



MERIDALE RECRUITING SOLUTIONS LTD

Company no: **(12252169)** Registered office address: **(30 Riley Crescent, Wolverhampton, England, WV3 7DS)** Website: (<https://meridalereducatingsolutions.co.uk/>)

Carbon Reduction Plan

Introduction

Meridale Recruiting Solutions Ltd, established in October 2019, is a UK-based employment agency specialising in both permanent and temporary staffing solutions across various sectors.

[Companies House](#)

Recognising the critical importance of environmental sustainability, Meridale is committed to aligning its operations with the UK's ambitious climate targets, including achieving net-zero greenhouse gas emissions by 2050.

[GOV.UK](#)

To this end, Meridale has developed a comprehensive Carbon Reduction Plan (CRP) that outlines its strategy for minimising its carbon footprint. This plan is structured in accordance with the guidelines set forth in the UK government's Procurement Policy Note (PPN) 06/21, which mandates suppliers bidding for major government contracts to publish a CRP demonstrating their commitment to achieving net-zero emissions.

[GOV.UK Assets](#)

Meridale's CRP encompasses several key components:

- **Baseline Emissions Assessment:** An evaluation of the company's current greenhouse gas emissions, serving as a reference point for future reduction efforts.
- **Emissions Reduction Targets:** Clearly defined, measurable goals for reducing emissions over specified timeframes, in line with national objectives.
- **Carbon Reduction Initiatives:** A suite of planned actions aimed at decreasing emissions, such as enhancing energy efficiency, adopting renewable energy sources, and promoting sustainable practices within the organisation.



- **Progress Monitoring and Reporting:** Regular assessment of advancements toward emissions reduction targets, with transparent reporting to stakeholders.

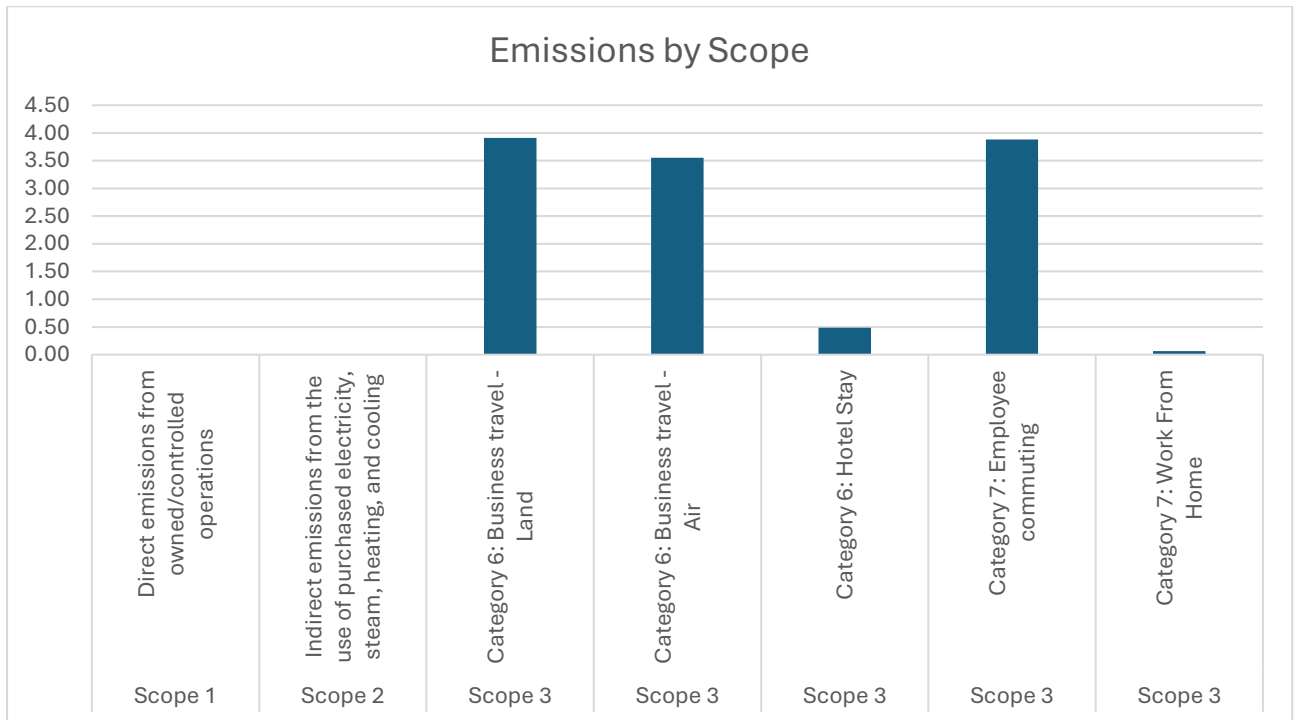
By implementing this Carbon Reduction Plan, Meridale Recruiting Solutions Ltd not only contributes to global efforts in combating climate change but also demonstrates its dedication to corporate social responsibility and sustainable business practices.

Commitment to achieving Net Zero by 2045

Meridale Recruiting Solutions Ltd is committed to achieving net-zero greenhouse gas emissions by 2045. Through sustainable practices, emissions reduction initiatives, and alignment with UK climate targets, we aim to minimise our environmental impact while supporting a greener future for our business, stakeholders, and the communities we serve.

Baseline Emissions Footprint 01st Jan – 31st Dec 2024

| Baseline Year 01 st Jan – 31 st Dec 2024 Scopes and categories | Metric tons CO ₂ e |
|--|----------------------------------|
| Scope 1: Direct emissions from owned/controlled operations | 0.00 |
| Scope 2: Indirect emissions use of purchased electricity, steam, heating, and cooling | 0.00 |
| Scope 3 Emissions Categories Breakdown | |
| Category 1: Purchased goods and services | 0.00 |
| Category 2: Capital goods | 0.00 |
| Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2) | 0.00 |
| Category 4: Upstream transportation and distribution | 0.00 |
| Category 5: Waste generated in operations | 0.00 |
| Category 6: Business travel - Land | 3.91 |
| Category 6: Business travel - Air | 3.55 |
| Category 6: Hotel Stay | 0.49 |
| Category 7: Employee commuting | 3.88 |
| Category 7: Work From Home | 0.06 |
| Category 8: Upstream Leased Assets | 0.00 |
| Category 9: Downstream transportation and distribution | 0.00 |
| Scopes | |
| Scope 1 | 0.00 |
| Scope 2 | 0.00 |
| Scope 3 | 11.90 |
| Total Emissions | 11.90 |



Zero Emissions rationale

Meridale Recruiting Solutions Ltd business activities and processes are designed to have minimal environmental impact, resulting in zero emissions across most categories. Our operations do not involve direct emissions (Scope 1), nor do we generate indirect emissions from purchased electricity, steam, heating, or cooling (Scope 2). Additionally, we maintain zero emissions in key upstream Scope 3 categories, including purchased goods and services, waste, capital goods, fuel- and energy-related activities, and transportation.

Methodology & References

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.

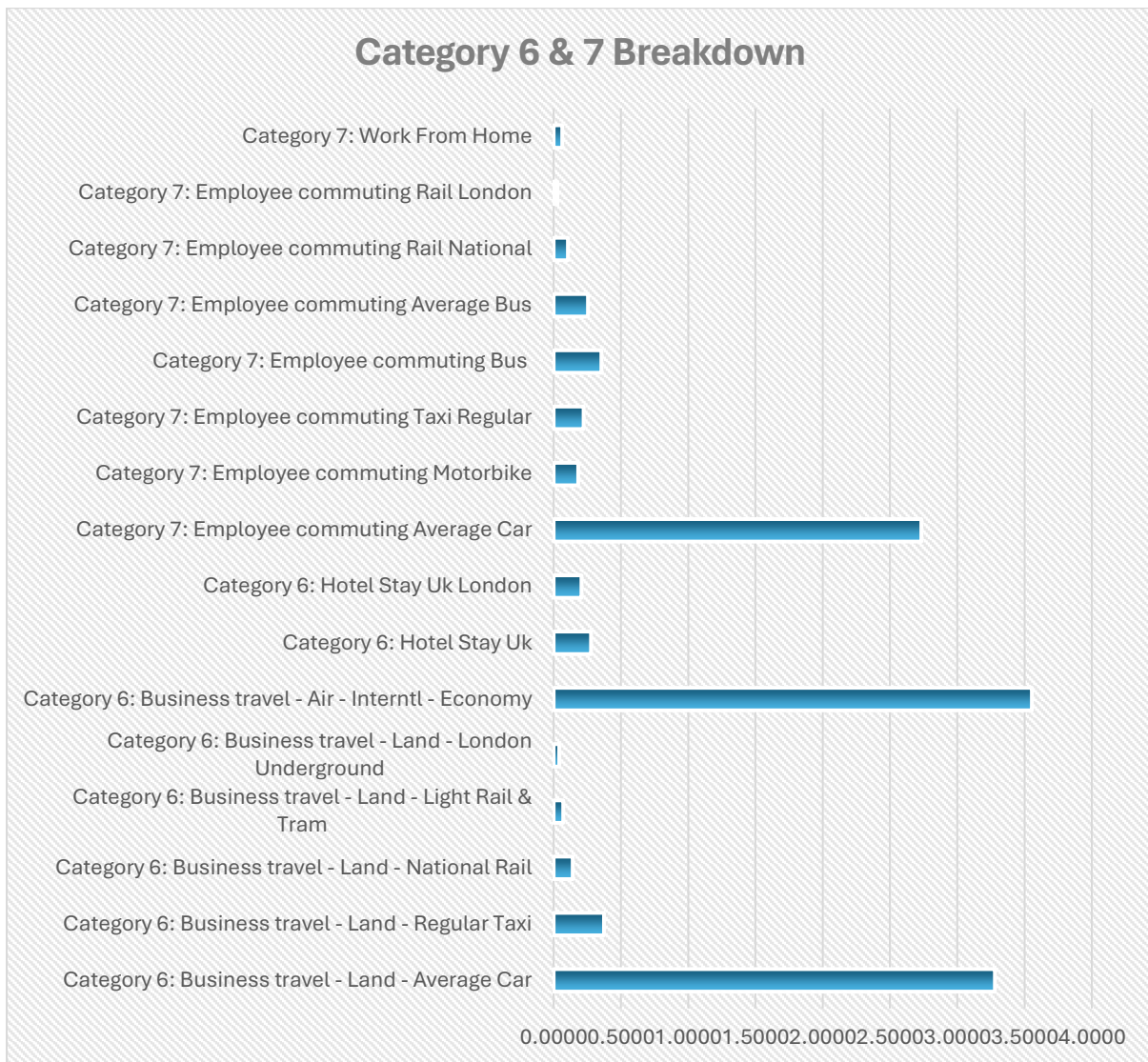
<https://ghgprotocol.org/corporate-standard>

<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<https://ghgprotocol.org/standards/scope-3-standard>



| Scope and category | Description of the types and sources of data used to calculate emissions | Description of the methodologies, allocation methods, and assumptions used to calculate emissions | Metric tons CO ₂ e |
|---|--|---|-------------------------------|
| Scope 1: Direct emissions from owned/controlled operations | | | 0.0000 |
| Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling | | | 0.0000 |
| Scope 3 Emissions Categories Breakdown | | | |
| Category 1: Purchased goods and services | | | 0.0000 |
| Category 2: Capital goods | | | 0.0000 |
| Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2) | | | 0.0000 |
| Category 4: Upstream transportation and distribution | | | 0.0000 |
| Category 5: Waste generated in operations | | | 0.0000 |
| Category 6: Business travel - Land - Average Car | Journey Refund | Miscellaneous Refunds | 3.2798 |
| Category 6: Business travel - Land - Regular Taxi | Journey Refund | Miscellaneous Refunds | 0.3745 |
| Category 6: Business travel - Land - National Rail | Journey Refund | Miscellaneous Refunds | 0.1419 |
| Category 6: Business travel - Land - Light Rail & Tram | Journey Refund | Miscellaneous Refunds | 0.0715 |
| Category 6: Business travel - Land - London Underground | Journey Refund | Miscellaneous Refunds | 0.0417 |
| Category 6: Business travel - Air - Int'l - Economy | Organisation Event | Boarding Pass | 3.5546 |
| Category 6: Hotel Stay Uk | Organisation Event | Company expenses | 0.2780 |
| Category 6: Hotel Stay Uk London | Organisation Event | Company expenses | 0.2070 |
| Category 7: Employee commuting Average Car | Attendance | HR & Payroll | 2.7332 |
| Category 7: Employee commuting Motorbike | Attendance | HR & Payroll | 0.1829 |
| Category 7: Employee commuting Taxi Regular | Attendance | HR & Payroll | 0.2229 |
| Category 7: Employee commuting Bus | Attendance | HR & Payroll | 0.3551 |
| Category 7: Employee commuting Average Bus | Attendance | HR & Payroll | 0.2554 |
| Category 7: Employee commuting Rail National | Attendance | HR & Payroll | 0.1064 |
| Category 7: Employee commuting Rail London | Attendance | HR & Payroll | 0.0278 |
| Category 7: Work From Home | Attendance | HR & Payroll | 0.0641 |
| Category 8: Upstream Leased Assets | | | 0.0000 |
| Category 9: Downstream transportation and distribution | | | 0.0000 |



Current Emissions Reporting 01st Jan – 31st Dec 2024

Since this is Meridale Recruiting Solutions Ltd first carbon reduction plan, the baseline and current reporting periods are identical. Our initial assessment covers all emissions from 01st Jan – 31st Dec 2024. The total reported emissions for this period amount to 11.90 tCO₂e, primarily from business travel, employee commuting, hotel stays, and home working. This report sets the foundation for future emissions tracking and reduction efforts.

Emissions reduction targets

Meridale Recruiting Solutions Ltd is committed to reducing its carbon footprint across all business activities by implementing science-based targets, calculated in accordance with the Science Based Targets initiative (SBTi). The following reduction targets have been established for Categories 6 and 7 emissions by 2045:



1. Business Travel:

- Reduce emissions from land-based travel (average car, taxi, and public transport) by **50%** by 2030 and **75%** by 2040.
- Reduce emissions from air travel (international economy class) by **25%** by 2030 and **50%** by 2040.
- Implement strategies to encourage virtual meetings and sustainable transport alternatives.

2. Hotel Stays:

- Decrease emissions from UK hotel stays by **40%** by 2030, focusing on sustainable accommodation practices.

3. Employee Commuting:

- Cut commuting emissions (average car, motorbike, and taxi) by **60%** by 2030 and transition to low-carbon alternatives such as electric vehicles and public transport.
- Increase employee participation in sustainable commuting options like cycling, walking, and rail transport by promoting incentives and flexible working.
- Reduce work-from-home emissions by improving energy efficiency and educating employees on sustainable home practices.

By achieving these targets, Meridale aims to align with global climate goals, contribute to a sustainable future, and create a culture of environmental responsibility within the organisation. Progress will be regularly monitored, and adjustments will be made to stay on track towards net-zero emissions by 2045.

Carbon Reduction Initiatives

Meridale Recruiting Solutions Ltd is committed to implementing the following carbon reduction initiatives to achieve its emissions reduction targets and progress toward net-zero by 2045:

Business Travel

1. Promote Sustainable Travel Options:

- Encourage employees to use low-carbon alternatives such as public transport, carpooling, and cycling for land-based business travel.
- Provide incentives for choosing rail over air travel where feasible.

2. Reduce Air Travel:

- Implement virtual meeting tools to minimise the need for international business trips.
- Establish stricter policies on air travel approvals, prioritising essential travel only.

3. Offsetting Air Travel Emissions:

- Invest in credible carbon offset programmes to mitigate emissions from unavoidable air travel.

Hotel Stays

4. Opt for Green Hotels:

- Partner with eco-certified hotels that demonstrate energy efficiency and sustainable practices.

5. Reduce Accommodation Needs:

- Promote day-trip alternatives for meetings where feasible, reducing overnight stays.

Employee Commuting

6. Encourage Public Transport and Active Travel:

- Offer subsidised public transport passes and cycle-to-work schemes to reduce reliance on cars and taxis.

7. Support Transition to Electric Vehicles (EVs):

- Provide EV charging infrastructure at company locations.
- Encourage employees to adopt EVs through grants and leasing schemes.

8. Remote and Flexible Working:



- Expand remote working opportunities to reduce daily commuting emissions.
- Provide guidance on energy-efficient home office setups to lower emissions associated with working from home.

Operational Efficiency

9. Sustainable Procurement:

- Source office supplies and business services from sustainable, low-carbon vendors.

10. Energy Efficiency Measures:

- Transition office energy supply to 100% renewable sources by 2030.
- Implement energy-saving technologies, such as LED lighting and smart thermostats.

Awareness and Collaboration

11. Employee Education:

- Conduct regular training and workshops on sustainable practices, including commuting, travel, and energy use.

12. Stakeholder Engagement:

- Collaborate with clients, suppliers, and stakeholders to promote sustainability throughout the value chain.

By adopting these initiatives, Meridale Recruiting Solutions Ltd aims to integrate sustainability into its operations, reduce emissions across all activities, and lead by example in the recruitment industry.



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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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

Signed on behalf of **MERIDALE RECRUITING SOLUTIONS LTD:**

Lskaurrai

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Name: Leonard Kaurrai

Position: Director.

Date: 27/12/2024.

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>