

Carbon Reduction Plan & PPN/0621 Statement

Supplier name: Impellam Group Plc & UK Subsidiary Companies

Statement date; April 2022

Commitment to achieving Net Zero

Impellam Group Plc is committed to achieving Net Zero Emissions by 2050.

Impellam Group PLC and its operating companies in the United Kingdom are committed to protecting the environment by demonstrating high standards of environmental responsibility in all our operations and minimising the environmental impacts associated with our activities and services. In particular, we recognise the importance of decarbonising our business and we have set a goal for Group operations to achieve net zero by 2050.

Impellam Group is committed to the long-term sustainability of the Managed Services and Specialist Staffing sector and is working to eliminate carbon (Scope 1 and 2) from its operations by 2030. The Group has also committed to setting UK wide targets through the Science Based Targets initiative (SBTi) by the end of 2023.

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: 2019

Additional Details relating to the Baseline Emissions calculations.

The baseline calculations cover all UK operations of the Plc and of its subsidiary companies in territories. Because the nature of our work is principally clerical and delivered from fixed locations, emissions are calculated as location based rather than market based, but our Scope 3 figures have been extended to include all business travel undertaken to support our activities, namely:

- Flights
- Hotel Stays
- Business mileage through Fleet and Grey Fleet
- Rail
- Tube
- Bus
- Taxi

The calculations have incorporated the business activities of Impellam Group plc and the following wholly owned subsidiary companies:

- Blue Arrow Ltd
- Career Teachers Ltd
- Carbon60 Ltd
- Carlisle Staffing Plc, trading as:
 - Tate
 - Guidant Global
- Chadwick Nott (Holdings) Ltd
- Comensura Ltd
- Flexy Corporation
- Science Recruitment Group Limited
- Medacs Global Group Ltd
- Chrysalis Community Care Group Ltd
- Doctors On Call Ltd
- Global Medics Ltd
- Litmus Workforce Solutions Ltd
- Medacs Healthcare Plc
- Medacs Healthcare Ltd
- PRN Recruitment Ltd t/a Fast Response Healthcare

Baseline year emissions:

| EMISSIONS | TOTAL (tCO₂e) |
|---------------------------------------|--|
| Scope 1 | 1208.64 |
| Scope 2 | 662.47 |
| Scope 3 (Included Sources) | 1287.74 This is comprised of: Air Travel - 727.4 Hotels - 345.8 Rail Travel - 153.7 Tube Journeys - 1.2 Bus Journeys - 1.3 Taxi Journeys - 2.1 |
| Total Emissions | 3158.85 tCO₂e |

Previous Year Emissions Reporting

| Reporting Year: 2020 | |
|-------------------------------|--|
| EMISSIONS | TOTAL (tCO ₂ e) |
| Scope 1 | 466.158 |
| Scope 2 | 557.263 |
| Scope 3 (Included Sources) | 354.457 This is comprised of: Air Travel - 150.66 Hotels - 66.33 Rail Travel - 27.97 Tube Journeys - 0.55 Bus Journeys - 0.64 Taxi Journeys - 1.03 |
| Total Emissions | 1377.878 tCO₂e |

Current Year Emissions Reporting

| Reporting Year: 2021 | |
|-------------------------------|---|
| EMISSIONS | TOTAL (tCO ₂ e) |
| Scope 1 | 337.48 |
| Scope 2 | 576.97 |
| Scope 3 (Included Sources) | 287.85 This is comprised of: Air Travel - 73.43 Hotels - 80.09 Rail Travel - 26.42 Tube Journeys - 0.44 Bus Journeys - 0.51 Taxi Journeys - 0.81 |
| Total Emissions | 1202.3 tCO₂e |

Emissions reduction targets

This year we have calculated our environmental impact across scope 1, 2 and 3 (selected categories) emission sources for the UK only. Our emissions are presented on a location basis (using the UK grid emissions intensity) and our emissions are 1,202,300 kgCO₂e, which is an average impact of 72.21 tCO₂e per £100m revenue. We have calculated the emission intensity metrics on both a revenue and colleague basis, which we will monitor to track performance in our subsequent environmental disclosures. The methodology used to calculate the Greenhouse Gas ('GHG') emissions is in accordance with the UK Government GHG Conversion Factors for Company Reporting (2020).

Whilst the Group's original objective was to reduce UK carbon emissions from 2019 levels by 10% by the end of the 2022 financial year, as this target had been exceeded by the end of 2021 this has been reviewed and restated for the period 2022 – 2024 and a new target of a further 25% reduction on the 2021 total emissions figure for the period up to the end of 2024 has now been set.

Our reduction targets are now stated as follows:

Year ending 2022 - 67.42 tCO₂e per £100m revenue

Year ending 2023 - 61.02 tCO₂e per £100m revenue

Year ending 2024 – 54.95 tCO₂e per £100m revenue

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

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 continues to decrease as leases expire; where the need for a physical location remains, 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.

Our strategy of increasing resilience by investing in technology has enabled us to embed new ways of working within the business which has seen our Scope 1 travel emissions reduce by 35% despite an easing of travel restrictions from 2022. Similar or greater reductions are also seen in our other Scope 3 emissions.

We continued planned capital investment, for example replacing all lighting at our Head Office with efficient LEDs. This will be saving 159,500Kwh and approximately 21 tCO₂e annually as identified in ESOS Stage 2 reporting. We have also completed the roll-out of smart printers across the estate. All new and existing colleagues have been required to undertake mandatory environmental awareness training since the start of 2021.

At the end of February 2022 the Group launched an Electric Vehicle Salary Sacrifice Scheme which will see all existing ICE powered fleet vehicles being removed from the fleet at the expiry of their lease and a highly incentivised fully EV option being introduced in its place which will be offered instead of the provision of a company vehicle. Additionally, the scheme will be available to all UK staff and not just those who previously qualified for a company vehicle or vehicle allowance. It is anticipated that at least 60% of existing ICE powered vehicles provided by the Group will be removed during 2021 with the balance being removed by the end of 2023. To further support the initiative, we shall be installing 18 vehicle charging points at our Head Office.

Additionally, the Group has completed its switch to purchasing 100% renewable electricity for all of its UK operations in October 2021.

Future Carbon Reduction Initiatives

The Group has committed to making all of its UK operations carbon neutral by the end of 2022. This will involve formally aligning our emissions reduction plans to the British Standard PAS2060 standard which will be independently certified by a UKAS accredited body to provide enhanced assurance to all stakeholders. As this is a framework for reducing and not eliminating entirely carbon emissions, this will require offsetting residual carbon emissions annually which will be conducted through the 'Gold Standard' organisation to ensure we are able to quantify, certify and maximise their impacts.

We shall continue to refine our property portfolio in line with our existing strategy and in conjunction with our developing hybrid working initiatives, as well as launching a formal engagement project with all UK colleagues on our environmental plans and actively seek their contributions as to how we achieve our objectives.

As previously mentioned, the Group will also be working on transitioning to Science Based Targets during 2022 and developing a Net Zero strategy for introduction in 2023.

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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. However, as we have identified additional Scope 3 emissions fundamental to the operational delivery of the business above the reporting standard, these have been included within the declarations above.

This Carbon Reduction Plan has been reviewed and signed off by the Portfolio CEO (STEM), Kelly Morton, on behalf of the Board of Directors.

Signed on behalf of the Supplier:

Kelly Morton
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Date: 22-04-2022
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¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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



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Recipient(s) / Roles

| Name / Role | Address | Type |
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| Claire Rumney | legal@impellam.com | Sender |
| Kelly Morton | kelly.morton@srgtalent.com | Signer |

Document Events

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| Claire Rumney | legal@impellam.com | 86.53.194.98 | 22-04-2022 12:18 PM UTC | Created |
| Kelly Morton | kelly.morton@srgtalent.com | 82.35.101.64 | 22-04-2022 12:19 PM UTC | Signed |
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Signer Signatures

| Signer Name / Roles | Signature | Initials |
|---------------------|--|----------|
| Kelly Morton |  | |