



Working for
your tomorrow

HAYS GROUP CARBON REDUCTION PLAN (CRP)

FY2025

SUPPLIER NAME: HAYS PLC

PUBLICATION DATE: 30.09.2024

Commitment towards a Net Zero future

Hays plc has public climate-related commitments including near-term science-based targets as part of a wider ambition to be Net Zero by 2050

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases emitted by Hays plc 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. We report 3-months in arrears compared to the financial year.

Baseline Year: 2020 (the 12 months ended 31 March 2020)

Additional Details relating to the Baseline Emissions calculations.

We gather data in relation to every office globally in order to calculate our GHG emissions, working with an external expert, ClimatePartner. 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 factors and complies with the criteria of ClimatePartner's certification label.

In FY23 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, following a robust review of renewable energy certificates. We also completed a thorough 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.

The 2020 baseline footprint relates to the entire Hays plc Group, 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 reporting. 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.

More information is available on pages 66-70 of the [2024 Annual Report](#).

Baseline year emissions: 1st April 2019 – 31st 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: 1st April 2023 – 31 st March 2024 (2024)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	5,414
Scope 2	4,804 (market based)
Scope 3 (Included Sources)	Business Travel – 5,154 tCO ₂ e Fuel and Energy related activities – 2,873 tCO ₂ e Employee commuting & homeworking – 10,137 tCO ₂ e Waste generated in operations – 346 tCO ₂ e Purchased Goods and Services – 26,826 tCO ₂ e Capital Goods – 2,540 tCO ₂ e
Total Emissions	58,095 for scope 1, 2 and relevant scope 3 emissions (above)

Emissions reduction targets

To continue progress towards our Net Zero ambition, the Group has set Science-Based Targets (SBTs)¹ to reduce Hays' 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 Hays plc carbon reduction targets apply to all of our global operations, including Hays UK. We are committed to:

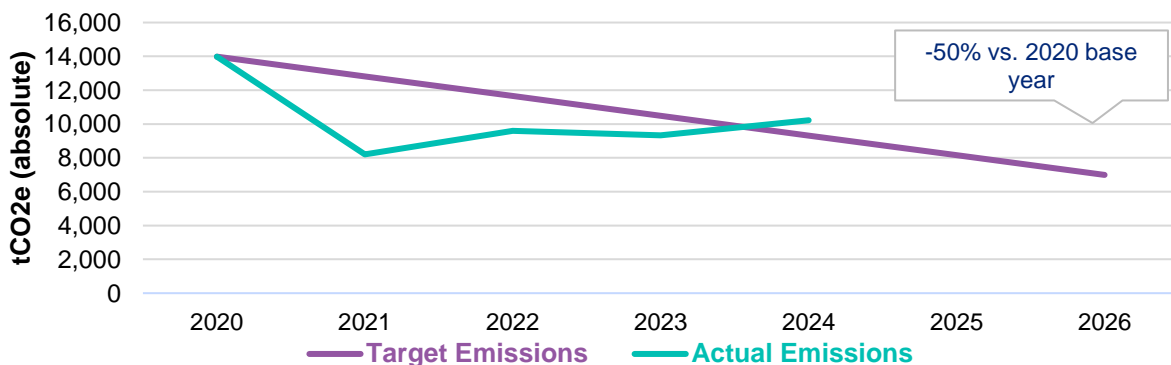
- reducing absolute scope 1 and scope 2 GHG emissions by 50% by 2026 from a 2020 base year
- reducing absolute scope 3 GHG emissions from purchased goods and services and capital goods by 50% by 2030 from a 2020 base year
- reducing absolute scope 3 GHG emissions from business travel by 40% by FY2026 from a FY2020 base year

Hays project that the Group's scope 1 and 2 carbon emissions will decrease over the next two 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 the priority we have also chosen to invest in carbon sequestration as part of beyond value chain activities. Our investment is made 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 invest in atmospheric carbon removal through mainly nature-based solutions, as an additional thread of our climate action strategy. We will only invest in high-quality carbon-reduction projects which are certified to recognised standards. In 2021 we purchased certified carbon credits generated by an afforestation project in Uruguay. This beyond value chain mitigation project has been enabled through ClimatePartner and has been independently assessed. It is recognized as supporting five United Nation Sustainable Development Goals with improved livelihoods and biodiversity gains.

Progress against Hays' global carbon reduction targets can be seen in the charts following. We also discuss progress against our base year.

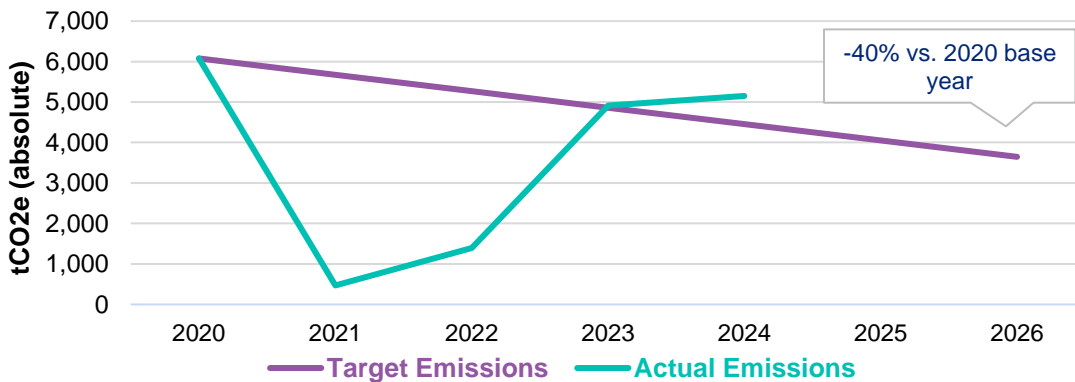
Chart 1: Scope 1 & 2 GHG emissions



¹ <https://sciencebasedtargets.org/companies-taking-action>

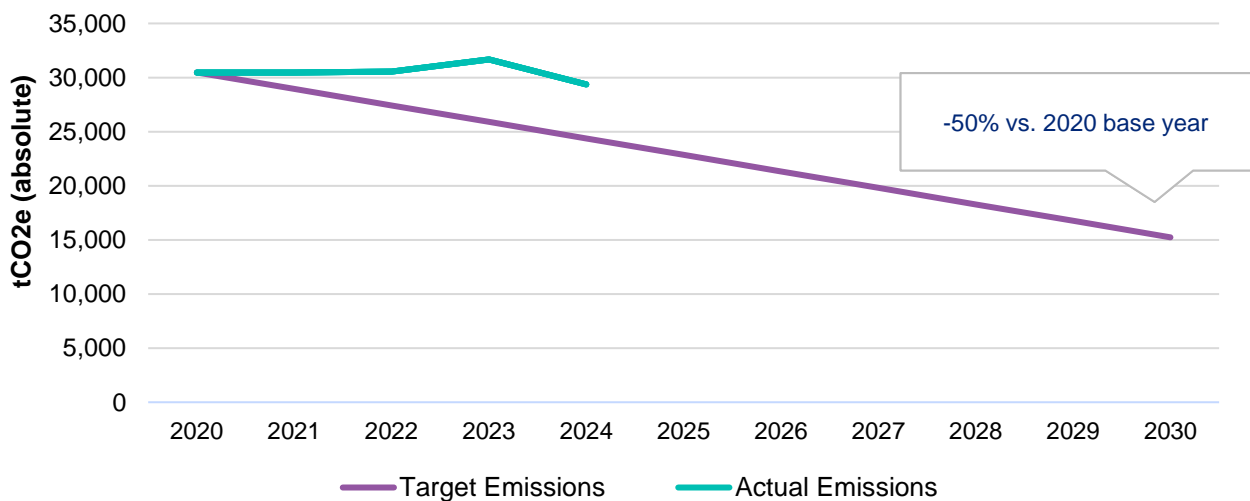
Our Scope 1 & Scope 2 market-based emissions are down 27% against the base year. This is the average of our scope 2 market-based emissions being down 44%, reflecting our progress with transition to renewables, and Scope 1 emission being down 1% against the base year. We consider that further progress on our 50% reduction target is achievable, particularly by further transitioning our car fleet to electric vehicles.

Chart 2: Scope 3 GHG emissions from business travel



Scope 3 business travel is down 15% against the base year. Whilst we have made progress, we recognise this will need a concerted effort to make good progress towards our target reduction of 40%.

Chart 3: Scope 3 GHG emissions from Purchase Goods and Services & Scope 3 Capital Goods



Scope 3 emissions relating to the purchase of goods and services and capital spend is down 4% against the base year. A focus on suppliers and supplier engagement is critical to achieving the 50% reduction target. We have initiated organisational changes such as with our IS transformation, which will assist in terms of supplier engagement and spend efficiency.

In relation to other commitments, 35% of our electricity consumption is reported as renewable. This is less than in previous years due to our detailed process to verify renewable energy sources. We will continue to focus on this and look to strengthen engagement with our office landlords and energy providers.

With all scope 3 emissions considered, our total Group GHG emissions decreased by 1% year on year to 58,095 tCO₂e from 58,857 tCO₂e and have reduced by 12% versus our base year from 66,086 tCO₂e.

On a per full time employee basis, total GHG emissions are down 13% versus our base year. Relative to our 2020 base year, our scope 1 emissions are down 1%, scope 2 down 44% and our business travel scope 3 down 15%. These along with scope 3 fuel and energy related activities are the categories that on the basis of related emissions, we invest in beyond value chain mitigation projects. In total these categories are down 22% versus our base year in absolute tCO₂e, and down 23% 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 and appointed expert consultants.
3. Been recertified to ISO 14001 and ISO 50001 and established dedicated Energy Management Policy in the UK.
4. 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).
5. Switched to at least 35% renewable energy sources across our office footprint.
6. Commenced transitioning our company fleet from fossil fuel to electric vehicles.
7. Written to office landlords asking for their support in our climate commitments particularly impacting our heating and cooling emissions.
8. Invested in video and virtual meetings and enabled remote working to reduce both business travel and employee commuting.
9. Enhanced the employee benefit offering to support sustainable travel such as with the 'Cycle to Work' scheme.
10. Replacing desktop PCs with lower energy laptops along with continued support and enablement of hybrid working.
11. Appointed a new Group Head of Sustainability to further support and engage the Group-wide business.
12. 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 Environment Policy including Sustainable Travel Principles.
2. Enhanced supplier engagement and monitoring in relation to the purchase of goods and services.
3. Targeted landlord engagement.
4. Further adoption of, and support for, renewable energy sources.
5. Optimisation of our office footprint with the favouring and adoption of energy efficient equipment and buildings.
6. Further engagement of our people, promoting a general approach of reduce, reuse and recycle.
7. Transition of in-house data storage to more lower carbon cloud-based solutions.
8. A continued focus on car fleet and the transition to electric vehicles.

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:

James Hilton

James Hilton, Chief Financial Officer

Date: 30.09.2024