

CARBON REDUCTION PLAN

FOR



Prepared by:



**Everest Recruitment and Services
Carbon Emissions Report**

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1 Net Zero Commitment

Everest Recruitment and Services recognises the importance of making a full and lasting commitment to reducing the greenhouse gas emissions from our activities, in support of the wider commitment of the world to limit global temperature increases and the impact on the planet.

We commit to the following:

1. For our company to achieve Net Zero in line with the Science Based targets set out by the UNFCCC i.e., to achieve Net Zero no later than 2050 and target a 50% reduction in emissions by 2030.
2. To set realistic short- and long-term targets that are designed to achieve our Net Zero commitments.
3. To report the total Greenhouse Gas emissions of our business, at a minimum, on an annual basis.

	Year
Commitment to be Net Zero	2050
50% Emissions Reduction	2030

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2 Background Information

2.1 Company

Everest Recruitment and Services is a Limited Company registered in England, company number 12983360, with a head office address of 185 Adelphi Street, Preston, England, PR1 7BH.

Everest Recruitment and Services is a leading provider of comprehensive staffing solutions for businesses across diverse industries. With a track record of excellence and a deep understanding of the job market, we specialise in connecting talented professionals with top-tier organizations. Our dedicated team of experts leverages their industry knowledge and cutting-edge technology to deliver customized recruitment services, ensuring the perfect match between candidates and companies. We are committed to fostering long-term partnerships, delivering exceptional results, and contributing to the success of both clients and candidates alike.

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2.2 General Data

Reporting Period	Current Period Feb 2023 – Jan 2024
Industry	Recruitment
No. of Staff	2
No. of Offices Owned	0
No. of Offices Leased	1
No. of Company Vehicles - Owned	0
No. of Company Vehicles - Leased	0

2.3 Current Reporting Period

Feb 2023 – Jan 2024

2.4 Organisational Boundary

There are 3 different approaches to measuring emissions, as defined by the GHG Protocol. This report has been constructed using the **Operational Control Approach**, considering the requirements of each potential approach.

Approach	Description	Approach Taken
Operational Control	The organisation has operational control over an operation if it or one of its subsidiaries has the full authority to introduce and implement its operating policies at the operation.	✓
Financial Control	The organisation has financial control over the operation if it has the ability to direct the financial and operating policies of the organisation with a view to gaining economic benefits from its activities.	
Equity Share	The organisation accounts for GHG emissions from operations according to its share of equity in the operation.	

2.5 Benchmark Year

The organisation's benchmark year is from **February 2023 – January 2024**.

2.6 Methodologies Used

Throughout this report all methodologies used are explained within the relevant sections.

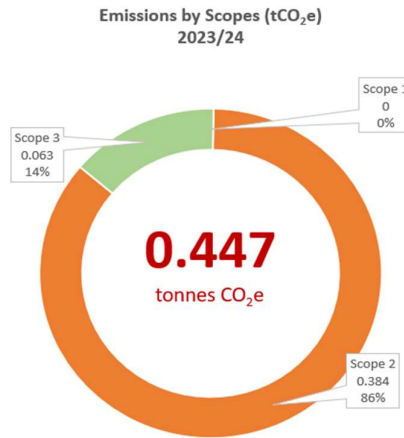
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3 Carbon Emissions Overview



The total calculated emissions for the business for the period 2023/24 are 0.447 tCO₂e. This is the first year the company has measured its carbon emissions. As such this is the benchmark year of the company with the breakdown of emissions analysed throughout this report. The Company will aim to measure an increasing amount of Scope 3 emissions and is committed to reducing their emissions across all scopes.

4 Analysis by Scope

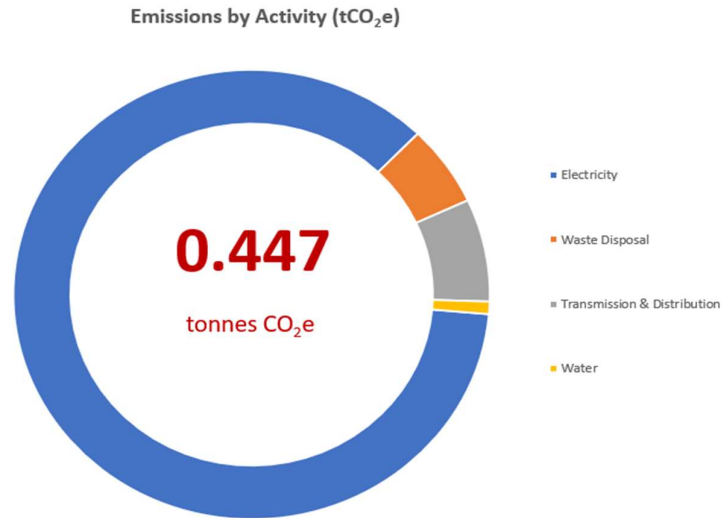


Scope	Description	tCO ₂ e	%
Scope 1	Scope 1 emissions includes fuel from company vehicles and fuels used in the office, including propane and heating oil. Everest Recruitment and Services does not have any Scope 1 emissions due to having no company vehicles or fuel to heat the office.	0	0%
Scope 2	Emissions in scope 2 includes electricity used at the company's office. The office is not on a renewable tariff.	0.384	86%
Scope 3	Scope 3 emissions include: <ul style="list-style-type: none"> • Waste • Water • Employee commuting • Transmission and Distribution of electricity Everest Recruitment and Services had no Business Travel, Courier or Hotel Stays during the benchmark year due to the requirements of the business.	0.063	14%
TOTAL		0.447	100%

Reported Scope 3 emissions will increase in future years as data and information becomes available.

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5 Emissions by Activity

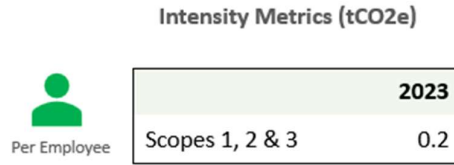


Data Details		2023/24			
Emission Type	Scope	t CO ₂ e	Data Source	Data Confidence	
Energy					
Gas	1	-	Gas Bills	N/A	
Electricity	2	0.384	Office Electricity	High	
Employee Commuting					
Walking	3	-	Employee Survey	Medium	
Other Emissions Calculated					
Transmission & Distribution	3	0.033	Electricity Bills	High	
Waste Disposal	3	0.026	Estimated	Low	
Water	3	0.004	Estimated	Low	
TOTAL		0.4470			

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6 Intensity Metric Analysis

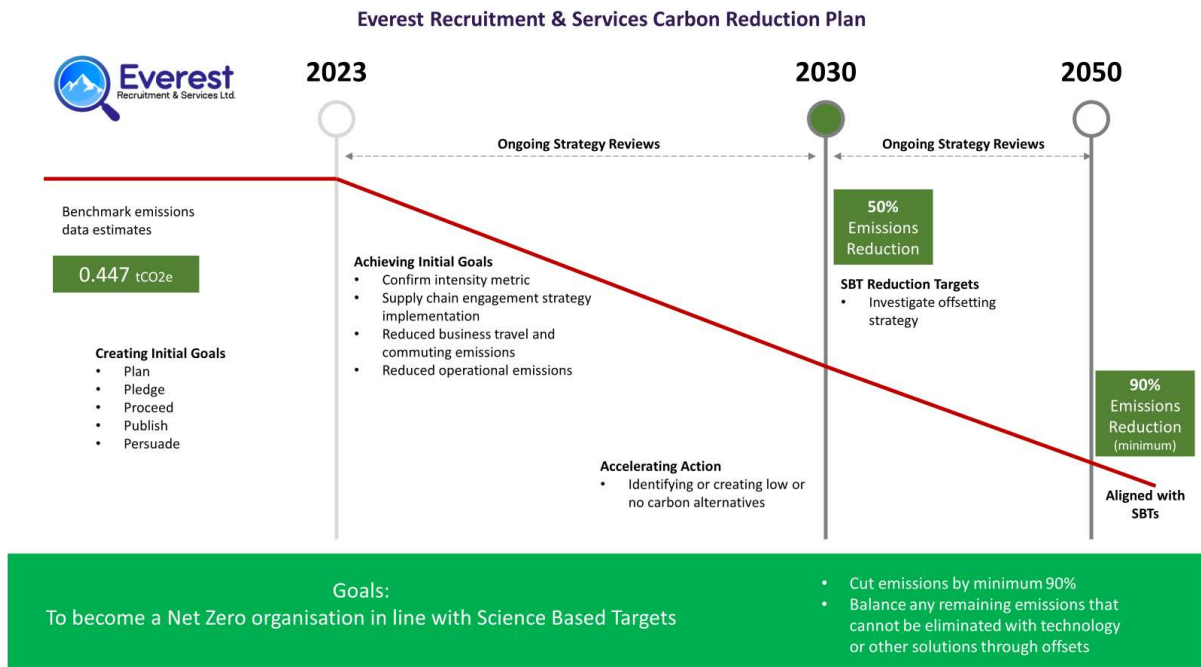
Intensity metrics help normalise emissions data, taking into account variations in production levels or activity volumes. This allows for a more accurate assessment of emission trends over time, regardless of changes in business operations. The initial intensity metrics for the company are below and will be used for comparative purposes in following years.



The chosen intensity metrics shows a carbon emissions value of **0.2 tCO₂e per employee**. The business headcount averaged 2 people during the benchmark period.

7 Emissions Reductions Targets

The following graph summarises the carbon emissions reduction targets.



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8 Carbon Reduction Actions

Everest Recruitment and Services will develop the following initiatives that will support the company's strategies to meet Science Based Targets:

Area of Focus	Initiative
Engagement of Team	To engage the entire team throughout the organisation in the Net Zero transition plan and to encourage staff to support lower carbon ideas, opportunities, and activities. This may include activities such as; <ul style="list-style-type: none">• Encouraging the turning-off or powering-down of appliances and lights when not in use.• Eliminating unnecessary heating in unoccupied areas. And use of ventilation during summers rather than A C or fans.• Going paperless to avoid paper wastes. Encouraging employees to try to minimise waste, reduce use of plastics etc• Turning off the socket switches when not in use.• Education programme relating to the importance of saving water as a carbon mitigation measure.• Permitting home-working and encouraging video-conferencing.
Business Travel Emissions	To introduce a sustainable travel policy encouraging use of public transport and lower carbon options when practical to do so. This will be implemented during 2024/25.
Supply Chain Review	To carry out a full review of the supply chain, developing a full plan in 2023 – 2024, followed by the introduction of a sustainable supply chain policy in 2024.

Signed on behalf of Everest Recruitment and Services

Name: Bikash Gautam



Position: **Director**

Date: 17/4/24

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9 Emissions Data

The data contained in the table below represents total emissions calculated and is consistent with SECR requirements. All sources of emissions that have been measured are included in the totals below. Emissions from key activities are summarised in the previous sections.

	Current Reporting Year Feb 23 - Jan 24
Energy consumption used to calculate emissions Electricity Scope 2 - UK & Offshore (kWh)	1853
Energy consumption used to calculate emissions – Global, excluding UK & Offshore (kWh)	N/A
Basis of Energy reporting (Location or Market)*	Location
% of total energy sourced from certified renewable sources	0%
Emissions associated with energy consumption - UK, Offshore & Global (tCO ₂ e)	0.384
Emissions from activities for which the company is responsible including combustion of fuel & operation of facilities - Scope 1 (tCO ₂ e)	0
Emissions from purchase of electricity, heat, steam and cooling purchased for own use - Scope 2 (tCO ₂ e)	0.384
Total Scope 1 & 2 Emissions (tCO₂e)	0.384
Emissions from upstream activities out of operational control - Scope 3 (tCO ₂ e)	0.063
Emissions from use of sold products and services out of operational control - Scope 3 (tCO ₂ e)	None included
Total Gross Scope 3 Emissions (tCO₂e)	0.063
Total Scope 1, 2 & 3 Emissions (tCO₂e)	0.447
Intensity ratio tCO ₂ e (gross Scope 1, 2 & 3) per employee	0.2
Carbon offsets (tCO ₂ e)	0.0
Total Annual Net Emissions (tCO₂e)	0.447

* A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen.

10 Standard and Methodology Used

Everest Recruitment and Services categorises its Greenhouse Gas (GHG) Emissions as Scope 1, 2 or 3 as referred to in the WBCSD – WRI Greenhouse Gas Protocol (revised edition, dated March 2014). Emissions in Carbon Dioxide equivalent (CO₂e) for all scopes are calculated using the conversion factors listed in DESNZ Greenhouse Gas Conversion Factors for the relevant 12-month period over which the Carbon Footprint is calculated. Procured renewable electricity and gas is calculated in accordance with the WBCSD – WSI Scope 2 Guidance on procured renewable energy (2015).

11 Data Quality / Confidence

The data used to generate this report has been collected from various sources from both within the company and using assumptions gathered by Net Zero International. These emissions have been converted to CO₂e using GHG Protocol and DESNZ frameworks and conversion factors for the relevant period.

12 Declaration & Sign Off

This Carbon Reduction Plan has been completed in accordance with SECR, 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 agreed by the board of directors (or equivalent management body).

Signed on behalf of Net Zero International

Name: **Chris Williams**

A handwritten signature in black ink, appearing to read 'Chris Williams', with a small horizontal line at the end.

Position: **Co-Founder**

Date: 17/4/24

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13 Glossary

Benchmark Data	The chosen 12-month period that sets the calculated emissions that need to be mitigated and/or offset.
Carbon Reduction	Reduction in measured CO ₂ e emissions
Carbon Reduction Plan	Plan to reduce CO ₂ e emissions over a period of time, updated annually
Carbon Emissions (Gross)	CO ₂ e emissions from Company activities
Carbon Emissions (Net)	CO ₂ e emissions from Company activities minus verified carbon offsets the Company purchases
Carbon Neutral	When emissions are fully offset including those emissions that could be mitigated.
Carbon Offsets	A removal or reduction of carbon emissions through a verified scheme.
CO₂e	All greenhouse gases expressed in terms of Carbon Dioxide equivalent (CO ₂ e) for consistency of reporting.
DESNZ	Department of Energy Security and Net Zero (https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting)
EEIO	Environmentally Extended Input Output – Emissions estimated on spend https://ghgprotocol.org/
Organisational Boundaries	GHG Protocol Organisational Boundaries https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf
GHG Protocol	Greenhouse Gas Protocol https://ghgprotocol.org/
Greenhouse Gases	Carbon Dioxide (CO ₂), Methane (CH ₄), Nitrous Oxide (N ₂ O), Chlorofluorocarbons (CFCs and HCFCs), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulphur Hexafluoride (SF ₆)
Greenhouse Gas Conversion Factors	Annually published conversion factors normally published by relevant government departments. Converts activity into CO ₂ e emissions.
Greenhouse Gas Emissions (GHG)	Gases in the atmosphere that absorb and radiate heat
Intensity Metric/Ratio	A metric that measures carbon emissions per relevant unit of activity in a business.
Market Reporting v Location Reporting	Market is based on specific tariffs. Location is based on the country from which you are reporting.
Net Zero	GHG emissions are mitigated and those that cannot are offset
Renewable Tariff	An energy tariff that is 100% powered by renewable energy and is certified.
SBT	Science Based Targets – reducing emissions by 50% by 2030 and by 90% by 2050 and offsetting the remaining amount.
Scope 1	The fuels that are burnt (gas, transport the company owns, refrigerant gases)
Scope 2	The energy that is bought (electricity from the grid, purchased heat)
Scope 3	Emissions embedded in everything a company buys and emitted as a consequence of everything a company sells.
SECR	Streamlined Energy & Carbon Reporting
tCO₂e	Metric tonnes of CO ₂ equivalent emitted.
WBCSD	World Business Council for Sustainable Development https://www.wbcsd.org/
WRI	World Resource Institute https://www.wri.org/