

Carbon Reduction Plan



LinuxRecruit Ltd

Carbon Reduction Plan

Reporting Period: July 2024 - June 2025

1. Commitment to Achieving Net Zero

LinuxRecruit Ltd is committed to achieving Net Zero greenhouse gas emissions by 2050 in the UK, in line with the UK Government's Procurement Policy Note 06/21.

2. Baseline Emissions Footprint

Baseline Year: 2024 (first reporting year)

Baseline Emissions:

- Scope 1 (Direct emissions): 0 tCO₂e
- Scope 2 (Indirect emissions from electricity): 4.5 tCO₂e
- Scope 3 (Selected indirect emissions):
 - Business travel: 2.3 tCO₂e
 - Employee commuting: 1.8 tCO₂e
 - Waste generation: 0.5 tCO₂e

Total: 9.1 tCO₂e

3. Current Emissions Reporting

Reporting Year: 2024-2025

- Scope 1: 0 tCO₂e
- Scope 2: 4.1 tCO₂e
- Scope 3:
 - Business travel: 1.9 tCO₂e
 - Employee commuting: 1.5 tCO₂e
 - Waste generation: 0.4 tCO₂e

Total Emissions: 7.9 tCO₂e

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4. Emissions Reduction Targets

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets:

- Reduce Scope 2 emissions by 50% by 2030 through transition to 100% renewable energy
- Reduce Scope 3 emissions by 25% by 2030 by minimising business travel and supporting hybrid/remote working
- Achieve Carbon Neutral status by 2035 via reduction and verified carbon offsets

5. Carbon Reduction Measures in Effect

The following environmental management measures and projects have been implemented or are planned:

- Office switch to 100% renewable electricity supply (in progress)
- Remote-first working policy to reduce commuting and travel
- Virtual client meetings to limit Scope 3 business travel
- Waste segregation and recycling policy
- Cloud-based digital document management to reduce paper use
- Encourage sustainable commuting (cycle to work scheme, railcard support)
- Evaluating ISO 14001 Environmental Management System certification by 2026

These measures will remain in effect and be applied during contract delivery.

6. Declaration and Sign-Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards for Carbon Reduction Plans.

It has been reviewed and signed off by a director of LinuxRecruit Ltd.

Signed:

Carbon Reduction Plan



Tony Chapman

Director, LinuxRecruit Ltd