

Carbon Reduction Plan

Supplier name: RGF Staffing UK Limited trading as Advantage Resourcing and Crone Corkill

Publication date: April 2022

Commitment to achieving Net Zero

RGF Staffing UK Limited is committed to achieving Net Zero emissions by 2050. A key objective from our parent company is to be neutral in all scopes by 2030.

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: 1st April 2020 to 31st March 2021																			
Additional Details relating to the Baseline Emissions calculations.																			
<p>RGF Staffing UK Limited began collecting emissions data for our financial year ending 31st March 2021. The organisation has accounted for all quantified GHG emissions and/or removals from facilities over which it has financial control. The data provided is derived from energy bills, expenses claims and data collected by RGF. RGF are a recruitment consultancy operating a hybrid working model from 3 offices in the UK.</p> <p>Scope 1 – direct emissions – we have no owned transport, fuel combustion or process emissions. We do have fugitive emissions from refrigeration / a/c however in the baseline year these received no top ups of coolant and so our estimation for scope 1 is zero.</p> <p>Scope 3 emissions include home workers, rail travel, flights, well to tank, employee-owned car travel (grey fleet), electricity transmission and distribution and taxi travel.</p>																			
Baseline year emissions:																			
EMISSIONS	TOTAL (tCO₂e)																		
Scope 1	0.00 (<i>Emissions from combustion of fuel for transport purposes have been included in Scope 3 calculations</i>)																		
Scope 2	15.18																		
Scope 3 (Included Sources)	<table border="1"> <thead> <tr> <th>Element</th> <th>Emissions 20/21</th> </tr> </thead> <tbody> <tr> <td>Home Workers</td> <td>58.37</td> </tr> <tr> <td>Rail Travel</td> <td>6.66</td> </tr> <tr> <td>Flights</td> <td>6.59</td> </tr> <tr> <td>Well to Tank</td> <td>5.32</td> </tr> <tr> <td>Employee-owned car travel (grey fleet)</td> <td>4.12</td> </tr> <tr> <td>Electricity transmission & distribution</td> <td>1.2</td> </tr> <tr> <td>Taxi Travel</td> <td>0.78</td> </tr> <tr> <td>Scope 3 Sub Total</td> <td>83.04</td> </tr> </tbody> </table>	Element	Emissions 20/21	Home Workers	58.37	Rail Travel	6.66	Flights	6.59	Well to Tank	5.32	Employee-owned car travel (grey fleet)	4.12	Electricity transmission & distribution	1.2	Taxi Travel	0.78	Scope 3 Sub Total	83.04
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Total Emissions	98.22																		

Carbon Reduction Plan

Current Emissions Reporting

Reporting Year: 1 st April 2021 to 31 st March 2022																			
<p>Scope 1 – direct emissions – we have no owned transport, fuel combustion or process emissions. We do have fugitive emissions from refrigeration / a/c however in the last year we have had issues obtaining information from our supplier in relation to top ups of coolant, we continue to chase for this to ensure our reporting can be accurate.</p> <p>Scope 3 - Due to home working during Covid we have estimated our home workers gas energy for heating assuming single occupancy, in future years we will survey employees and track homeworking hours to obtain more accurate information for assessing emissions</p>																			
EMISSIONS	TOTAL (tCO ₂ e)																		
Scope 1	0.00 <i>(Emissions from combustion of fuel for transport purposes have been included in Scope 3 calculations)</i>																		
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Total Emissions	87.58																		

Emissions reduction targets

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

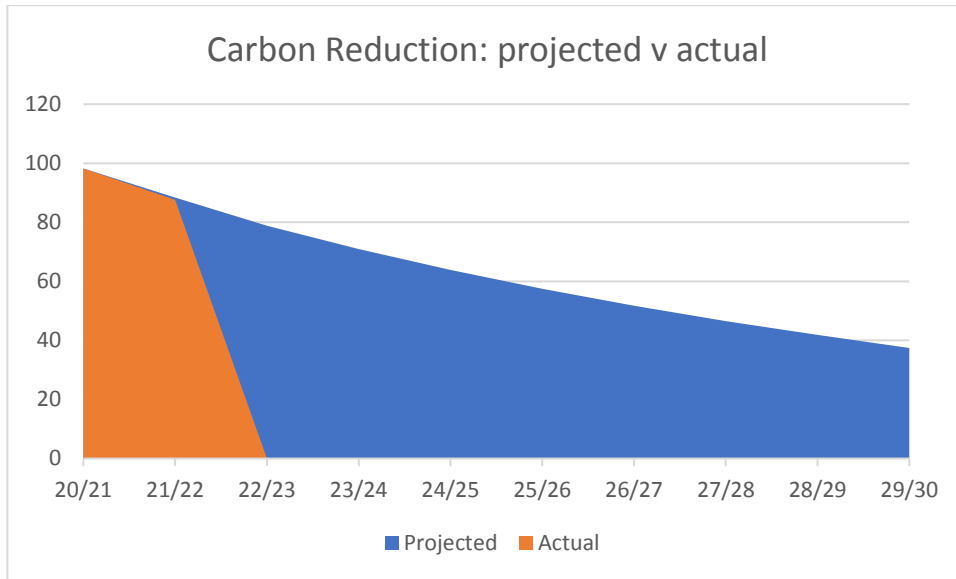
We project that carbon emissions will decrease over the next five years to 51.73 tCO₂e by 2027. This is a reduction of 10% per year over the next 5 years. This builds on the 11% reduction made between 20/21 and 21/22 financial years.

These reductions will be largely driven by moving to renewable energy in our offices or encouraging the landlord to do this where the building is not under our control. We will also look to offer incentives to home workers / hybrid workers to move to renewable energy sources.

We will look to reduce office thermostats by 1 degree and have embarked on projects in both our London and Manchester offices to reduce the office footprint and maximise use of energy and space.

Carbon Reduction Plan

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 2020/21 baseline. The carbon emission reduction achieved by these schemes equate to 10.64 tCO₂e, a 11% reduction against the 2020/21 baseline and the measures will be in effect when performing the contract.

The following environment management measures and projects have been completed or implemented in our 2021/22 financial year.

In February 2022 we planted 100 trees through our partner Carbon Footprint Ltd to offset the carbon emissions produced in the 2021/22 financial year. We were granted Carbon Neutral Certification. We continue to maintain a partnership with Carbon Footprint and explore the use of carbon offsetting alongside our other carbon reduction initiatives.

We have also

- communicated our environmental policy and targets to the organisation
- formalised our hybrid working approach, supporting homeworking and reducing the amount of carbon generated via employee commuting (figures are not available for pre Covid years but 100% of employees commuted 5 days a week pre 2020)
- agreed a hybrid approach to many senior management team and board meetings
- begun a process of consolidation in our office locations seeking to reduce the space used
- advocated for the use of green energy suppliers in buildings where we are a tenant
- implemented a cycle to work scheme

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

- identifying compliance gaps with the ISO 14001 standard and working towards ISO 14001 certification

Carbon Reduction Plan

- Provision of electric vehicle charging points at our offices or where these are controlled by landlord encouraging them to provide
- Incentives for employees to utilise renewable energy providers / sources
- Incentives for employees who use electric vehicles

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.

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:

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 Managing Director
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29/9/2022 | 17:06 BST
Date:

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>