

# 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: March 2024

## 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.

<b>Baseline Year: 2019</b>	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
We continue to develop and make improvements on the quantity and diversity of data we are able to gather for Scope 3. This currently includes Aeroplane travel, other business travel, purchased goods and services, employee commuting and fuel & energy related activities. As a supplier of labour rather than a manufacturer, producer or supplier of products, our upstream and downstream transportation and distribution emissions are negligible and are therefore not currently included in our figures.	
<b>Baseline year emissions</b>	
<b>Emissions</b>	<b>Total (tCO<sub>2</sub>e)</b>
Scope 1	1,258
Scope 2	510
Scope 3	1,936
Total emissions	3,704

## Current Emissions Reporting

Reporting Year: 2023	
Emissions	Total (tCO <sub>2</sub> e)
Scope 1	525
Scope 2	0
Scope 3	3,859
Total emissions	4,384

## Emissions reduction targets

We project that total carbon emissions will decrease over the next seven years to 1,985 tCO<sub>2</sub>e by 2030. The aim is a reduction of over 57% on our scope 1 and 2 figures (for 2023 we have exceeded this and achieved a 70% reduction of our scope 1 and 2 emissions) and 30% on scope 3. This is largely driven by our ongoing increase in electric vehicles and moving to 100% renewable energy in our 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

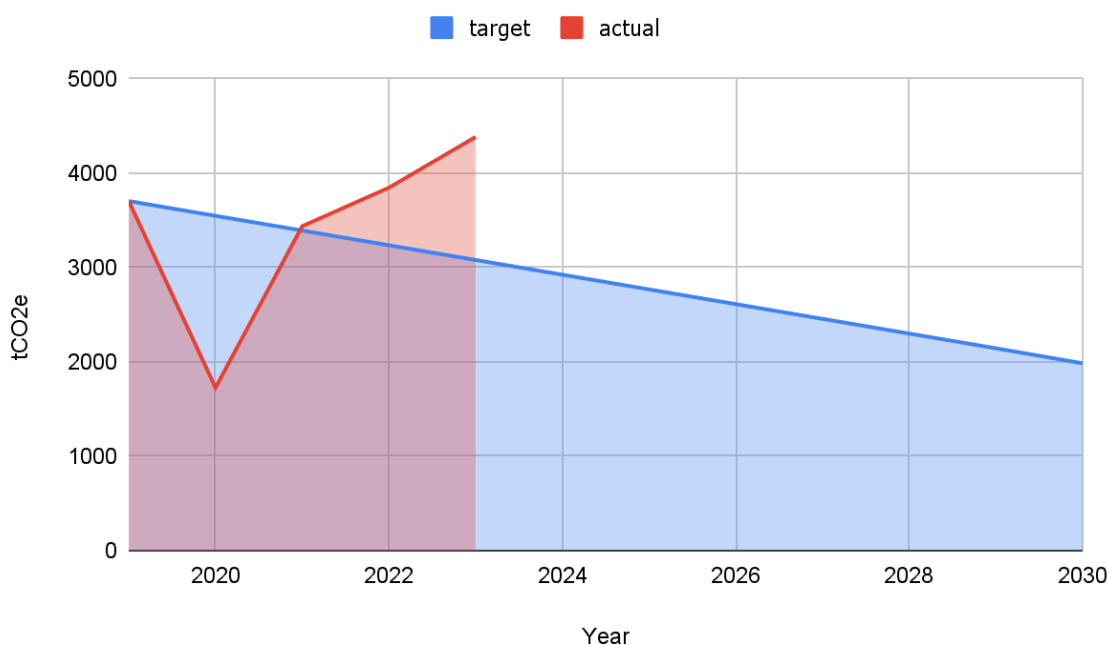
	<b>Sustainable mobility policy</b>	Fleet is the largest contributor to our scope 1 emissions. To reduce our fleet emissions we are focusing on moving our company car fleet to electric vehicles as lease terms end. At the end of 2023, 65% of our fleet were electric vehicles.
	<b>100% renewable energy and energy efficient buildings</b>	We have achieved 100% renewable electricity in all buildings under our control for 2023. We further reduce our use of energy by utilising energy efficiencies in our buildings. This includes PIR controlled LED lighting reducing our thermostats by 1°C and reducing and maximising office space.
	<b>Sustainable business travel</b>	We continue with our endeavours to keep travel as low as possible and to use the most sustainable methods available for all travel.

	<b>Supplier engagement strategy</b>	<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>
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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.

### Carbon reduction: projected v actual



Although our scope 1 and 2 emissions have reduced, the graph shows a further increase in emissions for 2023. This is due to better reporting and information gathering of our scope 3 data. We are confident this will reduce as we further engage with our suppliers and require them to commit to Net Zero, if they have not already done so.

### 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  
March 2024