

carbon reduction plan

This is the carbon reduction plan for Randstad UK Holding Ltd (Randstad Solutions Ltd, Randstad Public Services Ltd, Randstad HR Solutions Ltd, Pareto Law Ltd, Qualitair Aviation Services Ltd and Randstad Sourceright Ltd)

Publication date: July 2023

Commitment to achieving Net Zero

Randstad 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: 2019	
Additional Details relating to the Baseline Emissions calculations.	
We are still developing our Scope 3 reporting and making improvements on the quantity and diversity of data we are able to gather. Scope 3 currently includes Aeroplane travel, other business travel, purchased goods and services, employee commuting and fuel & energy related activities	
Baseline year emissions	
Emissions	Total (tCO₂e)
Scope 1	1,258
Scope 2	510
Scope 3	1,936
Total emissions	3,704

Current Emissions Reporting




Reporting Year: 2022	
Emissions	Total (tCO ₂ e)
Scope 1	869
Scope 2	0
Scope 3	2,977
Total emissions	3,846

Emissions reduction targets

We project that total carbon emissions will decrease over the next eight years to 1,985 tCO₂e by 2030. This is a reduction of over 50% on our scope 1 and 2 figures and 30% on scope 3. This will largely be driven by our anticipated increase in electric vehicles and moving to 100% renewable energy in offices, plus engaging with our major suppliers on their net zero commitment.

It should be noted that the significant reductions in emissions in 2020 is not a true reflection of our usual operational emissions. This was mainly driven by the shift to working remotely and the associated sharp reduction in office usage and travel as a result of the global COVID-19 pandemic.

Carbon reduction initiatives

	Sustainable mobility policy	Fleet is the largest contributor to our scope 1 emissions. To reduce our fleet emissions, we will focus on moving a minimum of 70% of our fleet to electric vehicles by the end of 2023 and move towards 100% renewable energy vehicles as lease terms end
	Energy efficient buildings	The majority of our offices utilise efficient building systems, LED lighting and PIRs, waste is segregated and recycled where possible. Further measures that we are introducing include improved technologies, reducing office thermostats by 1°C and reducing and maximising office space.
	100% renewable energy	We have achieved 100% renewable electricity in all buildings under our control for 2022.

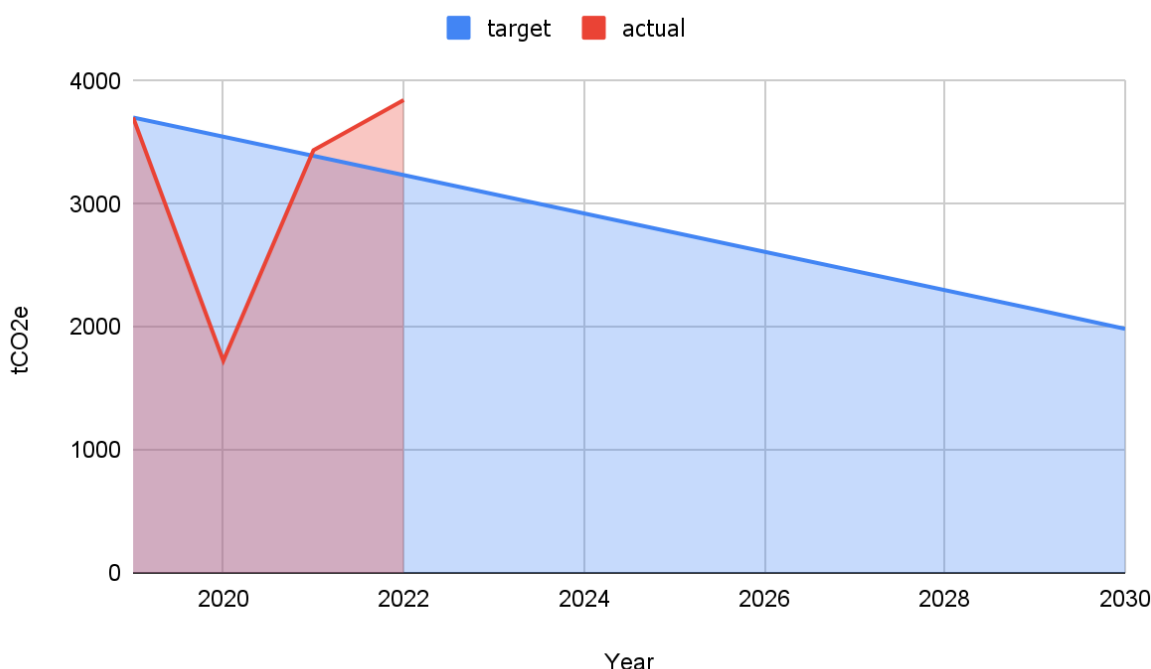
	Sustainable business travel	Travel reduction target in 2023 of 50% compared to pre pandemic levels
	Supplier engagement strategy	<p>We will engage our suppliers to reduce emissions as well.</p> <p>By 2027, as part of the supplier relationship management programme, global suppliers responsible for 30% of our scope 3 emissions will be required to commit to Net Zero.</p>

Randstad’s road to net zero takes an organic flow of emission reduction into account and ensures we start ambitious to create space for future growth.

An ambitious start in our move to electric vehicles, energy efficient buildings, use of renewable energy and our sustainable travel policy will lead to a higher reduction than the required SBTi minimum.

We expect to see our scope 3 emissions reduce as we engage with our suppliers and require them to commit to net zero, if they have not already done so.

Carbon reduction: projected v actual



Although our scope 1 and 2 emissions have reduced, the graph shows a sharp increase in emissions for 2022. This is due to better reporting and information gathering of our scope 3 data.



Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and the 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 agreed by the UK Board of Directors

Signed on behalf of Randstad

A handwritten signature in black ink that reads "Victoria Short".

Victoria Short
Chief Executive Officer
July 2023