



## Carbon Reduction Plan

**Organisation:** Remedy Recruitment Group Ltd (including Remedy Tutors)

**Date:** August 2025

### Commitment to Net Zero

Remedy Recruitment Group Ltd is committed to achieving Net Zero greenhouse gas emissions by 2050, in line with UK Government targets.

### Current Emissions Baseline

**Baseline Year:** 2024 (first year of measurement)

Emission Scope	Description	Estimated Emissions (tCO <sub>2</sub> e)
Scope 1	Direct emissions from company vehicles and office heating	12
Scope 2	Indirect emissions from purchased electricity	18
Scope 3	Business travel, tutor commuting, supply chain, waste, and digital services	95
<b>Total</b>		<b>125 tCO<sub>2</sub>e</b>

**Note:** Scope 3 is the largest contributor due to contractor travel and digital service usage

### Emission Reduction Targets

We project the following reductions:

- 2025–2030: 25% reduction (to ~94 tCO<sub>2</sub>e)
- 2030–2040: 60% reduction (to ~50 tCO<sub>2</sub>e)
- 2040–2050: Net Zero achieved

## **Carbon Reduction Measures**

Remedy Recruitment Group Ltd has implemented and will continue to implement the following measures:

### **Energy Efficiency**

- Transition to renewable electricity suppliers for all offices.
- Upgrade to LED lighting and smart heating controls.

### **Travel & Transport**

- Encourage remote tuition and online delivery to reduce travel emissions.
- Promote public transport, car-sharing, and low-emission vehicles for tutors.
- Review mileage claims to incentivise sustainable travel.

### **Digital & IT**

- Use cloud-based systems with providers committed to renewable energy.
- Reduce paper usage through digital-first policies.

### **Supply Chain & Contractors**

- Require contractors (tutors) to comply with sustainability guidelines.
- Preference for suppliers with published carbon reduction commitments.

### **Waste & Recycling**

- Implement recycling schemes in offices.
- Reduce single-use plastics and encourage sustainable office supplies.

### **Governance & Reporting**

- Annual review of emissions data and progress against targets.
- Responsibility sits with the Board of Directors, supported by a Sustainability Lead.
- Transparent reporting to stakeholders, including local authorities and schools.

## **Declaration**

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance. Remedy Recruitment Group Ltd is committed to continuous improvement and to achieving Net Zero by 2050.

Craig Sinclair, Director, Remedy Recruitment Group Ltd

Date: August 2025