

Carbon Reduction Plan

Supplier name: ...Angel Human Resources Limited.....

Publication date: 04.10.2023.....

Commitment to achieving Net Zero

Angel Human Resources Limited 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: 2021	
Additional Details relating to the Baseline Emissions calculations.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	34,129.57
Scope 2	8,437.72
Scope 3 (Included Sources)	Business Miles 947.71 Waste Disposal 42.56 Travel Sold Goods 122.88 Travel Purchased Goods. 61.44 Employee Commuting 5629.55
Total Emissions	49371.43

Current Emissions Reporting

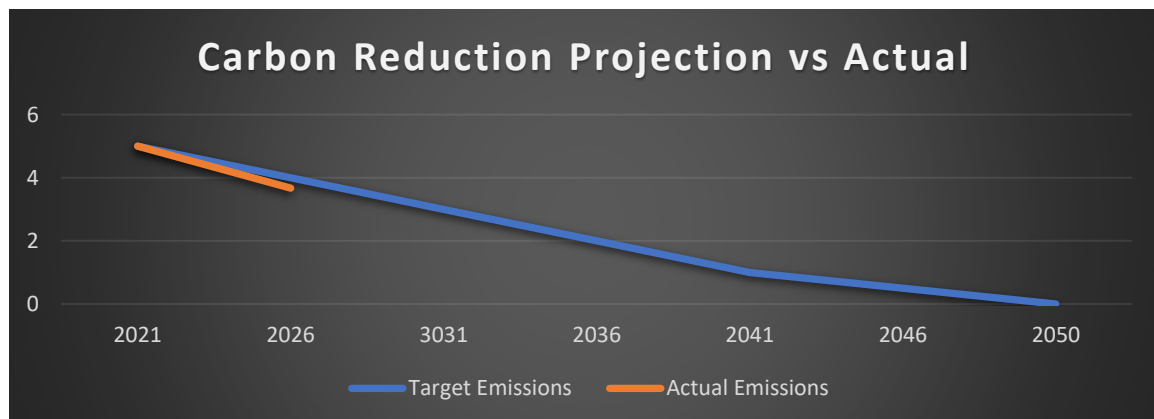
Reporting Year: 2022		
EMISSIONS	TOTAL (tCO ₂ e)	
Scope 1	78,720.41	
Scope 2	3,300.73	
Scope 3 (Included Sources)	Business Miles	395.66
	Waste Disposal	42.56
	Travel Sold Goods	106.12
	Travel Purchased Goods.	61.44
	Employee Commuting	3733.92
Total Emissions	86,360.84	

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to 36,292.53 tCO₂e by 2026. This is a reduction of 26.49%

Progress against these targets can be seen in the graph below:



Carbon Reduction Projects.

The following environmental management measures and projects have been completed or implemented since the 2021 baseline.

Reduction of all printed matter. Messaging, Payslips, invoicing, Statements, Payments are all made electronically.

Heating systems. Gas central heating/boilers have been replaced with Eco friendly, electric heating and cooling systems.

We have centralised our business operations reducing office space and travel. All business and internal staff meetings to include training are all done on-line reducing business travel to an absolute minimum. Car usage when and if used is powered by electricity.

The carbon emission reduction achieved by these schemes equate to 2,468.58 tCO₂e, a 5%ge reduction against the 2021 baseline and the measures will be in effect when performing the contract

Plans for 2023 and beyond are: -

Employee awareness: We have developed a communications and employee engagement strategy to ensure our workforce are well equipped to make informed decisions with regards to their day to day activities which could impact our emissions. This includes information sharing through public forums, updates to job adverts, new starter induction and changes to policies, such as our procurement policy, to ensure environmental impact is considered in vendor selection

Cycle to work schemes where employee commuting can accommodate such schemes.

The electrification of the hired transportation service utilised outside London to support people into work where public transport is not in operation. Sadly Scope 1 Emissions increased post Covid as we combated higher fuel prices, Transport strikes ferrying staff to work and a calculation error in our baseline spend for 2021 which has now been corrected.

Further IT automation utilising bar codes, electronic clocking in systems and the electronic signing of documents and timesheets

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 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 signed off by a director.

Signed on behalf of the Supplier: Angel Human Resources Limited



Russell Crawford

Managing Director Date 09.10.2023