

CARBON REDUCTION PLAN 2024

In our drive to achieve Net Zero status by 2050, we've carried out our latest carbon emission assessment, the results of which are contained in this report.



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1st October 2024

Supplier name: ENS Recruitment Limited

Publication date: 1st October 2024

The UK Government amended the Climate Change Act 2008 in 2019 by introducing a target of at least a 100% reduction in the net UK carbon account (i.e., reduction of greenhouse gas emissions compared to 1990 levels) by 2050. This is otherwise known as the 'Net Zero' Target.

Action Note PPN 06/21, "Procurement Policy Note – Taking Account of Carbon Reduction Plans in the procurement of major government contracts," sets out how to take account of suppliers' Net Zero Carbon Reduction Plans in the procurement of major government contracts.

This plan outlines ENS Recruitment Limited compliance with Action Note PPN 06/21.

1. Commitment to achieving Net Zero

ENS Recruitment Limited is committed to becoming a Net Zero business by 2050.

2. 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.

Baseline year: 2024 (Sep 2023 – Aug 2024)

Emissions	Total (kgCO ₂ e)
Scope 1	4,192
Scope 2	9,219
Scope 3	10,760
Total Emissions	24,171

This has been calculated using the SSE Energy Solutions calculator¹.

Using actual energy use data for Unit 3 Venture Point, Stanney Mill Lane, Chester, Cheshire, CH2 4NE, where ENS Recruitment (North) is based, and 22-24 Hamlet Court Road, Westcliff-on-Sea, Essex, SS0 7LX, where ENS Recruitment (South) is based, the table below demonstrates the full-year energy usage for Sep 2023 – Aug 2024.

	Electricity	Gas
kWh Sep 2023 – Aug 2024	39,542	22,798*

*As ENS Recruitment (North) operates in a serviced office, the cost of gas has been calculated as a proportion of the total office's consumption based on the headcount and floorspace associated with the company. This is roughly 1/6 of the entire office space.

Using the SSE Carbon Calculator, the calculations indicate the carbon emissions for ENS Recruitment Limited in the period were 24,171 kgCO₂e. This is broken down as 4,192 kgCO₂e of scope 1 emissions (direct energy and processes) and 9,219 kgCO₂e of scope 2 emissions (indirect impact from electricity).

Company car mileage

We have calculated the carbon emissions for staff-owned vehicles only, that are used for company work travel. We have excluded commuting mileage at this stage. Vehicles owned are both petrol and diesel cars.

	Mileage	Litres used	kgCO ₂ e
Sep 2023 – Aug 2024	2,000	1,587.43	552

Every kWh of energy we save will help eliminate emissions by reducing the usage of grid-sourced, fossil-fuelled electricity.

3. Current Emissions Reporting

Our baseline year (September 2023 – August 2024) is our most recent complete year of data.

4. Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted a range of company-wide carbon reduction targets that apply to ENS Recruitment Limited operations.

The following environmental management measures and projects have been completed or implemented since the baseline year (see section 5). The carbon emission reduction achieved by these schemes equate to 190 kgCO₂e, a 4.05% reduction against the prior year's report and the measures will be in effect when performing the contract.

We will aim to reduce energy usage over the next five years through increased staff awareness, completing the transition to low-power LED lighting throughout all company premises wherever possible, introducing extra home working opportunities, and by investigating the introduction of a salary sacrifice scheme for employees to transition to electric vehicle usage. The tactics employed have been expanded in the subsequent section highlighting our carbon reduction projects.

We project that carbon emissions will decrease over the next five years by 500 kgCO₂e. This is a total reduction of 10.65% against the baseline figure.

5. Carbon reduction projects

The carbon reduction projects section has been split into two responses; those projects that have been completed since the baseline year, and those projects being planned for the future.

5a) Completed projects

- Re-designed the office environments to maximise exposure to natural light and reduce artificial lighting requirements. Installed LED lighting in the majority of public/shared spaces and office environments.
- Office furniture and equipment has been sourced from local and/or second-hand sources, wherever feasible, to minimise delivery miles and reduce the amount of waste taken to landfill.
- Introduced flexible and hybrid working to reduce commuting mileage.
- Introduced reliable video conferencing facilities, and improved telecoms speeds to reduce business mileage for customer visits and internal business meetings.

The initiatives listed above predominantly entail reductions in Scope 1 and 2 GHG emissions.

5b) Future projects

- Complete LED lighting installation across all ENS office and home working environments, wherever feasible.
- Ongoing exploration of a salary sacrifice electrical vehicle scheme for staff.
- Introduce recycling points and reduce single-use plastics.
- Exploring the introduction of Ecologiⁱⁱ - the tree planting initiative for carbon offsetting. Once implemented, we anticipate planting over 1,000 trees in the 2024-2025 period, potentially offsetting over 18 tonnes of carbon emissions.

6. 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 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) Standard³

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed and on behalf of the supplier, ENS Recruitment Limited:

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Charlotte Pendergast, MD | Date: 1st October 2024

ⁱ <https://www.sseenergysolutions.co.uk/small-business-sustainability/carbon-footprint-calculator>

ⁱⁱ <https://ecologi.com/>