

## Carbon Reduction Plan

The UK Government amended the Climate Change Act 2008 in 2019 by introducing a target of at least a 100% reduction in the net UK carbon account (i.e. reduction of greenhouse gas emissions compared to 1990 levels) by 2050. This is otherwise known as the 'Net Zero' Target.

Action Note PPN 06/21, "Procurement Policy Note – Taking Account of Carbon Reduction Plans in the procurement of major government contracts," sets out how to take account of suppliers' Net Zero Carbon Reduction Plans in the procurement of major government contracts.

This plan outlines Fusion People's compliance with Action Note PPN 06/21.

**Supplier name:** Fusion People Ltd

**Publication date:** 31 Oct 2023

### Commitment to achieving Net Zero

Fusion People 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.

<b>Baseline Year: 2021</b>	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
<p>Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of strategies to reduce emissions. These are therefore a reference point against which we can measure our success at reducing emissions.</p> <p>The baseline year was during the Pandemic which has affected the emission totals as WFH was in place for the majority of the year and travel was reduced. Therefore the electricity, gas and fuel used was lower than previous years.</p>	
<b>Baseline year emissions: 2021</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>

Scope 1	228.8
Scope 2	75
Scope 3 (Included Sources)	6.4
<b>Total Emissions</b>	<b>310.2</b>

#### Last Year Emissions Reporting

<b>Reporting Year: 2022</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
Scope 1	147.7
Scope 2	146.5
Scope 3 (Included Sources)	4.9
<b>Total Emissions</b>	<b>299.1</b>

#### Current Year Emissions Reporting

<b>Reporting Year: 2022</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
Scope 1	110
Scope 2	110
Scope 3 (Included Sources)	3

<b>Total Emissions</b>	223
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### **Emissions reduction targets**

Fusion People are an ISO 14001 Certified company and as such have in place objectives to reduce their emissions.

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

- Carbon emissions will decrease over the next 27 years so that Fusion People will be carbon neutral by 2050.

### **Carbon Reduction Projects**

#### Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2021 baseline. The carbon emission reduction achieved by these schemes equate to 9 tCO<sub>2</sub>e, a 3% reduction against the 2021 baseline and the measures will be in effect when performing the contract.

- Reduction in large electrical equipment in offices
- Change meetings to Teams when possible – reduce travel
- Introduction of Cycle to Work Scheme
- Reduce emissions from vans by using local resources

As part of our ISO 14001 certification we have in place improvement plans to reduce the amount of carbon we produce. Our Impacts and Aspects Register has shown that our travel and electricity costs are our largest contributors to carbon.

In order to reduce our impact on the environment we have put in place adjustments to reduce travel. When possible we use Teams for meetings and public transport for any trips required. As a recruitment firm we aim to attract local workers which again reduces the travel required and our carbon footprint.

In the future we hope to implement further measures such as:

- Electric Vehicles
- Plant trees to offset our emissions
- Replace on fuel based site tools with battery operated tools

### **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<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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<sup>3</sup>.

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:**

  
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Date: 02/11/2023  
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