

Carbon Reduction Plan



Cabinet Office

Organisation name: PeoplePlus Group Limited ('PeoplePlus')

Publication date: February 2025

Commitment to achieving Net Zero

PeoplePlus is committed to achieving Net Zero emissions from its UK direct operations by 2050.

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: 2022	
Additional Details relating to the Baseline Emissions calculations.	
PeoplePlus has previously reported that 2019 will be used for the purposes of Baseline Emissions reporting. In recent years our reporting capabilities have improved and matured, and our continuous improvement plan and commitment to accurate reporting will mean that the quality of our data continues to strengthen, and the coverage of our data will broaden. 2022 was the first year PeoplePlus reported on Scope 1, Scope 2, and some Scope 3 emissions, and therefore the 2022 reporting year is considered to be a better baseline for future years to be measured against.	
Baseline Year Emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	142.25
Scope 2	370.62
Scope 3	233.94
Carbon Offsetting	(233.94)
Total Emissions	512.87

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Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	89.01
Scope 2	76.77
Scope 3	2,255.36
Carbon Offsetting	(172.89)
Total Emissions	2,248.25

Emissions Reduction Targets

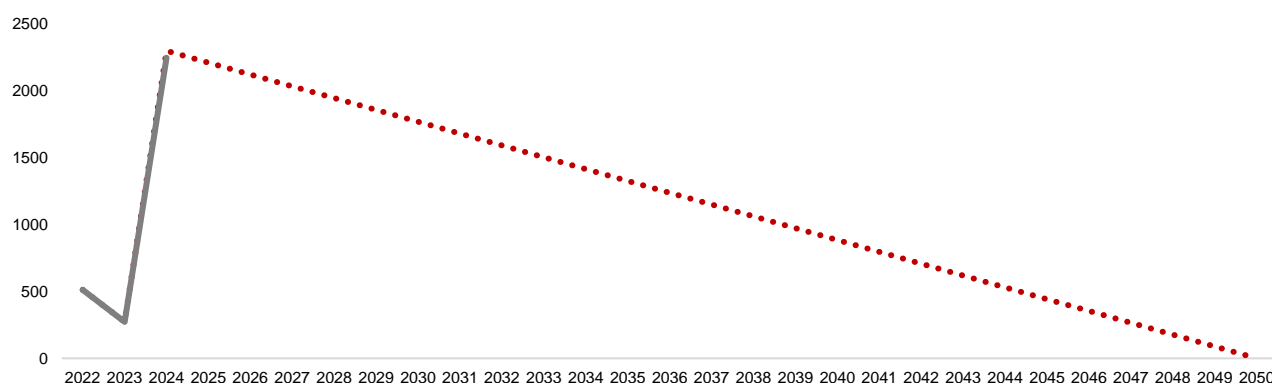
In order to continue our progress to achieving Net Zero emissions from our UK direct operations by 2050, we have adopted the following carbon reduction targets.

Last year, we projected that our reported carbon emissions would increase significant in the coming years as we deploy additional capabilities within the business to monitor carbon emissions, specifically in relation to some additional Scope 3 Categories. We stated that the introduction of employee commuting data would have a material impact, and that this was considered in our planning.

Our carbon emissions data in 2024 as reported herein is in-line with the forecasted position set out at the start of 2024 (total carbon emissions of 2,248.25 tCO₂e versus a forecast of 2,300.00 tCO₂e).

Following the initial 'spike' in reported emissions which we've seen in 2024, we have forecasted an approximate 4% year-on-year reduction in total emissions, which will be achieved through various initiatives as detailed within this plan.

Carbon Reduction Plan - Projected tCO₂e
2022, 2023, and 2024 Actual Data



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Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2022 baseline.

- Achievement of ISO14001 in 2022 and maintained in 2023 and 2024.
- Environmental objectives set and achieved in 2022, 2023, and 2024.
- Reductions in business vehicle/car mileage each year since 2022.
- Carbon offsetting arrangements introduced into the business from 2022.
- Utility supplier targeting (energy from renewable sources) initiatives commenced from 2023.
- Recycling initiatives established across the business.
- Waste management controls established across the business.
- ESG Committee established and chaired by our Chief Financial Officer.
- Annual ESG Reporting in place and to continue (publicly available published reports).
- Research into climate scenarios and long-term business resilience planning has started.

In the future we hope to implement further measures such as:

- Continued refreshing of environmental objectives and publishing/promoting within the business.
- Continued efforts to maximise recycling arrangements across the business.
- Continued strengthening of Scope 3 reporting capabilities/arrangements.
- Continue 'making the switch' to renewable energy sources for our offices in the UK.
- Maintain our ISO 14001 Certification.

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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 standard⁷ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁸.

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) Standard⁹.

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

Signed on behalf of the Organisation:

Steven Bell - Governance Director

Date: 17 February 2025

⁷ <https://ghgprotocol.org/corporate-standard>

⁸ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁹ <https://ghgprotocol.org/standards/scope-3-standard>