

**HYPER TALENT**  
**SOLUTIONS**

# Carbon Reduction Plan

December 2024

**Supplier name:** *Hyper Talent Solutions Ltd*

**Limited Publication date:** 30<sup>th</sup> December 2024

**Commitment to achieving Net Zero**

*Hyper Talent Solutions is committed to achieving Net Zero emissions from its operations and supply chains by 2030.*

## 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: 2020

#### Additional Details relating to the Baseline Emissions calculations.

Baseline emissions were calculated by a third-party assessor in line with ISO 14064 and the GHG Reporting Protocol. This was the first time Hyper Talent Solutions has measured its emissions and is therefore also the first reporting year.

- **Scope 1** covers direct emissions, including those associated with the direct consumption of natural gas, heating oil, diesel fuel as well as emissions associated with owned and leased vehicles and fugitive emissions.
- **Scope 2** covers indirect emissions including those associated with the purchase and consumption of local electricity and district heating energy.
- **Scope 3** covers other indirect emissions such as business travel, hotel stays, waste disposal, upstream emissions from purchased fuels and electricity. Emissions from employees teleworking have also been factored in, including estimates from home energy consumption. Additionally, employee commuting, downstream transportation, and distribution of goods will be incorporated into future reporting to ensure a comprehensive representation of the company's carbon footprint.

#### Employee Commuting

Employee commuting accounts for emissions generated from the transportation of employees between their residences and workplace. To align with the Technical Standard and the CRP Team's request, this section includes:

- **Boundary:** Emissions from vehicles not owned or operated by the company.
- **Data Sources:** Employee commuting patterns, average distances, modes of transportation, and energy consumption data.

- **Calculation Methodology:** Using conversion factors published by BEIS, emissions are calculated in tonnes of CO<sub>2</sub>e.

### **Downstream Transportation and Distribution**

This category covers emissions related to the distribution of products sold by the company to the end consumer. To comply with the reporting standards:

- **Boundary:** Transportation and distribution in vehicles and facilities not owned or controlled by the company.
- **Data Sources:** Logistics provider data, energy usage during transport, and storage-related emissions.
- **Calculation Methodology:** Reporting focuses on Scope 1 and 2 emissions from transportation providers and, optionally, lifecycle emissions of vehicles and facilities.

<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
Scope 1	1.64
Scope 2	2.05
Scope 3 (including business travel, hotel stays, waste disposal, upstream emissions from purchased fuels and electricity, and teleworking). Emissions from employee commuting, downstream transportation, and distribution of goods will be incorporated in future reporting.	14.87
Total Emissions	18.56

## Reporting Year Emissions

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	2.32
Scope 2	1.12
Scope 3 (including business travel, hotel stays, waste disposal, upstream emissions from purchased fuels and electricity, and teleworking). Emissions from employee commuting, downstream transportation, and distribution of goods will be incorporated in future reporting.	5.13
Total Emissions	8.57

## Emissions Reduction Targets

It should be noted in the baseline year that Hyper Talent Solutions was operating as a fully remote organisation during the COVID-19 pandemic. As restrictions have lifted the company has adopted a hybrid approach to working. Emphasis is given to working from home and continues on the hybrid work model on the reporting year. This accounts for the decrease in scope 2 and 3 emissions seen in the current emissions reporting and was expected.

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets:

- We aim to achieve Net Zero by 2030; either reducing or sequestering 100% of our emissions.
- We will continue to offset 100% of our emissions with carbon offsetting projects.

## Carbon Reduction Projects

### Completed/In Progress Carbon Reduction Initiatives

**The following environmental management measures and projects have been from the 2020 baseline year:**

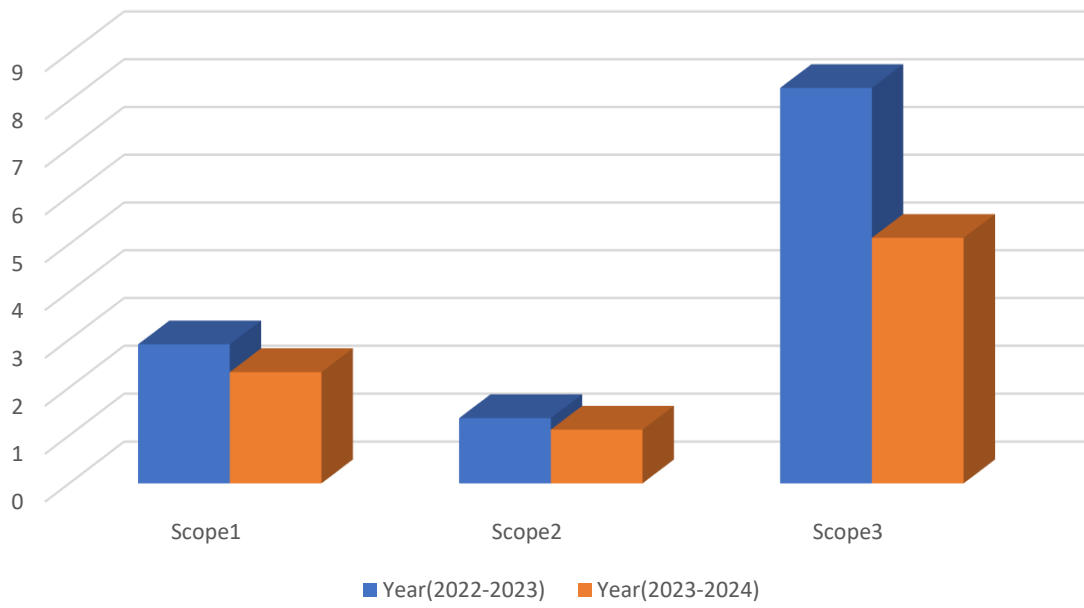
- Implemented a new company wide environmental policy committing the company to the achievement of the targets set within the Environmental Management System
- Selecting a space for the HQ which was easily accessible via various public transport links, to ensure minimal need to drive personal cars into work
- Hyper Talent Solutions has continued offsetting 100% of company emissions through investment in verified carbon offsetting initiatives
- Continued promotion of remote working, reducing business travel and energy consumption

- Implementation of an environmental policy
- Using only LED lamps for all the light fittings with 20,000 hours or more of expected life
- Ensuring the office design introduced multiple types of recycling points across the office, including food & paper/plastic use
- Eliminating corporate use of single used plastics and providing all colleagues with reusable alternatives

**The following measures and projects are currently in progress:**

- Provision of home-office equipment to all FTEs
- Promoting a move towards a paperless office culture by holding all documents and records in the cloud
- Donation of old IT equipment, instead of sending it to a landfill
- Promoting involvement for colleagues to participate in volunteer activities on local environmental projects, through paid time away from work, and the internal advertising of such opportunities to push participation
- Despite the lifting of pandemic restrictions and COVID lockdowns, we have continued to promote a hybrid working model for colleagues, creating a sustainable balance between working from home and either in our office or on client sites, thereby reducing both the expectation and need for business related travel
- We have made a free on-line toolkit available to some of our clients to help their staff work remotely, thereby reducing the amount of travel required

## CARBON REDUCTION PLAN : 2023-2024





## 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 and uses the appropriate Government emission conversion factors for greenhouse gas company reporting

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

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**

*Amri Nazeer*

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**Amri Nazeer**

*Chief Operating Officer*

*30/12/2024*