

## CARBON REDUCTION PLAN (UPDATED AS PER UK REQUIREMENTS – 2026)

Publication Date: 15/01/2026

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### 1. Commitment to Achieving Net Zero

SR Career Solutions UK LTD is committed to achieving Net Zero greenhouse gas emissions by **2050**, in line with UK Government targets and Procurement Policy Note (PPN) 06/21 requirements.

We recognise our responsibility to reduce emissions across all scopes and to continuously improve our environmental performance while delivering high-quality staffing services across the UK healthcare sector.

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### 2. Compliance Statement

This Carbon Reduction Plan has been prepared in accordance with:

- PPN 06/21 (Taking Account of Carbon Reduction Plans in Procurement)
  - UK Government Environmental Reporting Guidelines
  - Streamlined Energy and Carbon Reporting (SECR)
  - Greenhouse Gas (GHG) Protocol Corporate Standard
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### 3. Baseline Emissions Footprint

Baseline Year: 2023/24

Scope	Emissions (tCO <sub>2</sub> e)
Scope 1	47.21
Scope 2	81.03
Scope 3	991.59
<b>Total</b>	<b>1,119.83</b>

#### Scope 3 Breakdown:

- Business Travel: 420.16
- Employee Commuting: 571.33

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- Waste: 0.10
  - Other categories: Not applicable to service-based operations
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## 4. Current Emissions Reporting

**Reporting Year:** 2024/25

Scope	Emissions (tCO <sub>2</sub> e)
Scope 1	7.00
Scope 2	34.95
Scope 3	116.45
<b>Total</b>	<b>155.74</b>

### Scope 3 Breakdown:

- Business Travel: 79.535
  - Employee Commuting: 36.895
  - Waste: 0.02
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## 5. Carbon Reduction Targets (UPDATED)

In line with UK legal expectations, SR Careers commits to the following realistic and compliant targets:

Year	Target (tCO <sub>2</sub> e)	Reduction
2023/24	1,119.83	Baseline
2026/27	500	~55%
2030	200	~80%
2040	<50	~95%
2050	Net Zero	100%

**Note:** Carbon offsetting will only be used as a last resort after maximum operational reductions.

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## 6. Carbon Reduction Projects

### Completed Measures

- LED lighting installation
- Hybrid working model implementation
- Reduction in business travel through virtual meetings
- Energy-saving office policies

### Ongoing & Future Measures

- Transition to 100% renewable electricity suppliers
  - Encouraging remote and hybrid workforce structures
  - Adoption of low-emission transport options
  - Supplier engagement for sustainable practices
  - Monitoring and reporting enhancements using carbon tracking tools
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## 7. Governance & Responsibility

The Board of Directors is responsible for reviewing and approving this Carbon Reduction Plan annually. Senior leadership ensures implementation across all departments.

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## 8. Declaration and Sign-Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance. Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans.

**Signed:**

Vaibhav Shah

Director – SR Career Solutions UK LTD

**Date:** 15/01/2026

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## 1. Policy Statement

SR Career Solutions UK LTD is committed to reducing its carbon footprint and operating in an environmentally responsible manner. This policy outlines our approach to achieving long-term sustainability and supporting the UK's Net Zero target by 2050.

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## 2. Objectives

- Reduce Scope 1, 2, and 3 emissions year-on-year
  - Improve energy efficiency across operations
  - Promote sustainable travel and working practices
  - Work with environmentally responsible suppliers
  - Maintain full compliance with UK environmental legislation
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## 3. Key Commitments

### Energy Use

- Use energy-efficient equipment
- Transition to renewable energy sources

### Travel & Commuting

- Promote remote working
- Encourage public transport and car-sharing
- Minimise non-essential business travel

### Procurement

- Work with suppliers who demonstrate sustainability commitments
- Reduce reliance on high-carbon goods/services

### Waste Management

- Reduce, reuse, and recycle wherever possible
  - Minimise paper usage through digital systems
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## 4. Monitoring & Reporting

- Annual carbon footprint measurement
  - Regular internal audits
  - Continuous improvement plans
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## 5. Employee Responsibility

All employees are expected to: - Follow sustainable practices - Reduce unnecessary energy consumption - Support company environmental initiatives

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## 6. Review

This policy will be reviewed annually to ensure compliance with evolving UK legislation and best practices.

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### Approved By:

Board of Directors

SR Career Solutions UK LTD

**Effective Date:** 15/01/2026