



SUPPLIER NAME: Pin Point Recruitment

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Commitment towards a Net Zero future

Pin Point Recruitment has public climate-related commitments including near-term science-based targets

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases emitted by Pin Point Recruitment in the complete financial year before any strategies to reduce emissions were introduced. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2020 (the 12 months ended 31 March 2020)
Additional Details relating to the Baseline Emissions calculations.
We gather data from every office nationwide in order to calculate our GHG emissions. Our GHG emissions methodology and calculations are in alignment with the GHG Protocol corporate accounting and reporting standard, where we follow an operational control approach. The methodology follows best practices, such as using internationally accepted emission. In FY2025 we conducted our most comprehensive data collection exercise to date, so that our GHG emissions were more accurately and comprehensively reported. This exercise identified GHG emissions that we were previously unaware of, such as emissions from heating and cooling, additional travel and grey electricity,. We also completed a thorough review and analysis of scope 3 to extend our reporting across all relevant scope 3 categories, rather than the previous selected scope 3 categories. The data changes were significant enough for us to restate our baseline emissions for 2020, and those for our 2025 reporting year, to enable a meaningful year-on-year comparison versus 2024. The 2020 baseline footprint relates to the entire Pin Point Recruitment company, covering the total GHG footprint of our global activities. The scope 3 figures reported in this CRP include the following sources of emissions, as per the Technical Standard guidance: business travel (air travel and ground transportation, based on mileage); hotels based on stay duration), employee commuting and waste generated in operations. We have also included additional scope 3 categories which have been identified as relevant to our carbon footprint. These include purchase of goods and services, capital goods and fuel-and-energy related activities. Upstream and downstream transportation and distribution is not material given the nature of our business and therefore not reported.

Baseline year emissions: April 2019 – March 2020 (2020) – for Scope 1, 2 & 3	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	5,442
Scope 2	8,541 (market based)
Scope 3 (Included Sources)	Business Travel – 6,077 tCO ₂ e Fuel and Energy related activities – 3,467 tCO ₂ e Employee commuting & homeworking – 11,690 tCO ₂ e Waste generated in operations – 400 tCO ₂ e Purchased Goods and Services – 23,382 tCO ₂ e Capital Goods – 7,087 tCO ₂ e
Total Emissions	66,086 for scope 1, 2 and relevant scope 3 emissions (above)

Current Emissions Reporting

Reporting Year: April 2024 – March 2025 (2025)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	5,408
Scope 2	3,925 (market based)
Scope 3 (Included Sources)	Business Travel – 4,917 tCO ₂ e Fuel and Energy related activities – 2,528 tCO ₂ e Employee commuting & homeworking – 10,019 tCO ₂ e Waste generated in operations – 388 tCO ₂ e Purchased Goods and Services – 26,532 tCO ₂ e Capital Goods – 5,140 tCO ₂ e
Total Emissions	58,857 for scope 1, 2 and relevant scope 3 emissions (above)

Emissions reduction targets

To continue our progress to achieving Net Zero, the Group has set Science-Based Targets (SBTs)¹ to reduce Pin Point Recruitment's GHG emissions, which were approved by the Science-Based Targets initiative (SBTi) in February 2022. Our SBTs have been validated by the SBTi to reduce our GHG emissions in line with a 1.5-degree pathway, the most ambitious goal of the 2015 Paris Agreement. The following company-wide carbon reduction targets apply to all of our global operations, including Pin Point Recruitment:

- Pin Point Recruitment is committed to reducing absolute scope 1 and scope 2 GHG emissions by 50% by 2026 from a 2020 base year
- Pin Point Recruitment is committed to reducing absolute scope 3 GHG emissions from purchased goods and services and capital goods by 50% by 2030 from a 2020 base year
- Pin Point Recruitment also commits to reduce absolute scope 3 GHG emissions from business travel by 40% by FY2026 from a FY2020 base year

Pin Point Recruitment project that the Group's scope 1 and 2 carbon emissions will decrease over the next three years to 6,992 tCO₂e by 2026, in line with a reduction of 50%.

Our commitment is to reduce all emissions in line with our targets. Whilst the reduction initiatives (detailed later in this document) are a priority we also see merit in carbon sequestration to offset the emissions where we have the most operational control. We are therefore pursuing carbon neutrality in relation to our annual GHG emissions categorised as scope 1,2 and scope 3 business travel and scope 3 Fuel and Energy-related activities). We will therefore invest in atmospheric carbon removal through mainly nature-based solutions, as part of our climate action strategy. We will only invest in high-quality carbon-reduction projects which are certified to recognised standards.

Progress against Pin Point Recruitment's global carbon reduction targets can be seen in the charts below.

Chart 1: Scope 1 & 2 GHG emissions

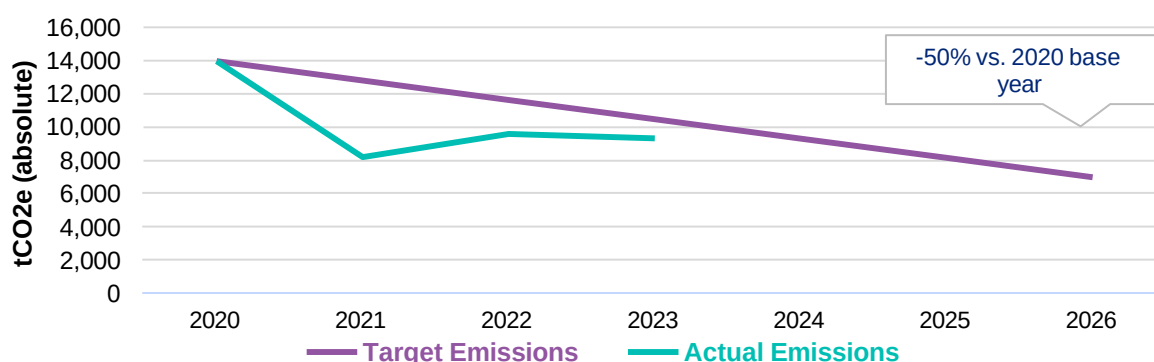
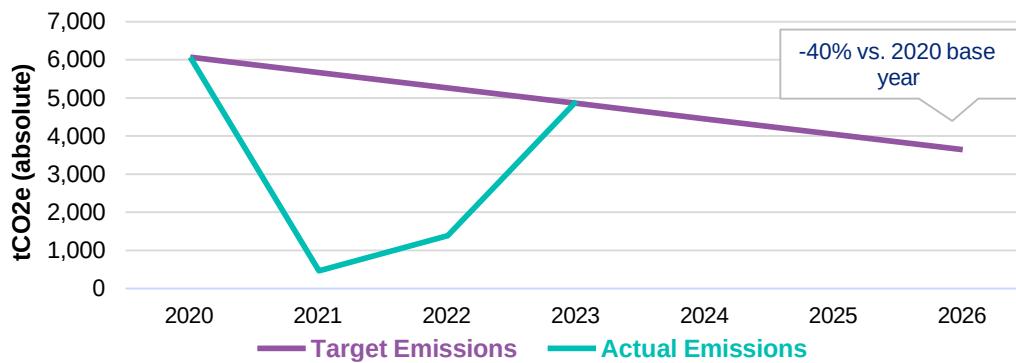


Chart 2: Scope 3 GHG emissions from business travel



Our overall scope 3 emissions have increased by 13%, largely reflecting a 3% increase in purchased goods and services given the increased scale of the business. Business travel also increased by 254% year-on-year as pandemic-related travel restrictions were removed. With all scope 3 emissions considered, our total Group GHG emissions increased by 10% year on year to 58,857 tCO₂e from 53,572 tCO₂e and have reduced by 11% versus our base year to March 2020.

On a per full time employee basis, total GHG emissions are down 18% versus our base year. Relative to our 2020 base year, our scope 1 emissions are down 1%, scope 2 down 54% and our Business travel scope 3 down 19%. These are the categories on which Pin Point Recruitment is carbon neutral and offsets our GHG output, and they are in total are down 29% versus our base year, or down 34% on a per full time employee basis.

Carbon reduction projects

A. Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been implemented since the 2020 baseline. The carbon emission reduction achieved by these schemes will be calculated annually against the 2020 baseline to derive the reduction value. The measures will be in effect when performing our business contracts.

We have made progress since we first commenced work on setting science-based targets as part of our commitment to work towards a Net Zero future. We have:

1. Increased internal and external awareness of our environmental impact abatement strategy.
2. Established a Global Net Zero Working Group.
3. Monitored and reported progress against our Science-Based Targets (SBTs) for carbon emission reductions which have been approved by the Science-Based Targets initiative (SBTi).

4. Switched to at least 80% renewable energy sources where we have operational control and there are market-based solutions available.
5. Written to office landlords asking for their support in our climate commitments particularly impacting our heating and cooling emissions.
6. Invested in video and virtual meetings and enabled remote working to reduce both business travel and employee commuting.
7. Enhanced the employee benefit offering to support sustainable travel such as with the 'Cycle to Work' scheme.
8. Replacing desktop PCs with lower energy laptops along with continued support and enablement of hybrid working.
9. In our offices adjusted heating and cooling by a few degrees centigrade to consume less power.

B. Future Carbon Reduction Initiatives

In pursuit of our public commitments and in addition to the activities already completed and commenced which will continue, we will work towards:

1. A new Group sustainable travel policy.
2. Enhanced supplier engagement and monitoring in relation to the purchase of goods and services.
3. Extending our Environmental Employee Resource Groups to further engage our people, promoting a general approach of reduce, reuse and recycle.
4. Transition in-house data storage to more lower carbon cloud-based solutions.
5. Favour and adopt energy efficient equipment and offices.

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 Protocol corporate accounting and reporting 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 has 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 the Board of Directors (or equivalent management body).

Signed on behalf of the Supplier:

A handwritten signature in dark ink, appearing to be 'Terry Carney', with a stylized, cursive script. The signature is written on a light-colored background.

Terry Carney

IT Director