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Document Owner: Gary Bentley

Website Link: https://www.serlimited.com/index.php?option=com_docs&task=getDoc&id=4



Carbon Reduction Plan

Business Name: SER (Staffing) Limited

Registered Address: Unit 2B, Capricorn Business Park, Blakewater Road, Blackburn, Lancashire, BB1 5QR

Registered Company Number: 6281400

Website: www.serlimited.com

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Note: This Carbon Reduction Plan is to be read in conjunction with our Sustainability Policy.

1. Commitment to Net Zero

SER (Staffing) Limited is committed to achieving **Net Zero emissions by 2045**, in line with the UK Government target. We aim to reduce our carbon footprint year-on-year, embedding sustainability into our operations. Through clearly designed initiatives driven forward at Directorship level we will meet our collective net zero targets.

Via regular and recent senior management review meetings we have developed a clear roadmap that will enable us to monitor, record, improve and achieve our Carbon Reduction Plan.

SER (Staffing) Limited understands that net zero does not equal carbon neutrality. Our net zero approach will include switching from fossil fuels to renewable energy such as solar power as opposed to gas heating while also moving our fleet vehicles from diesel to electric both by 2030, while carbon neutrality will be focused on offsets such as our tree-planting partnership with our local stationery supplier.

2. Baseline Emissions Footprint

Our baseline year is **1st April 2024 through to 31st March 2025** which runs in line with our financial year. Emissions have been assessed across Scope 1, Scope 2, and selected Scope 3 categories.

- **Scope 1 (direct emissions):** Company vehicles, onsite fuel use.
- **Scope 2 (indirect energy):** Purchased electricity, heating, cooling, water.
- **Scope 3 (indirect value chain):** Waste disposal, employee commuting, business travel, purchased goods & services (where data available).

These baseline emissions will serve as the reference point against which our emissions reductions are measured.

Baseline Emissions 1st April 2024 through to 31st March 2025

- Scope 1: Not available for the above base year as the vehicle fuel data was not recorded or monitored.

Total for Scope One – zero

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- **Scope 2:**

Electricity	5,383 tCO ₂ e
Gas	6,996 tCO ₂ e
Water	18,612 tCO ₂ e
Total for scope two:	30,991 tCO₂e

Calculated by using the government conversion rates

There can be found at: <https://assets.publishing.service.gov.uk/media/649c5340bb13dc0012b2e2b6/ghg-conversion-factors-2023-condensed-set-update.xlsx>

- **Scope 3:**

Cat 1 – Purchased Goods & Services

Scope 3 supplier data is being collected and will be updated in the 2025/26 Carbon Reduction Plan.

Cat 2 – Capital Goods

Scope 3 supplier data is being collected and will be updated in the 2025/26 Carbon Reduction Plan.

Cat 3 – Fuel & Energy related activities

Scope 3 supplier data is being collected and will be updated in the 2025/26 Carbon Reduction Plan.

Cat 4 – Upstream transportation and distribution

Scope 3 supplier data is being collected and will be updated in the 2025/26 Carbon Reduction Plan.

Cat 5 – Waste generated in operations

.019tCO₂e tonne per annum calculated using the government conversation rates

Cat 6 – Business Travel

9.6tCO₂e tonne per annum calculated using the government conversation rates

Cat 7 – Employee Commuting

4,392tCO₂e tonne per annum calculated using the government conversation rates

Cat 8 – Upstream Leased assets

Scope 3 supplier data is being collected and will be updated in the 2025/26 Carbon Reduction Plan.

Cat 9 – Downstream transportation and distribution

Scope 3 supplier data is being collected and will be updated in the 2025/26 Carbon Reduction Plan.

Cat 10 – Processing of sold products

Scope 3 supplier data is being collected and will be updated in the 2025/26 Carbon Reduction Plan.

Cat 11 – Use of sold products

Scope 3 supplier data is being collected and will be updated in the 2025/26 Carbon Reduction Plan.

Cat 12 – End of life treatment of sold products

Scope 3 supplier data is being collected and will be updated in the 2025/26 Carbon Reduction Plan.

Cat 13 – Downstream leased assets

Scope 3 supplier data is being collected and will be updated in the 2025/26 Carbon Reduction Plan.

Cat 14 – Franchises

Scope 3 supplier data is being collected and will be updated in the 2025/26 Carbon Reduction Plan.

Cat 15 – Investments

Scope 3 supplier data is being collected and will be updated in the 2025/26 Carbon Reduction Plan.

Total for scope 3: 14,182tCO₂e

Total for scope 1,2 and 3: 45,173tCO₂e

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This is calculated using the government guidance for example:

10,000kWh electricity x 0.212kg CO₂ per kWh = 2,120kgCO₂

Current Emissions Reporting period is – 1st April 2025 – 31st March 2026

It is noted by the Board of Directors that at this stage our Baseline emissions and current period emissions are the same as we only have full data from our Baseline year currently.

4. Carbon Reduction Targets

We project emissions will decrease over the next five years as a result of implementing carbon reduction initiatives.

- **Target:** Reduce emissions by **20% by 2030** compared to 2024/25 baseline.
- **Long-term target:** Net Zero by 2045, through continual focus and implementing further long term projects and investment into further working from home incentives and the use of renewable energies such as solar.

5. Carbon Reduction Initiatives

Planned initiatives include:

Energy Efficiency

- Transition to LED lighting across premises.
- Install smart meters and energy monitoring.
- Investigate renewable energy tariffs.
- Reduce office heating/cooling demand (better insulation, thermostat management).
- Present our Net Zero plan to staff members and establish a common together employee goal of everyone working together to achieve net zero by 2045. Further drive this forward by training and continual visual reminders.

Travel & Transport

- Introduce a cycle-to-work scheme and promote active travel.
- Encourage remote working where possible.
- Gradual shift to electric or hybrid vehicles for company use.
- Reduce non-essential business travel, encourage use of video conferencing.

Waste & Resources

- Reduce single-use materials, improve recycling rates.
- Work with suppliers to reduce packaging.
- Encourage a "paperless office" approach.

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- Collaboration with local companies for IT equipment disposal.

Supply Chain

- Prioritise local suppliers where possible to reduce transport emissions.
- Engage suppliers on sustainability commitments.

Offsetting (if required)

- Explore credible UK-based offsetting schemes for unavoidable emissions (as a last resort).

6. Governance & Reporting

- Responsibility for carbon reduction sits with the Managing Director.
- Progress reviewed annually and reported in business performance updates.
- CRP will be refreshed annually in line with latest data and initiatives, under pinned by our Sustainability Plan.

7. Declaration

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance, and has been reviewed and signed off by the board of directors.

Signed: 

Position: Director

Date: 4th June 2025

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 (where required), and the required subset of Scope 3 emissions will be reported on the 2026 report.