



Carbon Reduction Plan

2025

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Introduction

Talent are committed to a decarbonisation path. We have set Near Term (2034) targets for Scope emissions¹, 2 and 3 emissions.

We have also set reduction targets for all emissions for a Net Zero Target (2050).

Our baseline emissions have been calculated using data that reflects the current business.

We have used the Science Based Targets initiative target setting tools to develop our targets.

We have also aligned our reporting with that of our other Swipejobs Group companies and will be using a unit of Physical Intensity model based on emissions in tCO₂e per Full Time Equivalent employee (tCO₂e/FTE), we will also produce data as emissions per Million Pounds turnover (tCO₂e/£M).



Talent has pledged to reduce at least 90% of absolute emissions across the value chain by 2050.



Carbon Reduction

Our Carbon Reduction Plans conform to the requirements of Procurement Policy Note PPN06/21 "Taking Account of Carbon Reduction Plans in the procurement of major government contracts", and the target setting was created using version 2.4 of the Science Based Targets Initiative (SBTi) Corporate Near-Term Target Setting Tools, with the target year set at 2034 and the Base Year set originally as 2021.

This has been revised and recalculated due to changes in the organisation and improvements in the data collection/calculation tools. In accordance with the SBTi Criterion 2. The organisation has changed, with an increase in staff from 57 to 83 (45% increase).

Talent are committed to doing the right thing and recognise the urgency of the climate change agenda and accept the challenges and the role we all must play in reducing carbon emissions for a greener, more sustainable future. Alongside our commitment to achieve Net Zero by 2050 at the latest, we have followed the principles of GHG Protocols without third party verification, our scope of reporting falls within our Financial Boundaries and includes our temporary worker activities (this is further explained on page 13) to give a real-life Product carbon Footprint for our Clients. We have since the last reporting period significantly improved how we capture and collate data on emissions, this is reflected in our plan.

We are stating our Scope 1 and Scope 2 emissions independently on our Carbon Reduction Plans, but as a company we are combining these two scopes and showing a combined target and performance towards it. Due to the organisational changes, we have recalculated taking into consideration the material changes to the organisation. This can be seen in the following chart depicting the revised figures for year 2024-2025 which we are now using as our Baseline year.

Our figures (now recalculated) show what is now our Baseline Scope 1, 2 and 3 emissions. We expect our future performance to exceed the minimum requirements for us to achieve our annual reductions required for us to meet our "Near Term Targets" and our Net Zero targets.

Our Scope 1 & 2 Near-Term Targets (2034) have been set using the Science Based Targets Initiative tools, these are based on the Absolute Contraction Model the target is a 58.8% reduction in emissions by 2034, this equates to an annual reduction in scope 1 & 2 of 7.7% (2.170 tCO₂e/Year combined).

Our Scope 1 & 2 Net Zero Targets Years 2035 - 2050 to achieve this our annual reduction will be 4.66% (0.525 tCO₂e/Year combined).

Our Scope 3 Near-Term Targets (2034) have been set using the Science Based Targets Initiative tools, these are based on the Absolute Contraction Model the Near-Term target is a 58.8% reduction in emissions by 2034, which equates to an annual reduction in Scope 3 emissions of 6.989% (18.052 tCO₂e/Year).

Our Scope 3 Net Zero Targets Continuing from 2035 - 2050 to achieve our Net Zero target the annual reduction will be 4.82% (5.37 tCO₂e/Year).

All the annual reductions have been fully detailed in the following tables.

SBTi Near -Term Scope 1&2 Targets (2034)



Corporate Near-Term Tool

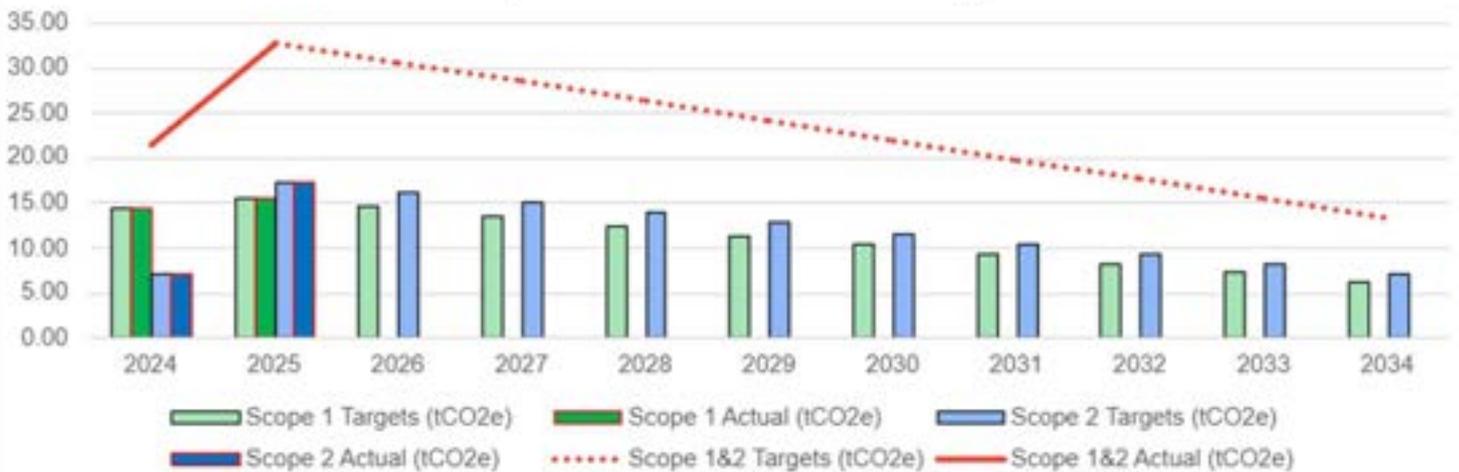
Version: 2.4
Support: info@sciencebasedtargets.org

Section 1. Input data

Enter your company name	Talent International UK	
Target setting method	Absolute Contraction Approach	This approach is not applicable to power generation emissions
SDA scenario		Not applicable
SDA sector		Not applicable
Base year	2024	Select a base year
Base year Activity output		
Base year Scope 1 emissions	16	tCO2e
Base year Scope 2 emissions	17	tCO2e
Target year	2034	Select a target year
Target year Type of activity projection		
Target year Activity output		
Most recent year (MRY)	2024	Select most recent year of available emissions&activity data

Year	Scope 1				Scope 2				Scope 1&2				Reduction	
	Scope 1 Targets (tCO2e)	Scope 1 Actual (tCO2e)	Annual Reduction (tCO2e)	Annual % Reduction	Scope 2 Targets (tCO2e)	Scope 2 Actual (tCO2e)	Annual Reduction (tCO2e)	Annual % Reduction	Scope 1&2 Targets (tCO2e)	Scope 1&2 Actual (tCO2e)	Annual Reduction (tCO2e)	Annual % Reduction		
2024	15.59	15.59	1.041	7.15	17.28	17.28	1.129	6.99	32.87	32.87	2.170	7.07	0.00%	
2025	15.59	15.59	1.041	7.15	17.28	17.28	1.129	6.99	32.87	32.87	2.170	7.07		
2026	14.55		1.041	7.15	16.15		1.129	6.99	30.70		2.170	7.07		
2027	13.51		1.041	7.15	15.02		1.129	6.99	28.53		2.170	7.07		
2028	12.47		1.041	7.15	13.89		1.129	6.99	26.36		2.170	7.07		
2029	11.43		1.041	7.15	12.76		1.129	6.99	24.19		2.170	7.07		
2030	10.39		1.041	7.15	11.64		1.129	6.99	22.02		2.170	7.07		
2031	9.34		1.041	7.15	10.51		1.129	6.99	19.85		2.170	7.07		
2032	8.30		1.041	7.15	9.38		1.129	6.99	17.68		2.170	7.07		
2033	7.26		1.041	7.15	8.25		1.129	6.99	15.51		2.170	7.07		
2034	6.22		1.041	7.15	7.12		1.129	6.99	13.34		2.170	7.07		58.80%

Scope 1&2 SBTi Near Term Targets



Scope 1&2 Net Zero Targets (2050)

Year	Scope 1				Scope 2				Scope 1&2				Reduction
	Scope 1 Targets (tCO2e)	Scope 1 Actual (tCO2e)	Annual Reduction (tCO2e)	Annual % Reduction	Scope 2 Targets (tCO2e)	Scope 2 Actual (tCO2e)	Annual Reduction (tCO2e)	Annual % Reduction	Scope 1&2 Targets (tCO2e)	Scope 1&2 Actual (tCO2e)	Annual Reduction (tCO2e)	Annual % Reduction	
2024	14.37	14.37	1.041	7.15	7.19	7.19	1.129	6.99	21.56	21.56	2.170	7.07	0.00%
2025	15.59	15.59	1.041	7.15	17.28	17.28	1.129	6.99	32.87	32.87	2.170	7.07	
2026	14.55		1.041	7.15	16.15		1.129	6.99	30.70		2.170	7.07	
2027	13.51		1.041	7.15	15.02		1.129	6.99	28.53		2.170	7.07	
2028	12.47		1.041	7.15	13.89		1.129	6.99	26.36		2.170	7.07	
2029	11.43		1.041	7.15	12.76		1.129	6.99	24.19		2.170	7.07	
2030	10.39		1.041	7.15	11.64		1.129	6.99	22.02		2.170	7.07	
2031	9.34		1.041	7.15	10.51		1.129	6.99	19.85		2.170	7.07	
2032	8.30		1.041	7.15	9.38		1.129	6.99	17.68		2.170	7.07	
2033	7.26		1.041	7.15	8.25		1.129	6.99	15.51		2.170	7.07	
2034	6.22		1.041	7.15	7.12		1.129	6.99	13.34		2.170	7.07	58.8%
2035	5.18		0.239	4.62	5.99		0.277	4.63	11.17		0.525	4.66	
2036	4.94		0.248	4.62	5.71		0.277	4.63	10.65		0.525	4.66	
2037	4.70		0.248	4.62	5.44		0.277	4.63	10.14		0.525	4.66	
2038	4.46		0.248	4.62	5.16		0.277	4.63	9.62		0.525	4.66	
2039	4.22		0.248	4.62	4.88		0.277	4.63	9.10		0.525	4.66	
2040	3.98		0.248	4.62	4.60		0.277	4.63	8.59		0.525	4.66	
2041	3.74		0.248	4.62	4.33		0.277	4.63	8.07		0.525	4.66	
2042	3.51		0.248	4.62	4.05		0.277	4.63	7.55		0.525	4.66	
2043	3.27		0.248	4.62	3.77		0.277	4.63	7.04		0.525	4.66	
2044	3.03		0.248	4.62	3.49		0.277	4.63	6.52		0.525	4.66	
2045	2.79		0.248	4.62	3.22		0.277	4.63	6.00		0.525	4.66	
2046	2.55		0.248	4.62	2.94		0.277	4.63	5.49		0.525	4.66	
2047	2.31		0.248	4.62	2.66		0.277	4.63	4.97		0.525	4.66	
2048	2.07		0.248	4.62	2.38		0.277	4.63	4.45		0.525	4.66	
2049	1.83		0.248	4.62	2.11		0.277	4.63	3.94		0.525	4.66	
2050	1.59		0.248	4.62	1.83		0.277	4.63	3.42		0.525	4.66	
	1.35				1.5516				2.90				91.0%



Scope 1 Intensity Ratios: 0.040176 tCO2e/FTE, 0.389753 tCO2/£M
 Scope 2 Intensity Ratios: 0.044543 tCO2e/FTE, 0.432113 tCO2e/£M

SBTi Near -Term Scope 3 Target (2034)



Corporate Near-Term Tool

Version: 2.4
Support: info@sciencebasedtargets.org

Section 1. Input data

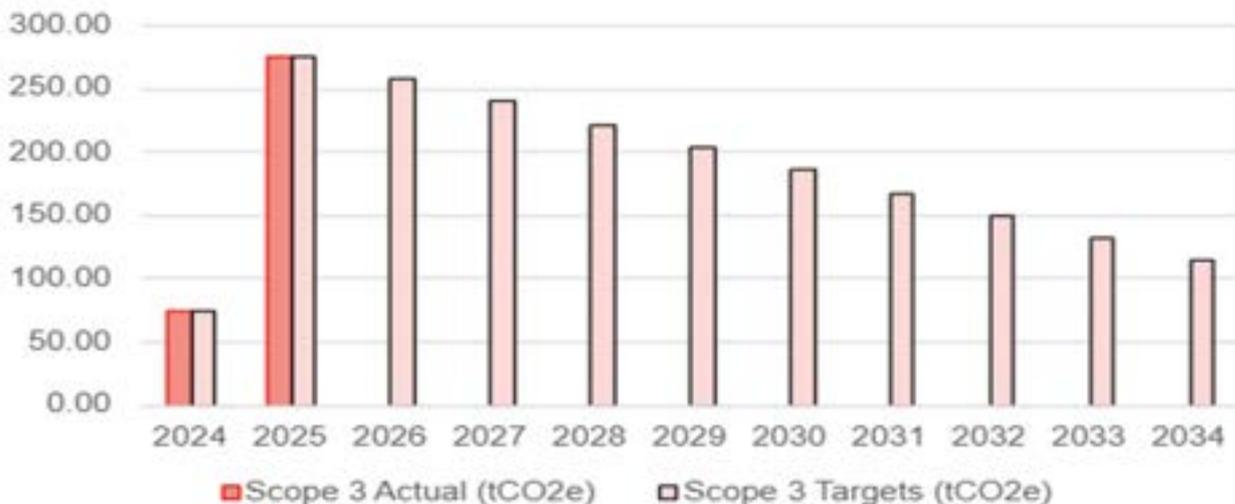
Enter your company name	Talent International UK	
Target setting method	Absolute Contraction Approach	Please review the latest version of the SBTi Guidance and Corporate Near-Term Criteria
Base year	2024	Dropdown
Target year	2034	Dropdown
Base year output		
Target year output		
Scope 3 emissions (total or specific categories)	276	IC02e

Section 2. Cross-sector absolute reduction / Absolute contraction approach (ACA)

	Base year (2024)	Target year (2034)	% SBT reduction	
Absolute emissions - WB2C (tCO2e)	276.3	179.6	35.00%	Near-Term Scope 3 SBT Formulation - WB2C
Absolute emissions - 1.5C (tCO2e)	276.3	113.8	58.80%	Near-Term Scope 3 SBT Formulation - 1.5C

Scope 3					
Year	Scope 3 Targets (tCO2e)	Scope 3 Actual (tCO2e)	Annual Reduction (tCO2e)	Annual % Reduction	
2024	276.31	276.31	18.052	6.989	
BL 2025	276.31	276.31	18.052	6.989	0.00%
2026	258.26		18.052	6.989	
2027	240.21		18.052	6.989	
2028	222.15		18.052	6.989	
2029	204.10		18.052	6.989	
2030	186.05		18.052	6.989	
2031	168.00		18.052	6.989	
2032	149.95		18.052	6.989	
2033	131.89		18.052	6.989	
2034	113.84		18.052	6.989	58.80%

Scope 3 SBTi Near Term Targets



Scope 3 Net Zero Targets (2050)

Scope 3					
Year	Scope 3 Targets (tCO2e)	Scope 3 Actual (tCO2e)	Annual Reduction (tCO2e)	Annual % Reduction	
2024	74.90	74.90	18.052	6.989	
BL 2025	276.31	276.31	18.052	6.989	0.00%
2026	258.26		18.052	6.989	
2027	240.21		18.052	6.989	
2028	222.15		18.052	6.989	
2029	204.10		18.052	6.989	
2030	186.05		18.052	6.989	
2031	168.00		18.052	6.989	
2032	149.95		18.052	6.989	
2033	131.89		18.052	6.989	
2034	113.84		18.052	6.989	58.8%
2035	108.61		5.23	4.82	
2036	103.37		5.37	4.82	
2037	98.14		5.37	4.82	
2038	92.91		5.37	4.82	
2039	87.67		5.37	4.82	
2040	82.44		5.37	4.82	
2041	77.21		5.37	4.82	
2042	71.97		5.37	4.82	
2043	66.74		5.37	4.82	
2044	61.51		5.37	4.82	
2045	56.27		5.37	4.82	
2046	51.04		5.37	4.82	
2047	45.80		5.37	4.82	
2048	40.57		5.37	4.82	
2049	35.34		5.37	4.82	
2050	30.10		5.37	4.82	91.00%
	24.87				



Scope 3 Intensity Ratios: 0.7121 tCO2e/FTE, 6.9078 tCO2e/£M

Carbon Reduction Pathway

We have set the targets, but how do we intend to achieve them?

Against our current baseline figures we are making good progress, but how do we intend to maintain this progress?

For a large organisation our Scope 1 and Scope 2 emissions are quite small, but we have identified that by moving towards energy supplies from renewable sources will significantly reduce these, this will be assisted passively by the UKs decarbonisation of its grid currently at 50%

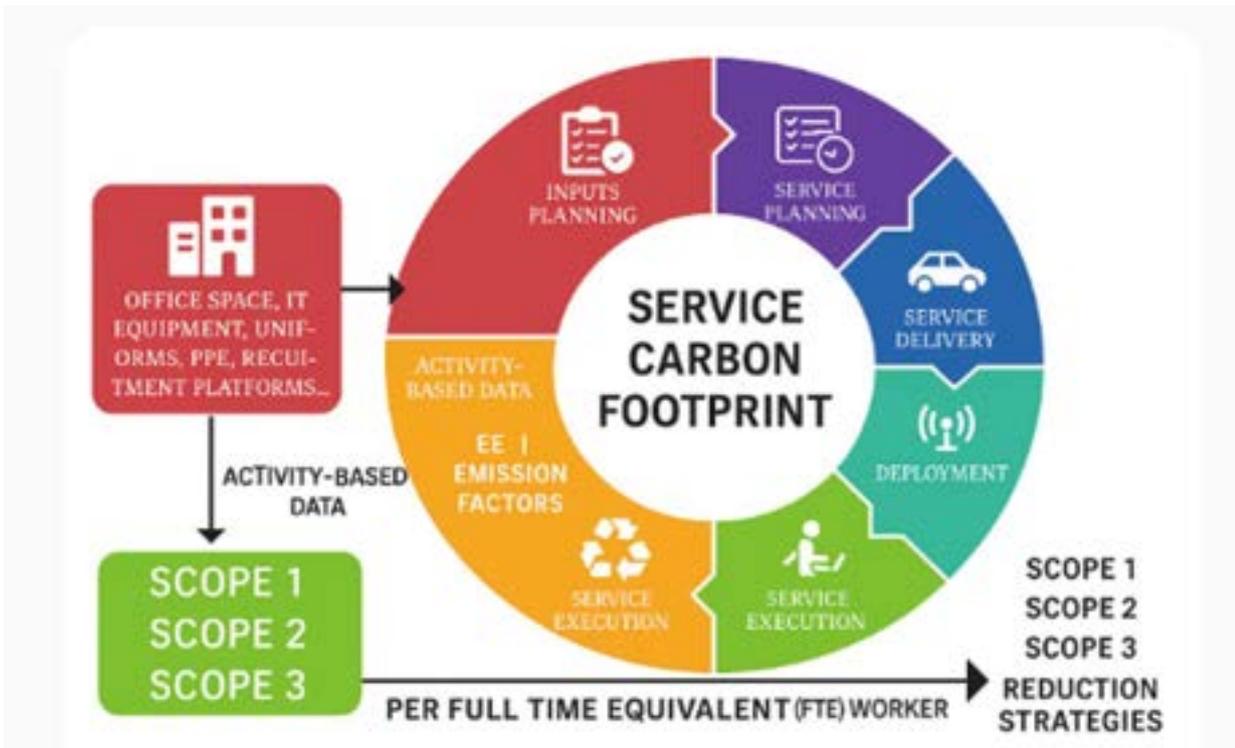
Small incremental changes when added together will impact our emissions greatly and allow us to achieve our Net Zero Targets.

Lever	Description	Timeline	Impact
Energy Efficiency	Refurbished low-energy laptops, office rationalisation	2025–2028	↓ Scope 1 ↓ Scope 2
Renewable Energy	Source 50% of office electricity from renewables	2026–2034	↓ Scope 1 ↓ Scope 2
Digital Transformation	Paperless systems, Microsoft Teams, SharePoint	2025–2027	↓ Scope 3
Sustainable Travel	Car sharing, public transport, local worker deployment.	2025–2035	↓ Scope 3
Supplier Engagement	Local sourcing, low-carbon procurement	2026–2035	↓ Scope 3
Carbon Literacy & Culture	Staff training, wellbeing initiatives	2025–2028	Cultural shift
Offset Strategy	Verified offsets for residual emissions	2040–2050	Net Zero

Product Carbon Footprint



Talent has developed systems to allow us to calculate the Product Carbon Footprint (PCF) of our service provision, we intend to develop these further to enable use to compare our emissions directly with our customers in a standardised format. We will be investigating using PCF Data Exchange. Our boundary has been expanded to include temporary workers commuting to Client sites as part of the PCF.



By undertaking these assessments and analysis of our business activities, it is clear that the emissions produced in the delivery of our services are by far the most significant, as such we are investing time and effort in improving all aspects of the data collection model to ensure it is as accurate as possible.

Scope 3 Emissions

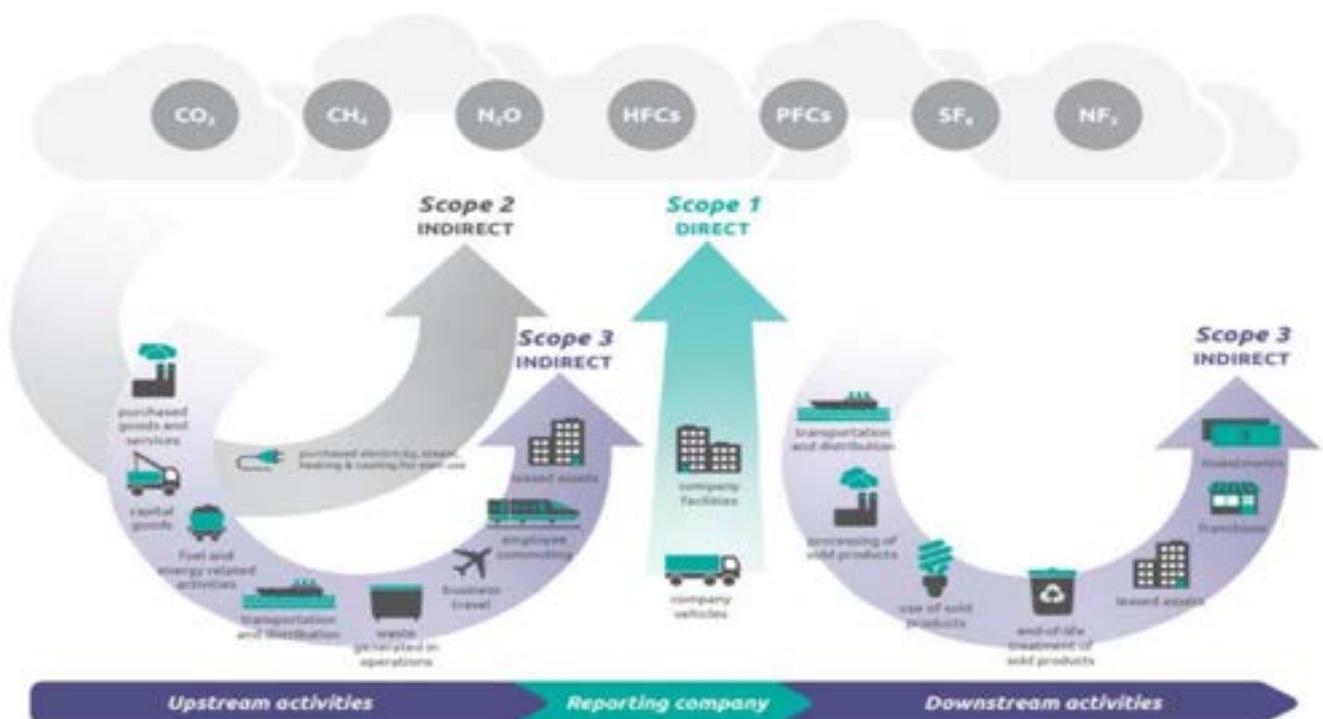
Scope 3 Emissions are the largest part of our carbon inventory.

As a large labour provider, we have included within our boundary the emissions relating to each of our temporary workers either attending our clients' sites as part of our service provision or Homeworking.

Under GHG Protocol Scope 3 Category 7(Upstream), we have assigned their individual commuting to Scope 3 Category 7, in the same category we are also including the workers hours as "Homeworking, to give a realistic view of the "Product Carbon Footprint".

To further improve this we are developing data collection systems that obtain the mode of transport that the worker will using in traveling to and from work each day (if they are working on the Clients site), along with the postcode to postcode (Home to work) return journey. If not, we will be assigning all the working hours as "Homeworking".

Where this data is incomplete, we apportion the unknown elements of data with data estimated in the same ratio as our known data to ensure it is a realistic as possible. Each refresh cycle reduces the percentage of unknown data with actual data, increasing accuracy.



Assessment Boundary

Scope	Activity	Calculation Type	Completion Status	Justification
1	Electricity, heat or steam generated on-site		Not relevant	
	On-site fuel use	Activity Data	Complete	
	Company owned vehicles	Activity Data	Complete	
	Fugitive emissions (incl. Refrigerant gases and AC)	Activity Data	Complete	
2	On-site Consumption of purchased electricity, heat steam and cooling	Activity Data	Complete	
3	1. Purchased goods and services	Activity Data	Partial	The minimum boundary has not met under the GHG protocol.
	2. Capital goods	Activity Data	Partial	The minimum boundary has not met under the GHG protocol.
	3. Fuel- and energy related activities (not included in scope 1 or scope 2)	Activity Data	Complete	
	4. Upstream transportation and distribution		Not relevant	
	5. Waste generated in operation	Activity Data	Complete	
	6. Business travel (not included in scope 1 or scope 2)	Activity Data	Complete	
	7. Employee commuting	Activity Data	Complete	
	8. Upstream leased assets		Not relevant	
	9. Downstream transportation and distribution		Not relevant	
	10. Processing of sold products		Not relevant	
	11. Use of sold products		Not relevant	
	12. End-of-life treatment of sold products		Not relevant	
	13. Downstream leased assets		Not relevant	
	14. Franchises		Not relevant	
	15. Investments		Not relevant	

Data Uncertainty and Materiality

Emission Source	Data source / comments	Materiality	Uncertainty	Market-based Error Margin (tCO ₂ e)
Electricity (Location based)	Bristol and Manchester have provided annual kWh usage figures from internal sources. The remaining offices Birmingham, London and Berlin have been estimated using CIBSE factors. These have been apportioned for Birmingham as all sites have closed down during the assessment period.	High (20-40%)	50%	25.22
Natural Gas	Birmingham is a serviced offices which pays a flat monthly service charge for site utilities. These have been apportioned based on floor area using Chartered Institute of Building Service Engineers (CIBSE) Guide F offices – Air-conditioned standard (178 kWh/m ² /yr). Manchester provided some utility bills, however due to the inconsistencies within the billing periods this has also been estimated based on CIBSE Guide F offices – Air-conditioned standard	Medium 5-20%	50%	8.94
Home-working (Location-based)	Homeworking survey was included within the commuting survey. This detailed individual employee's homeworking patterns to include hours per day worked, days per week at home and total weeks per year. Total working hours for workers on assignment with Clients was calculated as "Homeworking" in the absence of commuting data.	Medium 5-20%	50%	8.81
Waste	Waste was estimated based on 50 litre bin being collected weekly from each standard sized office location. Disposal route was based on publicly available Local Authority statistics for commercial disposal (the majority being incineration/waste for energy and recycling).	Very Low (<1%)	90%	5.26
Rail	Expense portal (SRXP) export was provided detailing total cost of trains expensed across the assessment period.	Medium 5-20%	5%	0.054
Water	Total water consumption was estimated from assumptions. The assumption is that 50 litres of water is used per working day by each employee from South Staffs Water Company.	Very Low (<1%)	90%	0.142
Flights	Expense portal from (SRXP) has been provided detailing all air travel completed during the assessment period. The information provided details the departure and destination location, the date of travel and the cabin class. The number of passenger trips were provided by Talent International as this information was not provided on the expense summary	Medium 5-20%	1%	0.0033
Commuting	Commuting survey completed detailing annual distance per employee and transport vehicle type. Survey was completed for 38 employees out of 57 and was extrapolated up to account for remaining employees.	Medium 5-20%	1%	0.25
Grey Fleet (employee owned vehicles)	Total expensed mileage has been provided from the expense system SRXP detailing individual mileage totals	Low (1-5%)	10%	0.34
Company vehicles off-site (changing (scope 3))	Vehicle details provided from vehicle delivery email confirmation provided from manufacturer. Total mileage is based on the rental agreement.	Very Low (<1%)	10%	0.11
Computing	All computing equipment purchased during the assessment period was provided from internal sources detailing the product manufacturer and the model of the hardware.	Medium 5-20%	1%	0.1
Taxi	Total taxi cost for each office was provided from the expense portal (SRXP).	Low (1-5%)	5%	0.016
Cash Opt Out	Vehicle details provided from internal company records. Total mileage provided from the SRXP expense portal detailing annual mileage completed.	Low (1-5%)	1%	1.08
Hotel Stays	Total hotel stays was provided via the expense system (SRXP). Details provided include the number of guest nights along with the location of the hotel.	Low (1-5%)	1%	0.013

Carbon Reduction Plan

Supplier name: Talent International Ltd.

Publication date: 6th October 2025

Commitment to achieving Net Zero

Talent international 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: 2021/22	
Additional Details relating to the Baseline Emissions calculations.	
Due to significant changes in the organisation and the data collection tools available, the current year 2024 - 2025 is to be used as the new Baseline for emissions as it reflects a more accurate and detailed inventory of our emissions.	
Assessment Period: 1st July 2024 – 30th June 2025	
Baseline year emissions: 2024/2025	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	15.59
Scope 2	17.28
Scope 3 (Included Sources)	276.31 – Commuting, Well-To-Tank, Home-workers, Computing, Flights, Rail travel, Cash Opt out car travel, Employee-owned car travel, Electricity transmission & distribution, Waste, Taxi travel, Company Electric vehicles (charged offsite) & Water (and wastewater).
Total Emissions	309.19

Current Emissions Reporting

Reporting Year: 2024/2025	
Assessment Period: 1st July 2024 – 30th June 2025	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	15.59
Scope 2	17.28
Scope 3 (Included Sources)	276.31 Category 1: - Purchased goods and services. Category 2: - Capital Goods Category 3 – Fuel and energy related activities Category 5 – Waste generated in operations. Category 6 – Business travel Category 7 – Employee Commuting Category 4 – Upstream transportation and distribution and category 9 – 15 are not applicable to our business due to the nature of our business operation.
Total Emissions	309.19

Emissions reduction targets

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

Site electricity will review the availability to transition onto 100% renewable energy tariffs as the contracts renew - will reduce our scope 2 emissions.

Encouraging schemes such as; Car Sharing, Use of Public Transport and focusing on local worker deployment - will reduce our scope 3 emissions.

Passive reduction in emissions due to the increased use of renewables in the UK electricity generation (Currently at 48-50%).

Between 2030-2040 an increased reduction due to the passive assumptions from the transition of cars to electric/alternative fuels - will reduce our scope 3 emissions.

- Any future company vehicles purchased/leased are also by EV or PHEV.

- A 5% annual reduction in air travel has been assumed until 2050.

We have set the SBTi Near Term Targets (2034) and project that we will have reduced our emissions by 182 tCO₂e by 2034. This is a reduction of 58.8%

These are our revised Baseline year calculations.

Assessment Period: 1st July 2024 – 30th June 2025

Below shows our forecasted targets can be seen in the graph below:



Carbon Reduction Pathway

Lever	Description	Timeline	Impact
Energy Efficiency	Refurbished low-energy laptops, office rationalisation	2025–2028	↓ Scope 1 ↓ Scope 2
Renewable Energy	Source 50% of office electricity from renewables	2026–2034	↓ Scope 1 ↓ Scope 2
Digital Transformation	Paperless systems, Microsoft Teams, SharePoint	2025–2027	↓ Scope 3
Sustainable Travel	Car sharing, public transport, local worker deployment.	2025–2035	↓ Scope 3
Supplier Engagement	Local sourcing, low-carbon procurement	2026–2035	↓ Scope 3
Carbon Literacy & Culture	Staff training, wellbeing initiatives	2025–2028	Cultural shift
Offset Strategy	Verified offsets for residual emissions	2040–2050	Net Zero

Declaration

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 standard¹ for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard 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 document along with supporting policies is publicly available on our company website

@ www.talentinternational.co.uk

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

1. <https://ghgprotocol.org/corporate-standard>

2. <http://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

3. <https://ghgprotocol.org/standards/scope-3-standard>



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