



Carbon Reduction Plan Template

Supplier name: PeoplePlus Group Limited

Publication date: January 2023

Commitment to achieving Net Zero

PeoplePlus Group Limited is committed to achieving Net Zero emissions 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: 2019	
Additional Details relating to the Baseline Emissions calculations.	
2019 reporting commenced for Scope 1 and Scope 2 emissions usage only.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	81.52 tCO ₂ e
Scope 2	186.79 tCO ₂ e
Scope 3 (Included Sources)	Not recorded
Total Emissions	268.30 tCO₂e

Current Emissions Reporting

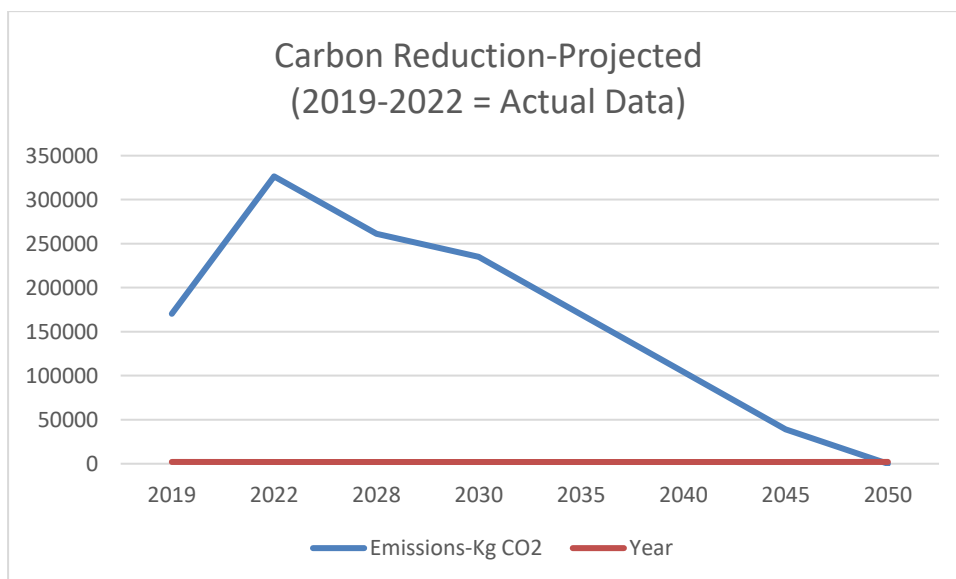
Reporting Year: 2022	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	210.25 tCO ₂ e
Scope 2	116.23 tCO ₂ e
Scope 3 (Included Sources)	Not recorded
Total Emissions	326.48 tCO₂e

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to 261.184 tCO₂e by 2028. This is a reduction of 20%

Progress against these targets can be seen in the graph below:





Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The majority of these initiatives were introduced in 2022 which coincided with a significant increase in business locations, which has led to a carbon emission increase of 58.18 tCO₂e, a 22% increase against the 2019 baseline. In addition, we also carried out a Homeworker Utility Usage survey for the 300 colleagues that don't work in our offices. The measures listed below will be in effect when performing the contract, which should continue to allow us to reduce our emissions on an ongoing basis.

- Achievement of ISO14001 in 2022
- Environmental objectives set and achieved in 2022
- Significant reduction of business mileage in 2022 compared to the 2019 figure
- Carbon offsetting of business mileage completed in 2022
- Homeworker utility usage survey completed in 2022
- Recycling initiatives established in business locations in 2022
- Waste management controls established in business locations in 2022
- Scope 3 reporting arrangements are in development for initial (partial) reporting in 2022
- ESG Committee established and meets on a monthly basis
- Annual ESG Reporting in place and to continue (publicly available published report)
- Research into climate scenarios and long-term business resilience planning has started

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

- Reduction of water consumption at business locations
- Increased recycling at business locations
- Employee commuting (Scope 3) reporting to take place in 2023
- Move to renewable energy sources where possible at business locations

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 Supplier:



Steven Bell - Governance Director

Date: 05 January 2023