



Carbon Reduction Plan

Reporting Year: FY 2023/24

Supplier name: Winlight Recruitment Limited

Publication date: September 2024

Commitment to achieving Net Zero

Winlight Recruitment Limited is committed to achieving Net Zero emissions by 1st January 2045.

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: September 2024

September 2024 is the Baseline for Winlight Recruitment Limited.

Baseline year emissions:

<u>Scope 1</u>	0 t CO ₂ e
<u>Scope 2</u>	2.073 t CO ₂ e
<u>Scope 3</u>	11.10 t CO ₂ e
Total Organisation Energy Usage WFH	9,997.41 kg CO ₂ e
Organisation Waste	14.94 kg CO ₂ e
Business Travel (not using owned/leased Vehicles)	42.95 kg CO ₂ e
Staff Commuting (not using owned/leased Vehicles)	707.30 kg CO ₂ e
Business Hotel or Event Activities	-
Inbound Deliveries	-
Outbound Deliveries	-
Organisation Water Usage	4.46 kg CO ₂ e
Transmission & Distribution Losses	134.98 kg CO ₂ e
Well to Tank	196.39 kg CO ₂ e
Total	11,098.43 kg CO ₂ e
Total (Tonnes)	11.10 t CO ₂ e
Total Organisation Emissions	13.17 t CO₂e

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Current Emissions Reporting

Scope 1

0 t CO2e

Due to the nature of our business, we do not directly contribute to Scope 1 emissions, should this change in the future, it will be reported accordingly.

Scope 2

Total Organisation Energy Usage on Site	513.25 kg CO2e
Total Electric Vehicle Energy Usage	1,559.79 kg CO2e
Total	2,073.04 kg CO2e
Total (Tonnes)	2.07 t CO2e

Scope 3

Total Organisation Energy Usage WFH	9,997.41 kg CO2e
Organisation Waste	14.94 kg CO2e
Business Travel (not using owned/leased Vehicles)	42.95 kg CO2e
Staff Commuting (not using owned/leased Vehicles)	707.30 kg CO2e
Business Hotel or Event Activities	-
Inbound Deliveries	-
Outbound Deliveries	-
Organisation Water Usage	4.46 kg CO2e
Transmission & Distribution Losses	134.98 kg CO2e
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Total Emissions

13.17 t CO2e

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Emissions reduction targets

To work towards our net zero goal, we are targeting the below:

- Increase percentage of days employees work from home.

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction target. We project that carbon emissions will decrease by 50% to 6.59 t CO₂e by 2030.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Winlight Recruitment Limited have offset their 13.17 t CO₂e via the Climate Fund Portfolio of verified offsetting projects around the world in the month of September 2024.

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:



Vijay Chandarana - CEO

Date: September 2024

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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