

Carbon Reduction Plan

Supplier name: Kaizen Staffing Solutions Limited

Publication date: 04.09.2025

Commitment to achieving Net Zero

Kaizen Staffing Solutions is committed to achieving Net Zero emissions by **2040**.

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: 2024-2025	
Additional Details relating to the Baseline Emissions calculations.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	2.1 tCO ₂ e
Scope 2	2.2 tCO ₂ e
Scope 3 (Included Sources)	3.6 tCO ₂ e - Business Travel 2.0 tCO ₂ e - Fuel-and-energy-related activities
Total Emissions	9.9 tCO ₂ e

Current Emissions Reporting

Reporting Year: 2024- 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	2.1 tCO ₂ e
Scope 2	2.2 tCO ₂ e
Scope 3 (Included Sources)	3.6 tCO ₂ e - Business Travel 2.0 tCO ₂ e - Fuel-and-energy-related activities
Total Emissions	9.9 tCO ₂ e

Emissions reduction targets

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

We project that our Scope 1 and 2 carbon emissions will decrease over the next five years to 4 tCO₂e by 2027. This is a reduction of 20%.

In addition we have set the below Carbon reduction targets:

- Reduce absolute carbon emissions by 2.5% by 2027
- Reduce business travel carbon emissions by 10% per capita by 2027.
- Reduce energy use per square metre by 10% by 2027
- Purchase 50% of purchased electricity (1.3 tCO₂e) from verified renewable sources by 2027.
- Reduce consumption and waste with 60% waste generated recycled to reduce landfill
- Reduce single use plastics, packaging and increase recyclability of products by 90%
- Reduce energy usage over the next 5 years by 5% through increased staff awareness, and LED lighting replacement.
- Reduce scope 3 emissions by 10% through increased home working, remote delivery, use of other forms of transport, public transport, car share, electric vehicles
- Use of online resources instead of printed materials wherever possible
- Exploring the introduction of a salary sacrifice electric vehicle scheme to support employees to access electric vehicle more cost effectively and support staff to reduce their own carbon emissions.
- Source 100% materials from and manufacture products within the UK to reduce carbon emissions and improve supply chain transparency by 2027
- Biodiversity initiatives developed or supported in the PA local area
- Due diligence to be carried out on 100% supply chain suppliers to ensure they have a clear and timebound commitment to sustainability and carbon reduction

Our Carbon Reduction will be reviewed and updated annually, with SMART targets to reflect changes in our organisational structure and to take account of the efforts made to reduce our emissions over time.

Kaizen will report our progress annually through published progress reports and continued carbon emissions reporting through the Evergreen Supplier Assessment once this becomes available for benchmarking and reporting progress against the requirements detailed in the Net Zero Supplier Roadmap.

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:

S.Vaughan, *Director of Kaizen Staffing Solutions LTD*

Date: 04.09.2025

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