Diverse Recruitment Group
30 Dukes Place, London, EC3A 7LP
t: 0203 892 9340
www.diverserecruitmentgroup.co.uk

Net Zero Carbon Policy

Supplier Name: **Diverse Recruitment Group**
Publication Date: **01/10/2024**

Commitment to achieving Net Zero

DRG is committed to achieving Net Zero emissions by 01/01/2050

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: 01/10/2022 to 30/09/2023	
Additional Details relating to the Baseline Emissions calculations.	
The methodology for measuring our carbon footprint is in line with the Greenhouse Gas protocol and the BEIS Environmental Reporting Guidelines. The calculations were completed on the SmartCarbon Calculator using the UK Government emissions factors.	
Baseline year emissions:	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	49.7
Scope 2	96.2
Scope 3 (Included Sources)	744.27 Upstream T&D – 56.34 Waste – 0.8 Business Travel – 291.065 Employee Commuting – 396.065

Diverse Recruitment Group
30 Dukes Place, London, EC3A 7LP
t: 0203 892 9340
www.diverserecruitmentgroup.co.uk

	Downstream T&D – not relevant – explanation provided (DRG is a professional services organisation in the UK that supplies workforce solutions. We provide services rather than goods and, as such, transportation and distribution of goods are not relevant to us.)
Total Emissions	**890.17 tCO_2e**

Current Emissions report:

Reporting Year: 01/10/2023 to 30/09/2024	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	83.79
Scope 2	281.34
Scope 3 (Included Sources)	467.61
Total Emissions	**832.74 tCO_2e**

Emissions reduction targets

We had no previous commitment to emissions reduction prior to 2022/23. We project that carbon emissions will decrease within the next 5 years to 674.18 tCO_2e by 2030. This is a reduction of 19.2%.

In order to continue our progress to achieving Net Zero since the base year 2022/23, we have adopted the following carbon reduction targets.

Carbon Reduction Projects

This document details the approach **DRG** will take to provide guidance to all employees regarding DRG policy and commitments to protecting the environment and improving the environmental sustainability of its operations.

DRG recognizes that it has a responsibility to minimize the impact of its business activities on the environment. We are committed to protecting the environment and preventing pollution by integrating environmental considerations into our business decisions and practices and improving the environmental sustainability of our operations.

Diverse Recruitment Group
30 Dukes Place, London, EC3A 7LP
t: 0203 892 9340
www.diverserecruitmentgroup.co.uk

The Board has direct oversight of climate-related issues, and it agrees on our position and commitments on climate change. Environmental performance is reviewed by our Board six monthly and is audited and reported annually against our objectives and targets. In accordance with our key principle of improving the environmental sustainability of our business, DRG is committed to:

The following environmental management measures and projects have been completed or implemented since the 2022/23 baseline. The carbon emission reduction achieved by these schemes equate to tCO_2e, a 6.5 % reduction against the 2022/23 baseline and the measures will be in effect when performing the contract.

- Raising awareness both within DRG and externally with our stakeholders, promoting a culture of environmental responsibility
- Reducing resource consumption and improving efficiencies in the use of natural resources and energy
- Measuring, managing, and evaluating our environmental practices, performance, and resilience, to minimize our carbon emissions and waste, prevent pollution and drive energy and water efficiency globally
- Striving to control and enhance environmental performance and resilience by identifying environmental opportunities and managing risk
- Developing robust mitigation plans to minimize the impact of foreseeable environmental incidents
- Continual improvement of our Environmental Management System within sites certified to ISO 14001 to enhance environmental performance and extending our compliance with ISO 14001 requirements to uncertified sites where appropriate
- Ensuring compliance with all applicable local and national environmental legislation regulations and compliance obligations
- Minimizing any direct impact on biodiversity through business activities, should the impact arise; improving biodiversity in the areas in which we operate where appropriate.
- Communicating and consulting with stakeholders on environmental issues where appropriate
- Incorporating environmental best practice for procurement and improving environmental responsibility throughout our supply chain

Future carbon reduction initiatives
In the future we hope to implement further measures such as:

- Interventions to reduce power consumption focussed on staff awareness and specific actions to reduce energy from air conditioning as well as turning off computer monitors overnight

- Implementation of a supplier to refurbish our current IT equipment, including laptops, instead of purchasing new. Also, redeploying existing laptops and purchasing remanufactured laptops
- Evaluation of purchased products with specific plans for more efficient usage such as switching from disposable to reusable equipment and reducing use of paper. Using low carbon substitutions where possible such as uniforms made from recycled materials.
- Active management and reduction of emissions from staff travel and, where possible, remove the need for travel. Measures to include working with our travel management company on highlighting the lowest emission options on our booking portal. This should result in switching domestic flights to rail and selecting lower emission flights, rail journeys and hotel stays. We will also introduce travel carbon budgeting and more effective reporting
- Deliver further reductions in emissions resulting from commuting to work. Encouragement of staff to use low carbon transport methods such as walking, cycling and public transport as well as a scheme to promote use of low or zero emission cars.
- New partnerships in place to implement carbon offsetting that comprise traditional carbon offsetting projects alongside carbon removal processes and to offset 2024/25 carbon emissions and support our journey to Net Zero
- Increasing the frequency of Board level reporting on carbon emissions to quarterly
- Enhance reporting capabilities with full ESG metrics as an enabler for accelerating insight and progress – assisted by real time and predictive information.

Through these commitments, everyone in DRG is accountable for promoting a culture of environmental responsibility.

Policy Review

This Policy is available on the Group's intranet and website. If there are amendments to the applicable legislation or regulatory requirements, the Policy will be amended to reflect these. There will be an annual review by the person responsible for the Policy to ensure the document is fit for purpose and remains effective. Any changes will be communicated by email by way of the "Regulatory and compliance update", team briefings or training, depending on the complexity of the amendment.

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 standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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) Standard[3].

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Declaration and Sign Off
The carbon reduction plan has been completed in accordance with PPN 006 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 standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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) Standard[3].

This Carbon Reduction Plan has been reviewed and signed off by the board of directors

Signed on behalf of the Supplier:

Tommy Love

Director

Date: 01/10/2024