.

#### **1. Alignment with ISO 14001 Principles**

While Sure Recruitment Group may not currently hold formal ISO 14001 certification, the development and implementation of this Carbon Reduction Plan are fundamentally guided by the core tenets of the ISO 14001 standard for Environmental Management Systems. This alignment ensures a systematic approach to environmental performance, including:

- **Environmental Policy Integration:** The CRP is a direct operationalisation of the commitments made within Sure Recruitment Group's overarching Environmental Policy (Policy Number 12). It provides the specific objectives, targets, and programmes required to achieve the environmental performance goals stated in the policy.
- **Planning (Aspects, Objectives & Targets):** The CRP identifies significant environmental aspects (GHG emissions from energy, travel, waste) and establishes measurable objectives (Net Zero by 2050, near-term absolute reductions) and targets (e.g., 42% reduction by 2030) for continuous improvement.
- **Implementation and Operation (Resources, Competence, Communication, Documentation, Operational Control, Emergency Preparedness):** The CRP's "Carbon Reduction Initiatives" detail the operational controls and programmes for achieving emission reductions. The updated policies (as described below) serve as critical documented information, and internal communication on sustainability is a key initiative.
- **Checking (Monitoring, Measurement, Evaluation of Compliance, Nonconformity & Corrective Action, Internal Audit, Management Review):** The CRP mandates "Continuous Data Collection" and "Regular Progress Reviews," which serve as integral monitoring and measurement activities. The "Analysis of Baseline Emissions" provides the foundation for evaluation.
- **Improvement (Nonconformity & Corrective Action, Continual Improvement):** The iterative nature of target setting and initiative implementation within the CRP drives continual environmental performance improvement.

#### **2. Conjunction with Relevant Company Policies**



Sure Recruitment Group recognises that environmental performance is an integral part of broader corporate responsibility. Therefore, the Carbon Reduction Plan does not stand in isolation but is interconnected with several other key company policies, ensuring a cohesive management framework:

- **Environmental Policy (Policy Number 12 - Last Reviewed: Sept 2024):**
  - **Conjunction:** This policy provides the high-level commitment to environmental protection and continuous improvement. The CRP serves as the primary action plan for achieving these commitments, providing specific GHG emission targets, reduction initiatives, and the Key Performance Indicators (KPIs) against which progress is measured. The Environmental Policy has been updated to explicitly reference the CRP and its role in achieving Net Zero.
- **Health & Safety Policy (Policy Number 8 - Last Reviewed: Sept 2024):**
  - **Conjunction:** Aspects of the CRP, particularly those related to waste management and sustainable commuting, complement the Health & Safety Policy. The policy has been updated to acknowledge environmental factors and waste disposal in conjunction with the CRP's reduction efforts, recognising the shared goal of a safe and healthy working environment that also considers environmental impact.
- **Whistleblowing Policy (Policy Number 9 - Last Reviewed: Sept 2024):**
  - **Conjunction:** To ensure integrity and transparency in environmental reporting, the Whistleblowing Policy has been updated. It now explicitly includes serious breaches or non-compliance with the Carbon Reduction Plan or Environmental Policy, including misreporting of emissions data or failure to implement agreed environmental initiatives, as reportable concerns.
- **Modern Slavery Policy (Policy Number 33 - Last Reviewed: May 2025):**
  - **Conjunction:** This policy's "Further Steps" section has been updated to reflect an expanded corporate sustainability strategy. This now includes alignment with the CRP's "Sustainable Procurement Policy" to ensure that suppliers meet not only ethical and labour standards but also environmental commitments, fostering a responsible and sustainable supply chain.
- **Anti-bribery and Corruption Policy (Policy Number 5 - Last Reviewed: Sept 2024):**
  - **Conjunction:** While not directly related to carbon reduction, the Anti-bribery and Corruption Policy has been updated to include a general statement within its introduction, reinforcing that Sure Recruitment Group's dedication to ethical business practices extends to responsible environmental stewardship, as



demonstrated by the CRP. This highlights an overarching commitment to integrity in all business dealings.

By formally documenting this alignment and conjunction, Sure Recruitment Group reinforces its commitment to robust environmental governance and ensures that its climate action is integrated across its operational and ethical frameworks.