

Carbon Reduction Plan

Supplier name

SSG Recruitment Partnerships Ltd

Publication date

14.09.2026

Commitment to achieving net zero

SSG Recruitment Partnerships 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.

Reporting Boundary: Operational Control: *The supplier reports on all sources of carbon emissions over which it has operational control. The supplier is deemed to have operational control over a service if it has full authority to introduce and implement its operating policies.*

Baseline year: 2025-2026

Additional details relating to the baseline emissions calculations:

SSG has not previously reported a complete organisational footprint. Our Baseline and Current Emissions are therefore the same.

Baseline year emissions:

Emissions	Total (tCO ₂ e)
Scope 1	0.558
Scope 2	4.215
Scope 3 (included sources)	10.729
Total emissions	15.502

Current emissions reporting

Reporting year: 2025-2026

Emissions	TOTAL (tCO ₂ e)
Scope 1	0.558
Scope 2	4.215
Scope 3 (included sources)	10.729
Upstream Transportation/Distribution	0.078
Business Travel Train	0.923

Business Travel Flights 4.460

Employee Commute: 5.268

Downstream transportation and distribution 0
(SSG does not transport or distribute
products)

Waste generated in operations – data
requested from landlord/waste supplier; not
yet available at date of publication and
therefore excluded from the current total. This
will be incorporated into the next update.

Total emissions	15.502

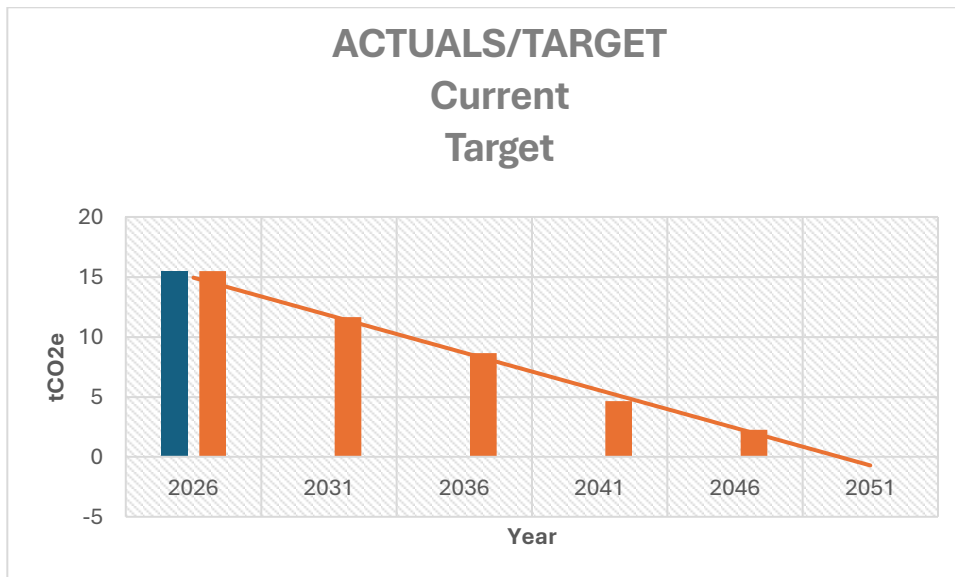
Sources used to calculate the above data include:

- Records of office delivery frequencies
- Energy usage data supplied by the landlord of the SSG Recruitment Partnerships Ltd offices
- Expense request data – to generate information around business travel
- Airline booking receipts and journey calculation
- Self-report employee commuting habits data – cross referenced against government guidance spreadsheet on related emission calculations

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 11.627 tCO₂e by 2031. This is a reduction of 25%.



Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the baseline. – N/A: this is our first year measuring and reporting our emissions (2025-2026). Our projected decrease is visualised above. Current initiatives outlined below:

- Predominantly remote and hybrid working reduces routine commuting compared with five-day office attendance.
- Digital meetings service delivery and electronic documents limit avoidable travel printing postage and courier demand.
- Voluntary team carpooling reduces the number of separate vehicles used for office attendance.
- Public transport is preferred for client and partner travel where practical.
- The annual commuting survey records mileage frequency mode vehicle type and occupancy so SSG can track changes consistently.

Future carbon reduction initiatives

In the future we hope to implement further measures such as:

- Seek to reduce air-travel emissions by 50% by 2031 against the baseline year
- Use public transport for client and partner visits wherever reasonably feasible and retain evidence of exceptions through booking and expense data.

- Reduction of office delivery frequency by combining monthly/repeat orders into one bulk order
- Maintain the remote and hybrid operating model and avoid increasing routine attendance solely for presenteeism.
- Encourage further voluntary car sharing to reduce the number of vehicles used to reach office premises
- Obtain commuting information from every employee who attends the office during each annual reporting period.
- Encouragement of colleagues to take public transport or car-pool for commuting purposes
- Review of available policies to support emission reduction – eg. Cycle to work scheme

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 standard¹³ and uses the appropriate government emission conversion factors for greenhouse gas company reporting.¹⁴

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), 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.¹⁵

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the supplier:



.....

Date: 14th September 2026