

Carbon Reduction Plan

Company Name: SER (Staffing) Limited

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

Registered Company Number: 6281400

SER (Staffing) Limited are excited to release our Carbon Reduction Plan, outlining how we will work towards achieving net zero emissions by 2045.

Through clearly designed initiatives driven forward at Directorship level we will meet our collective net zero targets.

Via regular and resent 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 is committed to achieving net zero emissions by 2045

Baseline Emissions Footprint

Baseline emissions are a record of the GHG (Green House Gases) that have been produced in the past, prior to the introduction of our strategies to reduce emissions. There emissions serve as the reference point against which emissions reductions are measured.

The baseline year used by SER (Staffing) Limited is the financial year April 2024 through to March 2025.

Baseline Year – 1 st April 2024 – 31 st March 2025	
Emissions Type	Total tCO ₂ e
Scope 1	
Direct emissions from owned assets or controlled sources.	Not Applicable as of the Baseline Year
Scope 2	
Indirect GHG emissions arising from the purchase of Energy.	
Electricity	
Gas	
Water	
Scope 3	
Upstream & Downstream – How we source and deliver our service	
Cat 1 – Purchased Goods & Services	Not Applicable as per PPN 006
Cat 2 – Capital Goods	Not Applicable as per PPN 006
Cat 3 – Fuel & Energy related activities	Not Applicable as per PPN 006
Cat 4 – Upstream transportation and distribution	Not Applicable as per PPN 006
Cat 5 – Waste generated in operations	Not Applicable as per PPN 006
Cat 6 – Business Travel	9.6 kgCO ₂ e
Cat 7 – Employee Commuting	4,392 kcCO ₂ e
Cat 8 – Upstream Leased assets	Not Applicable as per PPN 006
Cat 9 – Downstream transportation and distribution	Not Applicable as per PPN 006
Cat 10 – Processing of sold products	Not Applicable as per PPN 006
Cat 11 – Use of sold products	Not Applicable as per PPN 006

Cat 12 – End of life treatment of sold products	Not Applicable as per PPN 006
Cat 13 – Downstream leased assets	Not Applicable as per PPN 006
Cat 14 - Franchises	Not Applicable as per PPN 006
Cat 15 - Investments	Not Applicable as per PPN 006

Current Emissions Reporting – 1 st April 2024 – 31 st March 2025	
Emissions Type	Total tCO ₂ e
Scope 1	
Direct emissions from owned assets or controlled sources.	Not Applicable as of the Baseline Year
Scope 2	
Indirect GHG emissions arising from the purchase of Energy.	
Electricity	5,383 kgCO ₂ e
Gas	6,996 kgCO ₂ e
Water	18.612 kgCO ₂
Scope 3	
Upstream & Downstream How we source and deliver our service	
Cat 1 – Purchased Goods & Services	Not Applicable as per PPN 006
Cat 2 – Capital Goods	Not Applicable as per PPN 006
Cat 3 – Fuel & Energy related activities	Not Applicable as per PPN 006
Cat 4 – Upstream transportation and distribution	Not Applicable as per PPN 006
Cat 5 – Waste generated in operations	To be completed by 20 th May 2026
Cat 6 – Business Travel	To be completed by 20 th May 2026
Cat 7 – Employee Commuting	To be completed by 20 th May 2026
Cat 8 – Upstream Leased assets	Not Applicable as per PPN 006
Cat 9 – Downstream transportation and distribution	Not Applicable as per PPN 006
Cat 10 – Processing of sold products	Not Applicable as per PPN 006
Cat 11 – Use of sold products	Not Applicable as per PPN 006
Cat 12 – End of life treatment of sold products	Not Applicable as per PPN 006
Cat 13 – Downstream leased assets	Not Applicable as per PPN 006
Cat 14 - Franchises	Not Applicable as per PPN 006
Cat 15 - Investments	Not Applicable as per PPN 006

Emissions Reduction Targets

In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets:

We project that carbon emissions will decrease over the next five years by 20% through the implementation of our Projects. Our long term target is net zero by 2045 through continual focus and implementing further long term projects and investment into further working from home incentives and use of renewable energies such as solar.

Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2025 baseline, these projects will have a significant bearing on our emissions reduced figures in the coming year.

Staff Awareness

We have presented to all staff members highlighting our Net Zero plan and showing the importance of everyone working towards this common goal. Delivered by current Directors to further drive the importance and commitment.

Collaboration

SER (Staffing) Limited have partnered with a local IT equipment refurbishment company who collect and reuse our old IT equipment, therefore avoiding waste disposal.

Future Carbon Reduction Initiatives

In the future we hope to implement further measures such as:

Business Travel

Further investment into teleconferencing and easy of use video technology to further remove the need for Client site meetings.

Investment in ease to use and ease to record candidate interviewing technology.

Recycling Awareness and Ease

We are increasing the number of recycling containers used within our offices and making all cardboard and paper for recycle only.

LED Lighting

We plan to work with our current Landlords and devise a plan where each office is moved to more energy efficient LED lighting.

Work from Home

We plan to discuss at Senior Management level and implement a Work from Home policy that allows a greater work from home option based around performance.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 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 have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

Version: 1.1 – Publication Date 30th May 2025
Reviewed: 30th May 2025
Review Date: 20th May 2026
Document Owner: Gary Bentley



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

Signed on behalf of SER (Staffing) Limited by Gary Bentley – Director & Share Holder

A handwritten signature in blue ink, appearing to read "Gary Bentley", is written over a dotted line.

Date: 4th June 2025