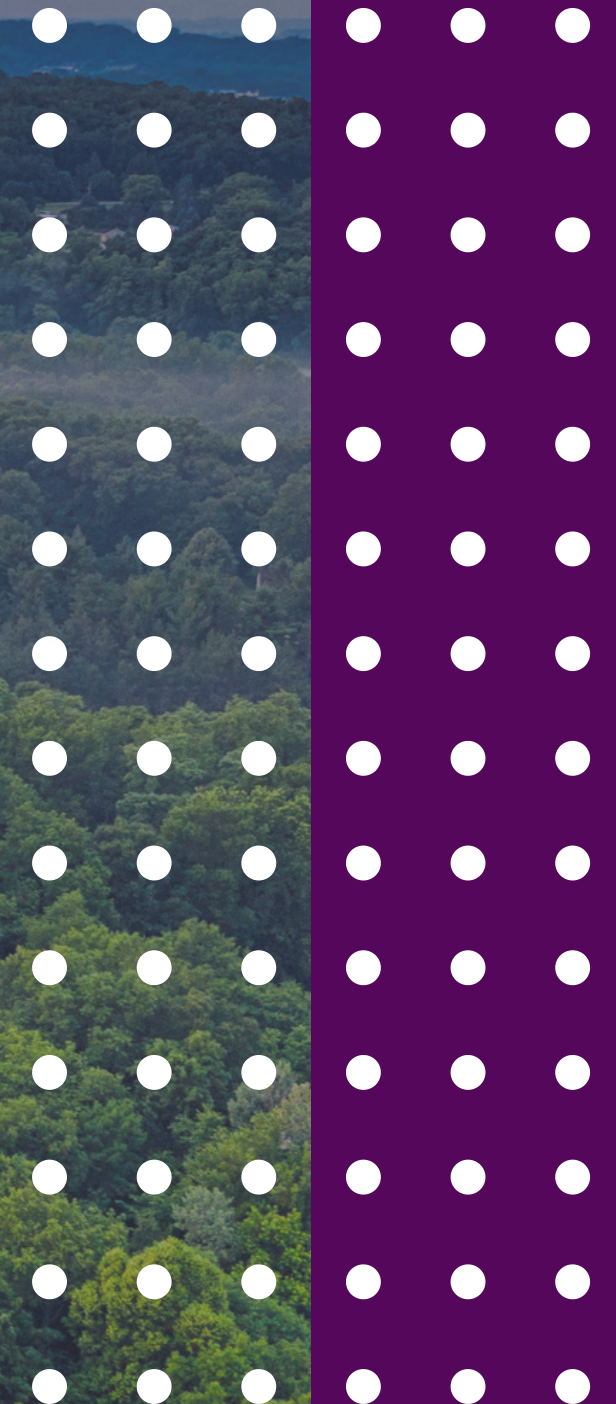
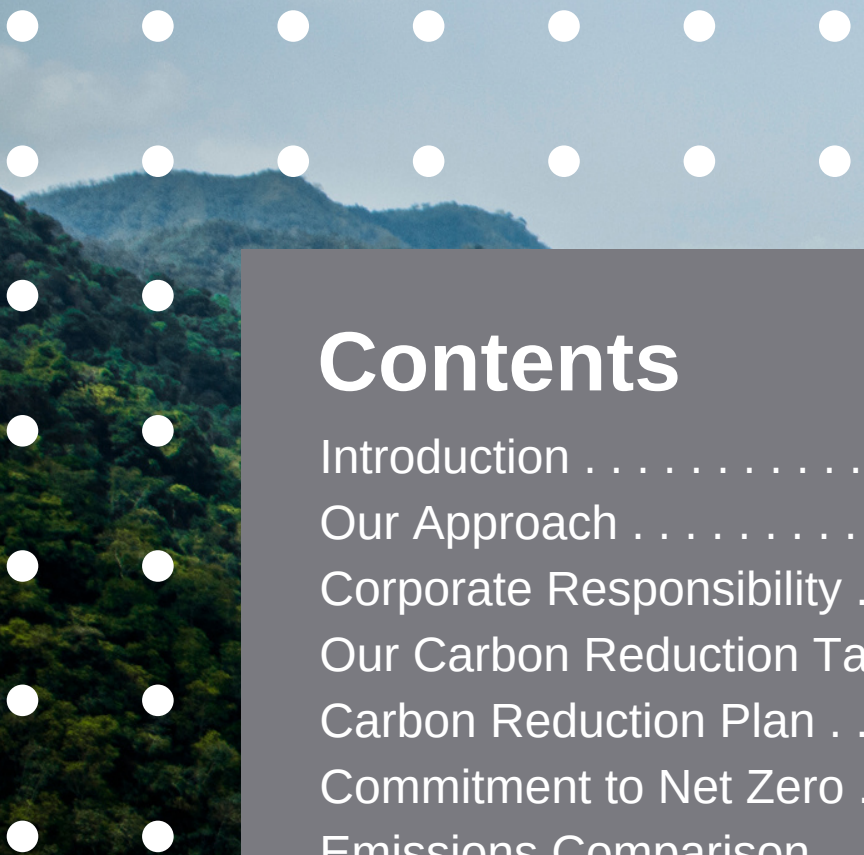
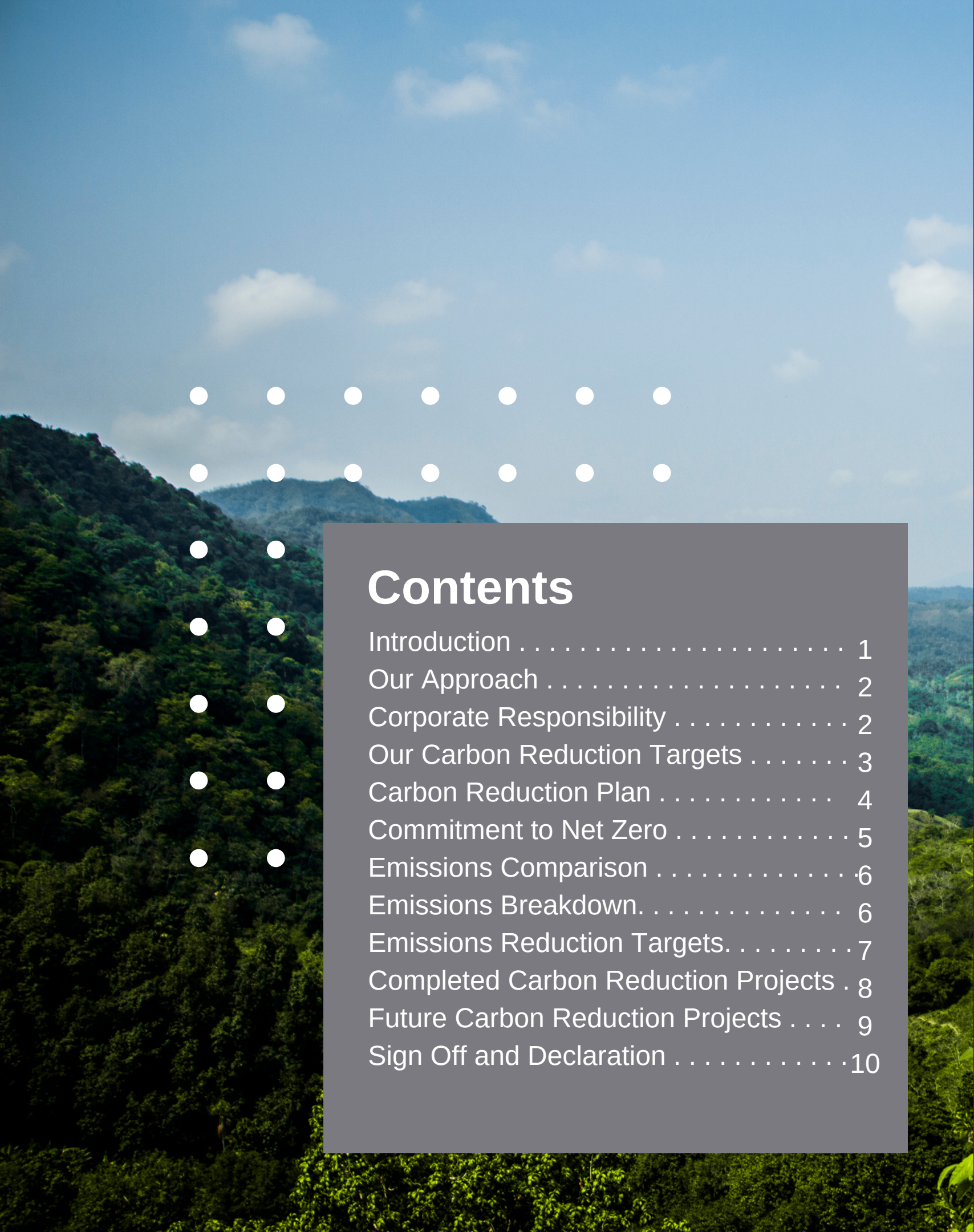


Rullion | 2023

Towards a Sustainable Future

An ambitious Carbon Reduction Plan compliant with PPN 06/21





Contents

- Introduction 1
- Our Approach 2
- Corporate Responsibility 2
- Our Carbon Reduction Targets 3
- Carbon Reduction Plan 4
- Commitment to Net Zero 5
- Emissions Comparison 6
- Emissions Breakdown. 6
- Emissions Reduction Targets. 7
- Completed Carbon Reduction Projects . 8
- Future Carbon Reduction Projects 9
- Sign Off and Declaration 10

Introduction

The latest climate science indicates that the way we live is having a negative impact on our climate. The impacts of climate change are happening now. Forest fires and droughts are common, and scientists have documented evidence that sea levels are rising. There is a general consensus that unless we change, the future looks uncertain in terms of social, environmental, and economic conditions. The Paris Agreement of 2015 established a global goal of limiting global temperature rise to well below 2°C above pre-industrial levels, and to pursue efforts to limit warming to 1.5°C. In 2018, the Intergovernmental Panel on Climate Change warned that if global warming continues at its current pace, we will exceed 1.5°C, which would have catastrophic impacts on the planet.

In 2019 the UK became the first major economy to pass a Net Zero emissions law, meaning the UK government is legally required to reach Net Zero emissions by 2050. When the UK government published its procurement policy notice 06/21 (PPN 06/21), it was clear that businesses should focus on building back the economy in a sustainable fashion. Furthermore, PPN 06/21 requires any company bidding for government contracts to have a Net Zero goal and have a carbon reduction plan in place.

“ Rullion has and continues to implement a range of policies and initiatives to move our business towards a more digital future. We’re committed to environmental, social and corporate governance and believe it is important to give back to nature what we take from it. Whilst we as a society may have a long way to go in the fight against climate change, implementing policies wherever possible will help us realise the dream of a more sustainable world sooner rather than later. ”





Our Approach

As one of the UK's leading recruitment agencies, we are in a unique position to set an example for the industry by including sustainability in everything that we do. We know our dedicated, passionate and committed team can help us leave the world in a better place. We recognise that climate change is the single biggest challenge the world faces.

At Rullion, our purpose is to create a positive and lasting impact on people's careers, and we have the opportunity to take climate action and create social value through our business, company culture, and strategic partnerships.

Help in delivering the best service possible to our clients and also help in establishing relationships that drive change and forge a sustainable future.

Corporate Responsibility and Accountability

Rullion is on a journey to create a sustainable future and we want to ensure that journey is transparent, credible, impactful, and measurable. To ensure we achieve our aims, we partnered with carbon consultancy Enistic which calculates and tracks our carbon emissions in accordance with the GHG protocol.

To ensure we achieve our aims, we work with organisations and movements that reduce environmental impacts. In 2020 we joined the **Print Releaf scheme** which aimed at offsetting the environmental impact of deforestation caused by the production of paper.



The scheme, run through printing giants Xerox, was integrated with Rullion's internal printing system to automatically measure paper consumption and calculate how many trees were needed to manufacture the paper we use (one tree makes 8,333 sheets of A4 Paper). Print Releaf then balanced our deforestation emissions by planting new trees to replace the ones that were used to make the paper. So far, the scheme has planted 1.7 million trees and offset a total of 14.3 billion A4 pieces of paper, demonstrating the extent to which this project has had a lasting impact on the long-term future of our planet.

Our Carbon Reduction Targets

Rullion is committed to a 100% reduction in all scope 1, 2, and 3 emissions by 2050.

2050

All our emissions reductions will be primarily achieved through ambitious carbon reduction projects and offsetting carbon emissions will only be considered in cases of unavoidable emissions or residual emissions. Rullion will work with its partners to establish a yearly emission reduction target and this KPI will be integrated into our reporting system to ensure annual targets are met.

Emissions Categories

Currently, we measure all our scope 1 and scope 2 emissions following the GHG protocol, and we measure a subset of scope 3 emissions (PPN 06/21 requirement) following the Corporate Value Chain Scope 3 Standard.

GHG Scope	Emissions sources
Scope 1	Direct emissions resulting from sources that are owned and controlled by Rullion
Scope 2	Indirect emissions from purchase of electricity and onsite EV charging
Scope 3	Indirect emissions from other sources not included in Scope 1 and 2 categories



Rullion Carbon Reduction Plan - in accordance with requirements for PPN 06/21



Commitment to Net Zero

Rullion is committing to become Net Zero by 2050. Our carbon reduction goals align with the IPCC’s carbon reduction roadmap and we seek to go above & beyond where possible to achieve our goal.

This report sets out a Net Zero roadmap, detailing the strategies we have put in place to achieve this goal.

Emissions Comparison

The table below shows both our baseline year January 2020 - December 2020 and reporting year January 2022 - December 2022 emissions. Baseline emissions are a record of the GHGs that have been produced in the past – before introducing any strategies to reduce emissions – and are the reference point against which emission reductions can be measured.

2020 was the first year where we had a complete GHG inventory, which is required for PPN 06/21 compliance. We acknowledge 2020 may not represent emissions from our full operations as it was impacted by COVID-19 but we are limited due to data unavailability for prior years.

Emissions	Total (tCO2e) for baseline period	Total (tCO2e) for reporting period	% Change
Scope 1	15	8	-47%
Scope 2	19	18	-5%
Scope 3 (Including Sources)	249	144	-42%
Total Emissions	283	170	-40%

Note: UK-specific emissions factors were used for all calculations – even for sites not in the UK.

Baseline Year Calculation Assumptions

- Upstream transportation and distribution was estimated using general assumption on distance and number of deliveries per month.
- Scope 3 category 7 employee commuting, estimated using average distance between employee residence and place of work.
- Rullion does not sell any physical products to clients, therefore we have no downstream transportation and distribution emissions.

Reporting Year Calculation Assumptions

- Waste for the Cumbria office has been estimated at 0.8kg Per Person. The number of people who are in the office are tracked using a booking system.



Emissions Breakdown

Scope 1	Total (tCO2e) for baseline period	Total (tCO2e) for reporting period	% Change
1: Energy – Natural Gas	11	6	-43%
1: Company Transport	4	2	-50%
Total Emissions Scope 1	15	8	-45%

Scope 2	Total (tCO2e) for baseline period	Total (tCO2e) for reporting period	% Change
2: Energy – Electricity	19	18	-4%
2: Electric Cars	N/A	0.2	-
Total Emissions Scope 2	19	18	5%

Scope 3	Total (tCO2e) for baseline period	Total (tCO2e) for reporting period	% Change
3.04: Deliveries (Upstream)	1	0	-
3.05: Waste generated in operations	2	2	-
3.06: Business Travel	8	20	150%
3.07: Commuting and Home-working	237	118	-50%
3.09: Deliveries (Downstream)	-	0.4	-
Total Emissions Scope 3	249	144	-42%

	Baseline Period	Reporting Period
Total Emissions	282 tCO2e	170 tCO2e
Square Feet	13,526	13,526
Intensity ratio	21 KgCO2e per sqft	13 KgCO2e per sqft



Emission Reduction Targets

At Rullion, we are committed to achieving our goal of reaching Net Zero by 2050.

We anticipate achieving an annual decrease in emissions from our baseline year, culminating in reaching net zero emissions by 2050. Preceding the baseline year, our organisation meticulously monitored scope 1 and 2 emissions. Subsequently, we extended our tracking efforts to encompass a subset of scope 3 emissions.

The graph on the right illustrates a comparison between our target and actual emissions. The target emissions exhibit a linear decline, representing the minimum reductions required to attain net zero status. The actual emissions reflect the recorded data since 2020. At present, our progress aligns with the projected trajectory, affirming our capability to meet the 2050 target.



2050 Emissions: Predicted vs Target



Year	2020	2021	2022
Target	252 tCO2e	243 tCO2e	235 tCO2e
Actual	252 tCO2e	283 tCO2e	170 tCO2e

Completed Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented before the 2020 baseline.

Purchase of 100% renewable electricity

In 2020, Rullion switched to using 100% renewable energy suppliers for all its offices. The energy providers supplied Rullion with green energy certificates ensuring the energy we purchase is from renewable sources, as per the Green House Gas Protocol Scope 2 Guidance. Rullion acknowledges that it cannot control the proportion of green energy that is being supplied to the national grid, but this project aims to send a message to the wider industry that we aim to avoid using electricity generated from fossil fuels.

Tracking our carbon footprint

Rullion is working with Enistic Ltd to keep track of our carbon emissions. This enables us to understand the major sources of emissions within our business operations and helps us identify where emission reduction measures should be introduced. With the help of our partners, we have also been complying with the government's SECR scheme.

Increased use of video conferencing

Our operations often require employee travel to client locations. However, our normal practices were significantly affected by covid-19 leading to alternative forms of client liaising. We currently encourage all our staff to use video conferencing instead, reducing the need to use cars and planes which helps in reducing emissions from our activities.

Benchmarking carbon reduction achieved during Covid - 19

The pandemic caused significant disruption to the way we conducted business. However, it also provided an opportunity to rethink our practices. We travelled less and promoted video conferencing for all meetings. As a result, we were able to reduce our operational emissions by 11%. This reduction of emissions will be benchmarked and we commit to rethink our practices.



Completed Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented before the 2020 baseline.

Replace lights with LEDs at our Cumbria office

As per our commitment in the last report we have delivered on this in 2022 saving more than 0.2 tonnes of CO₂e. LED lighting is superior to other types (such as incandescent and fluorescent lighting), outperforming them in nearly every aspect. The most significant benefits are its extremely low power consumption, and its lifespan – LEDs have a lifespan many times that of both incandescent and fluorescent lighting types.

Replaced desktops with laptops

An average desktop uses 746 kWh of energy each year requiring more power than a refrigerator which only uses 500 kWh. Hence we aimed at reducing the number of desktops used by our employees and started replacing them with laptops. Desktop computers create a large amount of landfill waste and create significant pollution during manufacturing. Even though Rullion does not influence the production of desktops we chose to change to an alternative product that consumes less energy than standard desktops.

Benchmarking carbon reduction achieved during Covid - 19

The pandemic caused significant disruption to the way we conducted business. However, it also provided an opportunity to rethink our practices. We travelled less and promoted video conferencing for all meetings. As a result, we were able to reduce our operational emissions by 11%. This reduction of emissions will be benchmarked and we commit to rethink our practices.

Future Carbon Reduction Projects

We aim to implement the following carbon reduction projects to reach our emission goals.

Train and advise staff on energy-efficient work practices

When it comes to reducing carbon emissions, having our team on the same page could go a long way. We understand running a staff awareness campaign could be a great way to encourage more environmentally friendly behaviour. Having staff reduce emissions in this way is also likely to reduce usage costs.

Campaign elements could include educational and persuasive materials such as posters; stickers on or near equipment such as thermostats, computers, printers, light switches and machines which will remind staff of eco-friendly usage practices; and competitions with attractive prizes for people, departments or sites that have the lowest and/or most improved carbon footprint (or intensity). We expect to save 24 tonnes of CO₂e from this project.

ESOS Phase 3 Recommendations

We will review the recommendations provided by the auditors following their on-site assessments. This review will aim at recognising feasible opportunities to enhance the efficiency of our properties.



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 the Streamlined Energy and Carbon Reporting (SECR) requirements, and the subset of Scope 3 emissions have been reported in accordance with the published 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 for Rullion.

Signed _____



Position CEO

Date 18/09/2023



