



**YOUR WORLD® RECRUITMENT GROUP**  
Open Your World to Endless Opportunities

# Carbon Reduction Plan 2024

## 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 we enter the second year of our carbon reduction journey, we remain acutely aware of the emissions generated by our daily operations. Some emissions are, unfortunately, inevitable if we are to uphold the high standards of client and candidate care that Your World is renowned for.

Nevertheless, our responsibility extends beyond our immediate stakeholders to the broader environment. We are committed to finding innovative and proactive solutions to our emissions challenges through a meticulously crafted carbon reduction plan, aimed at significantly reducing our impact on the world's precious resources.

Achieving success in this endeavour requires a thorough understanding of the diverse challenges we face as a growing business. To this end, we have partnered with ClimatePartner again, a leading climate action solutions provider, to produce comprehensive data reports. These insights have enabled us to set an ambitious target of achieving Net Zero by 2040.

Historically, Your World has implemented climate-friendly practices, such as prioritising digital over print, promoting recycling, and introducing a cycle-to-work scheme and an electric car lease scheme. However, we recognise the need for more substantial actions to effect real change. This year, we have advanced our efforts by measuring the emissions from our head office separately from our other offices, allowing for more targeted reduction strategies. We continue to collaborate with industry-leading environmental consultancies to enhance our sustainability and eco-consciousness.

I invite you to review our carbon reduction plan in its entirety, which outlines the measures we are undertaking to minimise our carbon footprint and the steps we will take to implement them.



Simon Taylor  
Group CEO

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## 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

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#### **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 2.3% 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 9.5% 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 88.1% of our total carbon output.



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

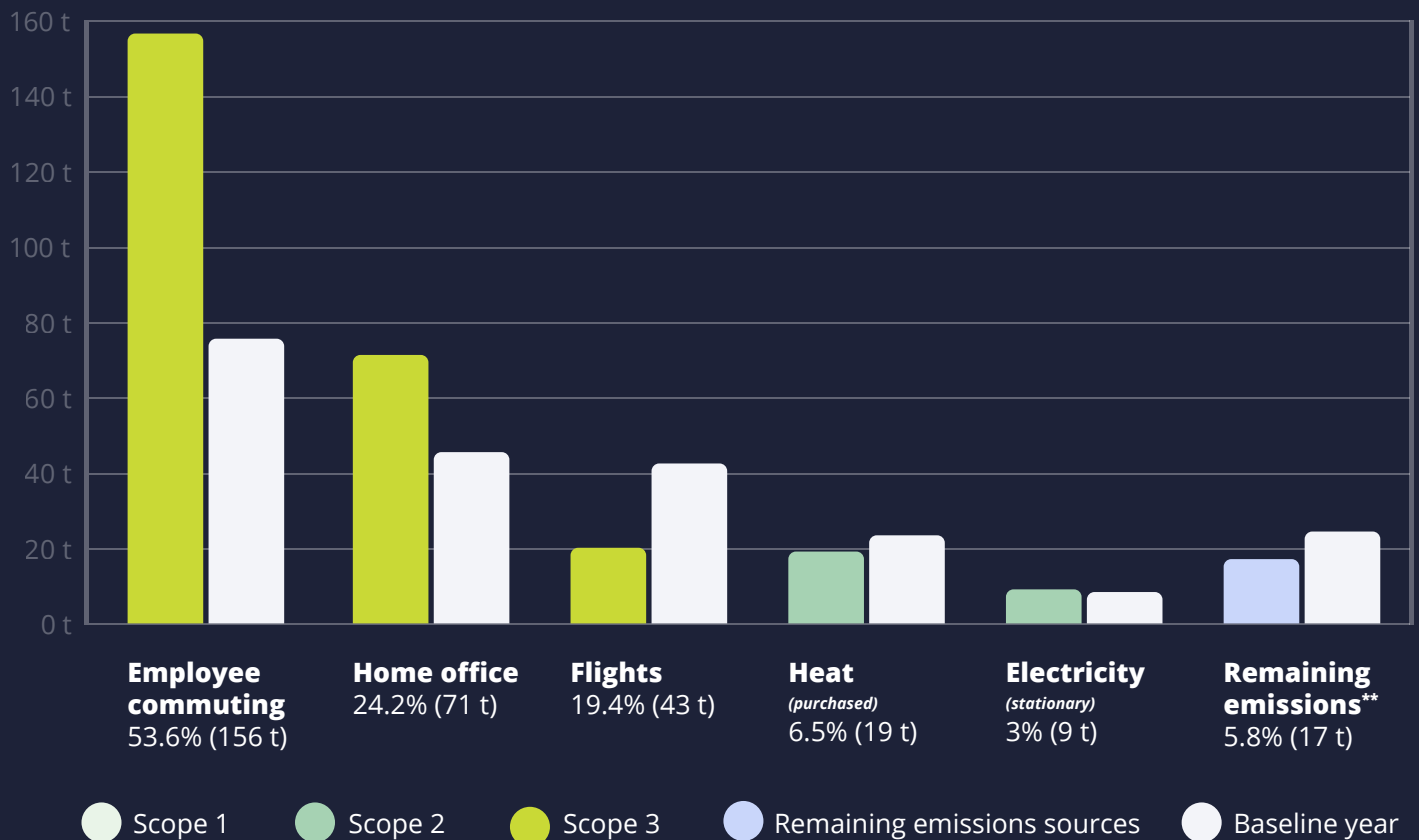
## A visual breakdown of Your World's emissions

The charts below show the CO<sub>2</sub> emissions we generate and how they are categorised into their scopes.\*

### CO<sub>2</sub> emissions categorised by scope 1, 2 & 3



### The largest CO<sub>2</sub> emission sources



\* To view the methodology ClimatePartner have used to collect these scopes, please see the appendix on page 18

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

# A full breakdown of Your World's emissions

Total results for **The Group 2023** Corporate Carbon Footprint.

Emission sources	t CO <sub>2</sub>	%
<b>Scope 1</b>	<b>6.85</b>	<b>2.3</b>
Direct emissions from company facilities	6.85	2.3
Refrigerant leakage	6.85	2.3
<b>Scope 2</b>	<b>27.80</b>	<b>9.5</b>
Purchased heating, steam, and cooling for own use	18.95	6.5
Heat (purchased)	18.95	6.5
Purchased cooling	0.00	0.0
Purchased electricity for own use	8.85	3.0
Electricity (stationary)	8.85	3.0
<b>Scope 3</b>	<b>257.46</b>	<b>88.1</b>
Employee commuting	227.11	77.7
Employee Commuting	156.44	34.3
Home office	70.68	20.6
Business travel	21.83	22.8
Flights	20.37	7.0
Rental and private vehicles	1.46	0.5
Fuel- and energy-related activities	8.52	2.9
Upstream emissions electricity	5.27	1.8
Upstream emissions heat	3.13	1.1
Upstream emissions cooling	0.12	0.0
Upstream Transportation and Distribution*	0	0
Downstream Transportation and Distribution*	0	0
Waste Generated in Operations**	0	0
<b>Overall results</b>	<b>292.12</b>	<b>100.0</b>

\* 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.

# A full breakdown of Your World's emissions

*Results of the individual calculation 2023 London office.*

Emission sources	t CO <sub>2</sub>	%
<b>Scope 1</b>	<b>4.88</b>	<b>2.3</b>
Direct emissions from company facilities	4.88	2.3
Refrigerant leakage	4.88	2.3
<b>Scope 2</b>	<b>0.00</b>	<b>0.0</b>
Purchased heating, steam, and cooling for own use	0.00	0.0
Heat (purchased)	0.00	0.0
Purchased cooling	0.00	0.0
Purchased electricity for own use	0.00	0.0
Electricity (stationary)	0.0	0.0
<b>Scope 3</b>	<b>203.55</b>	<b>97.7</b>
Employee commuting	178.39	85.6
Employee Commuting	110.90	53.2
Home office	67.48	32.4
Business travel	21.83	10.5
Flights	20.37	9.8
Rental and private vehicles	1.46	0.7
Fuel- and energy-related activities	3.33	1.6
Upstream emissions electricity	3.31	1.6
Upstream emissions cooling	0.02	0.0
Upstream Transportation and Distribution*	0	0
Downstream Transportation and Distribution*	0	0
Waste Generated in Operations**	0	0
<b>Overall results</b>	<b>83.69</b>	<b>100.0</b>

\* 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.

# A full breakdown of Your World's emissions

*Results of the individual calculation 2023 All other offices.*

Emission sources	t CO <sub>2</sub>	%
<b>Scope 1</b>	<b>1.97</b>	<b>2.4</b>
Direct emissions from company facilities	1.97	2.4
Refrigerant leakage	1.97	2.4
<b>Scope 2</b>	<b>27.80</b>	<b>33.2</b>
Purchased heating, steam, and cooling for own use	18.95	22.6
Heat (purchased)	18.95	22.6
Purchased cooling	0.00	0.0
Purchased electricity for own use	8.85	10.6
Electricity (stationary)	8.85	10.6
<b>Scope 3</b>	<b>53.92</b>	<b>64.4</b>
Employee commuting	48.73	58.2
Employee Commuting	45.53	54.4
Home office	3.19	3.8
Fuel- and energy-related activities	5.19	6.2
Upstream emissions electricity	3.13	3.7
Upstream emissions heat	1.96	2.3
Upstream emissions cooling	0.10	0.1
Upstream Transportation and Distribution*	0	0
Downstream Transportation and Distribution*	0	0
Waste Generated in Operations**	0	0

<b>Overall results</b>	<b>83.69</b>	<b>100.0</b>
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\* 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.



# Total emissions breakdown

A topline overview of emissions by office location.

2023 Corporate Carbon Footprint	t CO <sub>2</sub>	%
London office	208.43	71.4
All other offices	83.69	28.6
Your World Group	292.12	100

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## Comparing hotspots

*The analysis below compares our baseline hotspots to our current data and analyses the differences.*

Emission sources		t CO <sub>2</sub>	t CO <sub>2</sub>	t CO <sub>2</sub>
Hotspots	Baseline Year	2023	Difference	
Home office	45.62	70.68	+ 25.06	
Flights	43.07	20.37	- 22.70	
Commuting	76.20	156.44	+ 80.24	

### Analysis of emission trends

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The significant changes in our carbon footprint data can be attributed to several key factors. Notably, the increase in our company's headcount has led to higher emissions from commuting and home office activities.

Specifically, our home office emissions have risen by 25.06t CO<sup>2</sup>, while commuting emissions have increased by 80.24 t CO<sup>2</sup>. These increases reflect our growing workforce and the associated rise in remote work and travel requirements.

On the positive side, we have managed to reduce our flight-related emissions by 22.70t CO<sup>2</sup>. This reduction is due to our efforts last year to cut down on business travel, opting instead for virtual meetings and other alternatives.

It is important to highlight that our baseline year emissions were comparatively lower due to the COVID-19 pandemic, which significantly reduced both commuting and flight activities. The changes observed in 2023 are thus partly a return to more typical operational levels, adjusted for our growth.

To put these figures into perspective, the average person in Europe produces approximately 6.4 t CO<sup>2</sup> per year. Given our current headcount increase, this has significantly impacted our overall emissions.

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## 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:

### Lao: clean drinking water

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Produce and distribute ceramic water filters and educate families on their benefits.

### India: solar lamps & water filters

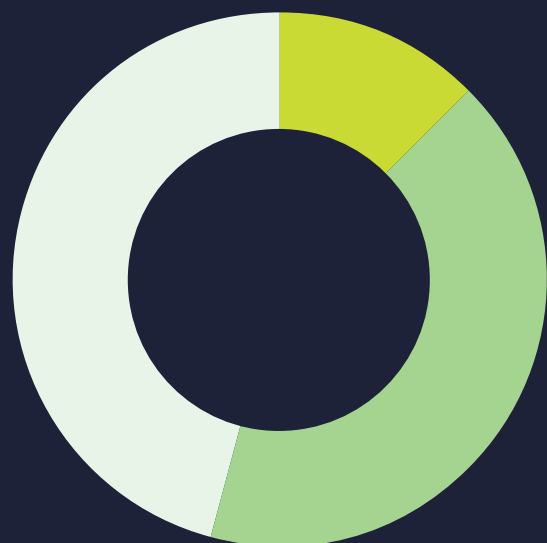
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This project will provide solar lamps and install water filters in India, improving air quality, reducing emissions, and supporting health and economic development.

### Zambia: improved cookstoves

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Provide efficient stoves that use less charcoal, reducing the risks of deforestation and respiratory illnesses.



 **Lao: clean drinking water**  
45.83%

 **India: solar lamps & water filters**  
41.67%

 **Zambia: improved cookstoves**  
12.5%

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## Offsetting emissions, our winner

*Our mission is to produce and distribute ceramic water filters in Lao, allowing access to clean drinking water and transforming lives.*

Our team has committed to supporting a vital project that distributes ceramic water filters in Laos, providing access to clean drinking water. Laos faces significant challenges with access to potable water, which often leads to the necessity of boiling water over open fires. This practice not only generates CO2 emissions but also contributes to deforestation. Furthermore, the lack of clean water results in high incidences of gastro and waterborne diseases, placing a financial strain on families for fuel and medicine.

This project will produce and distribute ceramic water filters, offering communities a sustainable solution for clean drinking water. Families will also be educated on the benefits of using these filters, ensuring long-term adoption and health improvements.

### But how does this help fight global warming?

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By providing access to clean drinking water, the need to boil water is eliminated, thereby reducing CO2 emissions and preserving forests. Additionally, the reduced incidence of waterborne diseases means fewer medical expenses, and families save money on fuel. The project also stimulates the local economy by creating jobs in the production and distribution of the filters.

This initiative not only promotes better health and economic savings for the communities in Laos but also contributes to global efforts in reducing emissions and protecting the environment.



## **Actively reducing our carbon output** - *Employee commuting*

*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.*

### **Car leasing**

Your World has continued its 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.

### **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.

### **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.

### **Hybrid and remote working**

100% of our employees have been working on a hybrid basis part-time since 2022. This has had a drastic impact on the number of people commuting into the office on a daily basis.

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## Actively reducing our carbon output - *Reduction measures*

*We understand the importance of continually looking for ways to reduce our carbon emissions. Below are some of the measures we have taken:*

### Energy use

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- Energy or environmental management system (e.g., ISO 14001, EMAS, ISO 50001)
- Systematic capturing and analysis of electricity and energy consumption
- Use of heat recovery
- Energy efficiency measures – especially machinery/equipment with a relevant share of energy consumption (e.g., minimizing idle times)
- Energy-efficient IT
- LED-Lighting
- Energy-efficient buildings
- Energy-efficient working equipment

### Mobility

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- Created incentives to switch to e-mobility for company vehicles
- Provided charging infrastructure for electric vehicles for employees
- Incentivised the use of public transport or bikes for commuting
- Reduced logistic emissions by switching to vehicles with fewer emissions
- Optimised logistics by reducing distances and improving capacity utilisation

### Procurement

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- A procurement policy that incorporates climate related aspects
- Educated the procurement department on climate action in the supply chain
- Engaged with your strategic suppliers on climate action

### Product design

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- A design policy that incorporates climate related aspects
- Optimised product design to reduce the carbon footprint of the products

### Stakeholder engagement

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- Educated employees on climate action topics
- Engaged with customers on climate action related aspects
- Incentivised management to achieve reduction targets
- Publicly report on emissions, targets and reduction measures

## **Your World's carbon reduction plan** - *Everyday reductions*

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

### **Recycling**

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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**

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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**

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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**

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

### **Virtual meetings**

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

### **Uniforms**

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

### **Social responsibility team (SRT)**

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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**

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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**

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

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## **Looking forward - Moving office**

*Our London Head Office, where 79% of our employees are based, is our largest operational hub and, consequently, the largest contributor to our overall carbon footprint. Recognising the need for change, we have decided to relocate to a new office space that better aligns with our sustainability goals of optimising space and reducing our carbon emissions.*

### **Relocating to a more suitable office space**

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We are committed to moving to a new, smaller office that better matches our current space utilisation needs. This move will allow us to downsize effectively, leading to reduced energy consumption and a lower environmental impact from our operations.

### **Enhancing energy efficiency**

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In our new office, we will prioritise the implementation of energy-efficient systems. This includes investing in modern, sustainable technologies for lighting, heating, and cooling, which will help minimise our energy use and contribute to our overall carbon reduction goals.

### **Maximising office space utilisation**

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Our analysis of the current office space showed that it was underutilised, with less than 20% of the space being actively used at times. The new office will be appropriately scaled to our actual needs, and we will incorporate flexible working arrangements, such as hot desking, to ensure the space is used efficiently.

### **Implementing smart office management solutions**

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We will leverage technology in our new office to manage space more effectively. Hot desking systems and other smart office solutions will be implemented to ensure that the space is fully utilised and that we maintain flexibility in how we use it.

### **Promoting remote working**

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By reducing the size of our physical office and encouraging remote working, we will not only cut down on the energy required to maintain office space but also significantly reduce emissions from employee commutes.



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## Our calculation approach

*This is a summary of the methodology and assumptions pertaining to the Corporate Carbon Footprint 2023 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.*

## Principles

In preparing the corporate carbon footprint and this report, five basic principles were observed in accordance with the GHG Protocol:

### Relevance

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The calculation should account for all greenhouse gas (GHG) emissions that appropriately reflect the company's carbon footprint. This report is designed to support internal and external decision-making.

### Accuracy

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The calculations of GHG emissions are designed to ensure that they are neither over nor undervalued. The report aims to be as accurate as possible and to minimise uncertainties, so that the company can make appropriate decisions.

### Completeness

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The report must include all GHG emissions within the selected system boundaries. Any significant exclusions of data must be clearly documented, disclosed, and justified.

### Transparency

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All important aspects of a company are recorded objectively, and any assumptions, data gaps and resulting extrapolations or data exclusions are presented clearly and openly in this report.

### Consistency

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Consistent methodologies are used so that the company's emissions can be compared over time.

## Data collection and calculation

CO<sub>2</sub> emissions were calculated using the company's consumption data and emission factors researched by ClimatePartner. Wherever possible, primary data were used. If no primary data were available, secondary data from highly credible sources were used. Emission factors were taken from scientifically recognized databases such as ecoinvent and DEFRA.

## 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, therefor 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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