

Carbon Reduction Plan

Supplier name: Diverse Recruitment Group

Published: 29/08/2025

Commitment to achieving Net Zero

Diverse Recruitment Group 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: 2024 (1st January to 31st December)	
Additional Details relating to the Baseline Emissions calculations.	
<p>Diverse Recruitment Groups 's emissions reporting began in the 2024 reporting year. We have reported against the five mandatory categories of Scope 3 mandated under the PPN 006 standard, along with Scope 1 and 2 emissions, based on operational control.</p> <p>We have also voluntarily reported the fuel and energy related activity category in our Scope 3.</p> <p>Scope 1 and 2 emissions in our baseline year were generated by estimated gas and electricity usage across our offices.</p> <p>Waste and Upstream transportation were omitted from our baseline year figures because the impact was estimated to be immaterial to overall emissions (<1%).</p> <p>Downstream transportation is not applicable to our organisation because we do not sell products.</p> <p>To better reflect our real-world environmental impact, Staff Commuting figures include homeworking, and we have used life cycle emission factors for Scope 3 activities wherever possible.</p> <p>Some emissions in our baseline year were calculated using spend-based data and estimated volumes due to a lack of granular data. We are committed to continuous improvement in our emissions data, and recalculation of our base year will be implemented in future reporting periods if necessary to maintain an effective base year comparison.</p>	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)

Scope 1	3.63
Scope 2	6.89 (Location-based)
Scope 3 (Included Sources)	25.17 Fuel and Energy related activities: 2.87 Upstream Transportation and Distribution: <0.1* Waste Generated in Operations: <0.1 Business Travel: 3.39 Staff Commuting: 18.87 Downstream Transportation and Distribution: 0.00 <small>*A third-party screening analysis revealed this category of emissions is immaterial to our total carbon footprint so we have not measured further.</small>
Total Emissions	35.69

Current Emissions Reporting

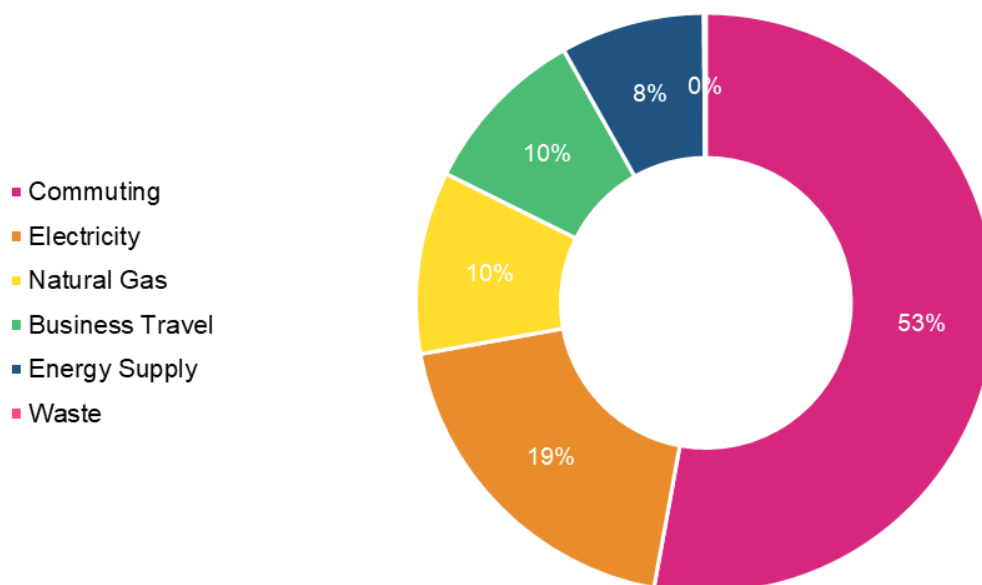
Reporting Year: 2024 (1st January to 31st December)	
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Emissions reduction targets

Diverse Recruitment Group has committed to a long-term target of achieving net zero by 2050.

In practice, this equates to a 90% absolute reduction in Scope 1, 2 and 3 emissions by 2050 from our 2024 baseline. The remaining 10% of emissions will be balanced by emissions removals to achieve net zero.

Carbon Reduction Projects



Diverse Recruitment Group is committed to taking action to bring down our emissions in-line with our near-term and long-term targets. Projects currently being delivered or under consideration in this reporting period include:

- **Business travel:** Locally, we will encourage active travel and use of public transport. For any longer travel required in future, we will encourage use of fuel-efficient and/or electric vehicles and avoid flying.
- **Energy efficiency and waste:** Taking steps to minimise energy usage and waste by engaging with team members to identify and implement efficiency improvements and routines in their day-to-day work from home and in the office. Options under consideration include sustainability awareness training for the team.
- **Measurement and metrics:** Continuing to measure our emissions annually and put practices in place to continually improve data quality, including recording all business travel and more closely monitoring energy usage while homeworking. Longer-term, we will seek to expand our measurement of Scope 3 categories to better understand our wider carbon footprint.

- **Accountability:** We will consider appointing one of our team members to be the designated Sustainability Champion who will lead on our carbon reduction and sustainability activities going forward.

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:

Signed Nick Mather
 Director
 Name and job title
 Date: 01/09/2025

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>