



YOUR WORLD® RECRUITMENT GROUP

Open Your World to Endless Opportunities

Carbon Reduction Plan

A word from Your World's CEO

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Your World Recruitment Group is dedicated to supporting the NHS and UK healthcare system with high-quality healthcare professionals from all over the world. Our mission is to ensure the UK and Ireland can continue to offer outstanding healthcare services to the public and facilitate the necessary tools to overcome increasing staffing shortages.

As with any large-scale business, our daily operations will generate emissions, some of which are sadly unavoidable if we want to maintain the high standards of client and candidate care that Your World has become well-known for.

However, we understand that as a business, we have a duty of care to our planet as well as our patients. We therefore aim to find innovative, proactive solutions to our emissions challenges through a carefully designed carbon reduction plan. We hope that this plan will significantly reduce our impact on the world's reserve of precious resources.

So, how can we make this a success? As a continually growing business we face a broad spectrum of challenges, which must be fully understood before we can tackle them head-on. We've partnered with ClimatePartner, a leading solutions provider for climate action, who have created data reports and provided us with a wider picture of the emissions we generate. We have used these reports to set an initial target of reaching Net Zero by 2040.

At Your World, we have always taken a climate friendly approach to our daily office operations, choosing digital over print, encouraging recycling, introducing a cycle-to-work scheme, electric car lease scheme and more. However, it is clear that more work is to be done if we want to make real change. We are therefore collaborating with industry-leading environmental consultancies to make Your World the most sustainable, eco-conscious company it can be.

I invite you to read through our carbon reduction plan in full, which outlines the actions we are taking to reduce our carbon footprint and how they will be implemented.



Simon Taylor
Group CEO

NHS targets for suppliers

As a service provider to the NHS, Your World is required to meet a wide range of specific carbon emission targets, including:

NHS Net Zero supplier roadmap

From April 2022:

All NHS procurements will include a minimum 10% Net Zero and social value weighting. The Net Zero and social value guidance for NHS procurement teams will help unlock health-specific outcomes (building on PPN 06/20).

From April 2023:

For all contracts above £5 million per annum, the NHS will require suppliers to publish a Carbon Reduction Plan for their UK Scope 1 and 2 emissions and a subset of scope 3 emissions as a minimum (aligning with PPN 06/21). The Carbon Reduction Plan (CRP) requirements for the procurement of NHS goods, services and works guidance outlines what will be required of suppliers and how it will be implemented.

From April 2024:

The NHS will extend the requirement for a Carbon Reduction Plan to cover all procurements.

From April 2027:

All suppliers will be required to publicly report targets, emissions and publish a Carbon Reduction Plan for global emissions aligned to the NHS Net Zero target, for all of their Scope 1, 2 and 3 emissions.

From April 2028:

New requirements will be introduced overseeing the provision of carbon foot printing for individual products supplied to the NHS. The NHS will work with suppliers and regulators to determine the scope and methodology.

From 2030:

Suppliers will only be able to qualify for NHS contracts if they can demonstrate their progress through published progress reports and continued carbon emissions reporting through the Evergreen Sustainable Supplier Assessment.

An overview of Your World's emissions

The data below has been calculated by analysing reports for our sites in both the UK and Ireland. Greenhouse gas (GHG) emissions are categorised into three scopes.

Scope 1

Scope 1 emissions refer to those within our direct control. For example, the carbon emissions created by our facilities, estates, and company vehicle use.

Your World's scope 1 emissions account for 13.7% of our total carbon output.

Scope 2

Scope 2 emissions cover indirect carbon emissions, such as those generated from purchased electricity.

Your World's scope 2 emissions account for 3.8% of our total carbon output.

Scope 3

Scope 3 emissions incorporate any additional indirect carbon emissions. These may be generated by external sources such as business travel, employee commuting and working from home.

This scope is where the bulk of Your World's carbon output is generated, making up 82.4% of our total carbon output.



* To view the methodology ClimatePartner have used to collect these scopes, please see the appendix on page 12

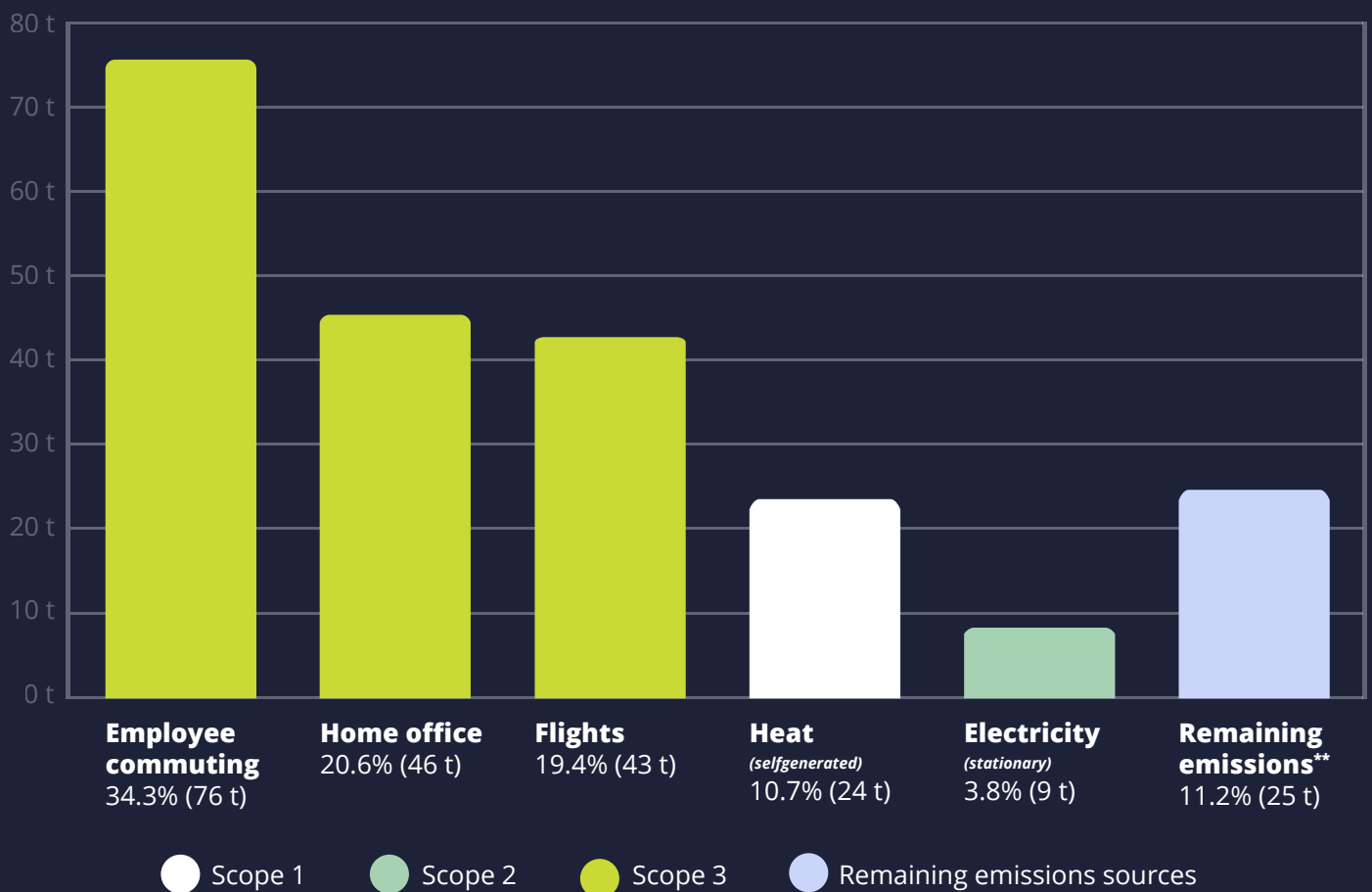
A visual breakdown of Your World's emissions

The charts below show the CO₂ emissions we generate and how they are categorised into their scopes.* This data was collected between January 2022 and December 2022.

CO₂ emissions categorised by scope 1, 2 & 3



The largest CO₂ emission sources



* To view the methodology ClimatePartner have used to collect these scopes, please see the appendix on page 14

** A full breakdown of our emissions can be seen on page 6

A full breakdown of Your World's emissions

Overall emission results for the period 01/2022 - 12/2022

The emissions reported are our base year and current reporting year as this is the first year we have measured our Corporate Carbon Footprint

Emission sources	t CO ₂	%
Scope 1	30.48	13.7
Direct emissions from company facilities	30.48	13.7
Heat (self-generated)	23.70	10.70
Refrigerant leakage	6.78	6.78
Vechile fleet	0	0
Scope 2	8.52	3.8
Purchased electricity for own use	8.52	13.7
Electricity (stationary)	8.52	3.8
Purchased heating, steam, and cooling for own use	6.78	6.78
Heat (purchased)	0.00	0.0
Purchased cooling	0.00	0.0
Scope 3	182.91	82.4
Employee commuting	121.82	54.9
Employee Commuting	76.20	34.3
Home office	45.62	20.6
Business travel	50.59	22.8
Flights	43.07	19.4
Rental and private vehicles	4.39	2.0
Hotel nights	2.55	1.1
Rail	0.59	0.3
Fuel- and energy-related activities	10.50	4.7
Upstream emissions electricity	6.73	3.0
Upstream emissions heat	3.64	1.6
Upstream emissions cooling	0.12	0.1
Upstream Transportation and Distribution*	0	0
Downstream Transportation and Distribution*	0	0
Waste Generated in Operations**	0	0
Overall results	221.92	100.0

* Your World Recruitment Group is a professional services organisation in the UK that supplies temporary/permanent staff to the National Health Service. We provide services rather than goods and, as such, transportation and distribution of goods are not relevant to us

** Was not measured as the impact is immaterial and no data was available.

Hotspots from ClimatePartner's analysis

The emissions analysis created for us by ClimatePartner has highlighted three key areas where we can make proactive changes and reduce the carbon emissions we generate.

Home offices recommendations

(20.6% of total emissions)

We can't negotiate reduced costs for solar power, air source heat pumps and domestic climate friendly energy suppliers but we can educate employees on the benefits of *using* a climate friendly energy supplier.

Flight recommendations

(19.4% of total emissions)

The report acknowledges that we have already drastically reduced our flight travel since 2020. Going forward, we should consider how essential the journey is, whether meetings could be completed remotely, or if train travel is a viable alternative option.

Employee commuting recommendations

(34.3% of total emissions)

We prioritize employee education on transportation emissions and offer a cycle-to-work scheme.

A recent report highlighted a potential 7.2% decrease in our carbon footprint if all employees switch to electric cars. These initiatives demonstrate our commitment to carbon reduction and belief in individual actions for a sustainable future.

Actively reducing our carbon output: - Employee commutes

The largest percentage of our carbon output comes from scope 3 emissions, which includes how our employees commute into work. This is therefore our biggest challenge to tackle, but with the right actions, we can make significant progress towards our Net Zero target in 2040.

We have implemented multiple schemes to offset or reduce the number of emissions generated by our employees on their journeys to and from the office.

Office expansion

Our London head office has undergone several expansion projects to improve the floorplan and allow additional banks of desks, which has eliminated the need for additional offices.

Active commuter facilities

Our head office (which houses 79% of our employees) is equipped with secure bike storage and shower/ changing room facilities, encouraging more employees to cycle, walk, or run to work.

Car leasing

Your World has formed a partnership with Octopus EV, enabling us to introduce a Salary Sacrifice scheme exclusively for our employees. This scheme empowers our workforce to embrace electric vehicles and reap the benefits of sustainable transportation.

Hybrid and remote working

84.89% of our employees have been working on a hybrid basis part-time since 2020. This has had a drastic impact on the number of people commuting into the office on a daily basis.

Cycle-to-work scheme

This is one of many company perks that helps employees spread the cost of purchasing a bike and any cycling equipment needed to cycle into the office.

Actively reducing our carbon output: - *Energy consumption*

Our London Head Office accounts for 79% of employees. This office, being our largest, therefore generates the highest amount of carbon.

As part of a large corporate building, our personal control over office temperature is limited. However, we have been in direct contact with building management (British Land), who are committed to reducing operational carbon by 75% and improving building efficiency by 25%. This will be achieved by putting the following carbon reduction efforts into action:



Climate friendly electricity and renewable gas

All electricity procured for Broadgate is Renewable Energy Guarantee of Origin (REGO) certified.

All gas procured for Broadgate is Renewable Gas Guarantee of Origin (RGGO) certified.

CO2 controls

Sensors are to be installed on each floor to monitor fresh air levels and adjust ventilation as required, reducing the demand for heating and cooling.

Demand control systems

If a building or floor is unoccupied, the heating can be switched off.

Dedicated chillers for out of hours

The out of hours chillers will reduce the requirement to run the main chillers.

Air handling units (AHUs) replacement

Management will ensure AHUs are updated and replaced as required to ensure efficient operation.

Actively reducing carbon output: - Purchased goods & services

Our carbon emissions from purchased goods and services are generated from office equipment, such as electronics & stationery, as well as external cleaning and uniforms services.

We understand the importance of sourcing responsible goods and services, which is why we've made the following efforts to reduce carbon emissions in this area:

Recycling & reselling old technology

All company electronics are recycled, internally repurposed, or sold to buyers who will repurpose the items.

Updating & replacing

Electronic equipment is updated or replaced as required to ensure maximum efficiency.

Reduced printing

Employees are encouraged to use digital materials wherever possible and access to colour printing is restricted. This significantly reduces paper and ink waste.

Eco-products

We work with sustainable suppliers for all internal goods, including paper, ink, stationery, and kitchen supplies (glass bottle milk deliveries, climate friendly tea bags etc.)

**We haven't measured these but they are something we are actively monitoring and reducing our impact through*

Your World's carbon reduction plan

As part of our commitment to being **Net Zero by 2040** we will be undertaking the following schemes and initiatives in 2023

Recycling

More recycling options will be introduced to our offices and additional incentives to recycle both in the office and at home will be implemented.

Choice of offsetting

Your World employs an inclusive culture, which is why future offsetting projects will be a company-wide decision. Everyone in the company will have their say on the projects that matter most to them.

Climate friendly events

We're committed to switching to more sustainable events, including the venues we use, the food & drink we provide, and the transport we use.

Waste data and ISO 14001

Our team will shortly be working towards achieving an ISO in waste management.

Air travel reduction

By sourcing more climate friendly travel options, we aim to reduce our air travel by 20%.

Uniforms

We're committed to investigating the emissions created by our uniforms and reducing them where possible.

Social responsibility team (SRT)

We have a dedicated SRT who are committed to organising and carrying out socially responsible activities, including clothes swap shops, waste-awareness days, company clean-ups, and seminars from eco influencers.

Annual carbon footprint review

We will remain partnered with ClimatePartner and obtain an annual review on our generated emissions and how we can continue to improve our carbon footprint.

Printing

We plan to reduce printing even further and implement additional actions for a paperless future.

Virtual meetings

Where possible, virtual meetings will be organised in place of face-to-face, minimising unnecessary travel.



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Carbon neutral
Company
[ClimatePartner.com/20398-2304-1001](https://climatepartner.com/20398-2304-1001)

Making offsetting emissions a team decision

Your World is built on a culture of inclusivity and contribution, which means our employees are involved with many of the decisions made within the company. This includes how we offset the carbon emissions generated by us individually and as a collective.

Your World is partnered with ClimatePartner to source the most relevant eco-projects around the world for us to contribute to. The project options are pitched to our entire staff and a poll is taken to determine the successful project(s). We feel this is a great opportunity to not only ensure our offsetting endeavours are carried out with passion and care, but to also educate our staff on the importance of accountability for our impact on the planet.

How our staff voted to offset our carbon footprint?

The options that correlated with our business focus on the healthcare industry were as follows:

Clean drinking water, Eritrea

This project supports communities in renovating their boreholes so that they deliver clean water and breakdowns are quickly fixed.

Clean cookstoves, Uganda

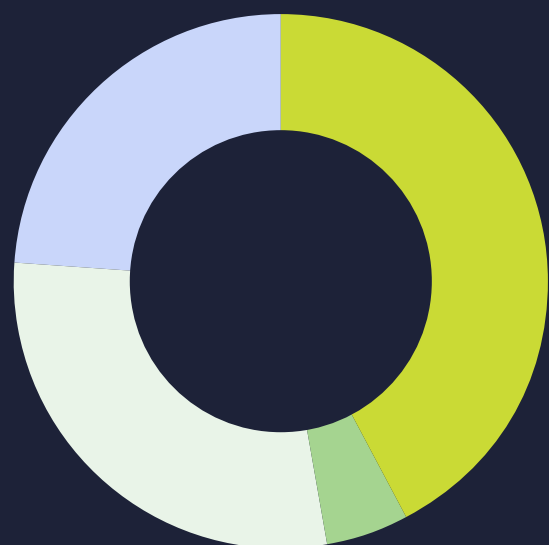
These project activities replace conventional and less efficient cookstoves in Uganda with improved cookstoves.

Carbon offset + Ocean Protection

An international carbon offset project combined with additional plastic collection.

Forest protection, Indonesia

Ecosystem health is promoted through the reforestation of degraded areas, while the community is supported through activities that include the supply of individual water filters, water purification systems, fire management, solar lighting, libraries, scholarships, and micro-enterprises.



Offsetting emissions

Our mission is to repair and restore clean water sources in Eritrea, combating climate challenges and transforming lives.

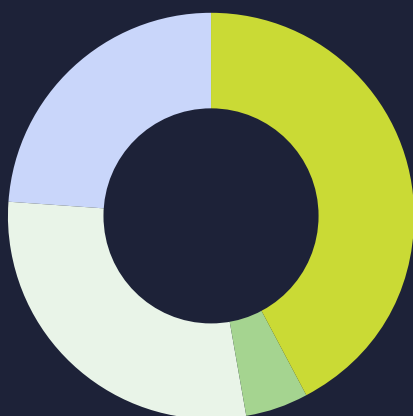
Our team has committed to backing a crucial project that offers access to healthcare and clean water in Eritrea. The country is highly vulnerable to droughts, floods, soil erosion, desertification, and land degradation, which means high levels of food shortages, malnutrition, and difficulties accessing clean water for its people. Climate change will sadly exacerbate these problems even further, which is why this offsetting project is so essential.

The project will help to identify and repair broken boreholes in the Zoba Maekel district, which have fallen into disrepair due to poor management or lack of funds. Communities will be given the knowledge and tools to repair these boreholes, so they can continue to deliver clean water.

But how does this help fight global warming?

Without access to clean drinking water, communities are forced to send women and children to collect dirty water from pools or rivers, which is often contaminated with potentially lethal bacteria. To make this water safe to drink it has to be boiled over open fires, which contributes to CO2 emissions and deforestation. These emissions can be avoided if a community has access to clean drinking water from boreholes.

How our staff voted to offset our carbon footprint?



- 42% Clean Drinking Water, Eritrea
- 5% Clean Cookstoves, Uganda
- 29% Carbon offset + Ocean Protection
- 24% Forest protection, Indonesia



Appendix and methodology

This is a summary of the methodology and assumptions pertaining to the Corporate Carbon Footprint 2022 calculation made by ClimatePartner for Your World Recruitment Group. The calculation has been completed in accordance with the GHG Protocol. The Operational Control Approach has been taken.

The activities of all Your World Recruitment's UK & Ireland sites (7 leased offices) were included in the calculation. Scope 1 (Stationary combustion, Mobile combustion, and Fugitive emissions), Scope 2 (Purchased electricity, steam, heating, and cooling) and certain Scope 3 (Category 3: Upstream fuel- and energy-related activities, Category 6: Business travel, Category 7: Employee commuting and remote working) categories were included in the calculation.

Scope 1 emission sources for 2022 include self-generated heating and refrigerant leakage from cooling.

- Scope 2 emission sources for 2022 include purchased electricity.
- Scope 3 Category 3 emission sources include fuel- and energy-related activities not included in Scope 1 or 2
- Scope 3 Category 6 emission sources include air, road and rail transport and overnight stays.
- Scope 3 Category 7 emission sources include Your World Recruitment employee travel to sites and electricity and heating emissions associated with remote working.

No company vehicles or purchased steam, heating and cooling were reported for 2022. Only direct employees (274 in total) of Your World Recruitment have been included in the calculation.

Both primary and secondary data has been used in the calculations. The GHG Protocol defines primary and secondary data as follows:

- Primary data: data provided by suppliers or other value chain partners related to specific activities in the reporting company's value chain.
- Secondary data includes industry-average data (e.g., from published databases, government statistics, literature studies, and industry associations), financial data, proxy data, and other generic data.

Some primary data provided which ensures a good level of accuracy in the assessment. However, due to unavailability and/or reliability of certain data, several assumptions were made in the assessment to close data gaps.

Where possible, continuous refinement of the Corporate Carbon Footprint in terms of data input is recommended in the future. This will be particularly important to account and properly measure for reduction initiatives.

Appendix and methodology

Scope	Emission Source	Emission Factor Used
Scope 1	Direct Emissions: Self-generated heating	Natural Gas [kWh Net CV], Department for Energy and Security and Net Zero UK and Department for Business, Energy & Industrial Strategy - 2022
	Vehicle Fleet	We do not have a vehicle fleet, therefore no data to measure
	Direct Emissions: Refrigerant leakage from cooling	R401A [kg], IPCC – 2021 R134A [kg], IPCC - 2021
Scope 2	Indirect Emissions: Purchased electricity	Electricity, United Kingdom [kWh], Ecoinvent 3.8 Electricity Renewable [kWh], Ecoinvent 3.8 (London office) Electricity, Republic of Ireland [kWh], Ecoinvent 3.8
Scope 3	Fuel- and energy- related activities (not included in scope 1 or 2)	WTT Natural gas [kWh Net CV], Department for Energy and Security and Net Zero UK and Department for Business, Energy & Industrial Strategy – 2022 WTT R-22 [kg], Ecoinvent 3.8 (proxy for R401A) WTT R134A [kg], Ecoinvent 3.8 Electricity, United Kingdom [kWh], Ecoinvent 3.8 Electricity Renewable [kWh], ClimatePartner calculation (London office) Electricity, Republic of Ireland [kWh], Ecoinvent 3.8
	Waste	We have not measured this as the impact is immaterial and no data available.
	Upstream Transportation and Distribution	We provide services rather than goods and, as such, transportation and distribution of goods are not relevant to us
	Downstream Transportation and Distribution	We provide services rather than goods and, as such, transportation and distribution of goods are not relevant to us
	Category 6: Business Travel	Air Travel: Short haul, Economy (+WTT) [pkm], RFI 1.9; Long haul, Business (+WTT) [pkm], RFI 1.9, Department for Energy and Security and Net Zero UK and Department for Business, Energy & Industrial Strategy – 2022 Rail Travel: National Rail (+WTT) [pkm], Department for Energy and Security and Net Zero UK and Department for Business, Energy & Industrial Strategy – 2022 Land Travel – Car, medium size, fuel unknown (+WTT) [km]; Regular taxi (+WTT) [km]; Coach [pkm], Department for Energy and Security and Net Zero UK and Department for Business, Energy & Industrial Strategy – 2022 Overnight stays – Hotel 3-star Europe [night]; Hotel 4-star Europe [night]; Hotel 5-star Asia [night], ClimatePartner calculation
	Category 7: Employee Commuting	Commuting to/from office: Land Travel Emission Factors dependent on mode of transport [pkm], Department for Energy and Security and Net Zero UK and Department for Business, Energy & Industrial Strategy – 2022 Teleworking: Electricity and heating (+WTT) for home working [day], ClimatePartner calculation



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If you'd like to discuss anything about our carbon reduction plan with us, we're all ears. Get in touch:

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