

Carbon Reduction Plan

Talent International UK Ltd

Publication date: 18.06.25

Commitment to Achieving Net Zero

Talent International UK Ltd is committed to achieving **net zero greenhouse gas emissions by 2045**. We are actively reducing emissions across our operations and supply chain in line with ISO Net Zero Guidelines and PPN 06/21 requirements.

Baseline Emissions Footprint

Baseline year: 2021/22

Additional details relating to the baseline emissions calculations:

The baseline assessment was conducted using primary data from internal records, office floor area estimates (via CIBSE benchmarks), and staff surveys. This included Scope 1 and 2 emissions and selected Scope 3 categories (commuting, homeworking, waste, business travel, water). The methodology followed the GHG Protocol Corporate Standard and used DEFRA emissions factors.

Baseline year emissions:

Emissions Scope	Total (tCO ₂ e)
Scope 1	16.29
Scope 2	23.20
Scope 3 (incl. commuting, homeworking, business travel, waste, etc.)	105.15
Total emissions	144.64

Current Emissions Reporting

Reporting year: 2023/24

Emissions Scope	Total (tCO ₂ e)
Scope 1	14.37
Scope 2	14.68

Scope 3 (same categories as baseline)	75.06
Total emissions	104.11

This represents a **28.0% reduction** in total emissions and a **34.2% reduction** in market-based emissions from the baseline year.

Emissions Reduction Targets

Talent International is committed to reducing emissions in line with science-based targets. We aim to:

- **Reduce total emissions by 50% by 2030, to 72.3 tCO₂e.**
- **Achieve 90% reduction by 2045**, with the remainder addressed via certified offsetting.

Progress is tracked against intensity-based KPIs:

- tCO₂e per employee
- tCO₂e per £M turnover

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

- **Hybrid/Remote Working:** 100% of "Central" team work remotely; other teams have flexible arrangements, significantly reducing commuting emissions.
- **Downsizing Office Space:** Birmingham, London, and Berlin offices vacated during the reporting period.
- **Sustainable Travel:** Flights and hotel stays reduced significantly; increased uptake in rail and grey fleet recording.
- **Green Operations:** Use of standardised IT models; emissions per device tracked; waste-to-landfill kept low via standard policies.

Total emissions reduced by **40.5 tCO₂e**, or **28.0%** from the 2021/22 baseline.

Future Carbon Reduction Initiatives

- **Commuting Interventions:**
 - Expand cycle-to-work scheme and launch a carpool initiative.
 - Provide public transport subsidies.
- **Building Improvements:**

- Work with site landlords to transition to **100% renewable electricity**.
- Encourage installation of **electric heating, HVAC or heat pumps**.
- **Digital Carbon Reporting:**
 - Implement a real-time tracking tool (e.g. Sustrax MX) to improve granularity.
- **Procurement Strategy:**
 - Embed sustainability criteria into equipment purchasing (e.g., refurbished devices).
- **Scope Expansion:**
 - Begin tracking and reporting upstream emissions from purchased goods and services.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and relevant guidance:

- Emissions calculated using the **GHG Reporting Protocol** and DEFRA emission factors.
- Scope 1 and 2 emissions comply with **SECR requirements**.
- Scope 3 emissions follow the **GHG Corporate Value Chain (Scope 3) Standard** and cover all mandatory categories required by PPN 06/21.

Signed on behalf of the supplier:

Name: Darren Wells

Role: CEO, Talent International UK LTD

Signature: 

Date: 18.06.25