

seymourjohn

Carbon Reduction Plan

Towards Net Zero

Supplier Name

Seymour John Public Services Midlands Ltd.

Publication Date

January 2026

Helping people and
organisations thrive

Seymour John Public Services Midlands Ltd. is committed to achieving Net Zero emissions by 2042

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: Financial Year July 2021 – July 2022

Additional Details relating to the Baseline Emissions calculations

The figures below form the baseline against which subsequent carbon emissions reports will be measured.

SCOPE 1

As a progressive, predominantly homeworking, and paperless services organisation, our aim is to tread lightly in this world. We do not own any premises or run any company vehicles, which is why we have recorded our Scope 1 emissions at zero.

SCOPE 2

Our Scope 2 emissions are the result of energy usage at our communal rented office space. As an all-inclusive flat-fee rental, our energy usage is unmetered. We have therefore taken a national average energy consumption calculation for a 'microbusiness' – (1-9 employees) as defined in the Non-domestic National Energy Efficiency Framework 2020 (England and Wales) – based on the square meterage of the office (65m²).

SCOPE 3

As a services and solutions company, we do not contribute to any upstream or downstream supply chain emissions. As such, we have entered zero at points 4 and 9.

We are a paperless office. Beyond the imperative to reduce our environmental impact, we have a data protection duty of care to our clients and candidates. All documentation is, therefore, sent electronically, either via email or our CRM, ensuring compliance with GDPR and the data audit trail requirements of the public sector frameworks on which we are awarded. As a result, we have entered zero in answer to point 5.

We are a genuine remote-working organisation, utilising the latest technologies to facilitate virtual interviews and client meetings. We all live and work within the communities of the public services we support. This means, where face-to-face meetings are necessary, the distance of travel is relatively short. Our point 6. Business travel emissions figure is derived from recorded business mileage and public transport travel expense claims.

Whilst our small team of six work from home, most of the time, there is some commuting. Where employees drive, or use public transport (train), our commuting emissions figure (point 7) has been calculated on actual round-trip mileage multiplied by the number of days that individual has worked from the office.

Baseline year emissions

| EMISSIONS | TOTAL (tCO ₂ e) |
|-------------------------------|--|
| Scope 1 | 0 |
| Scope 2 | 2.4 |
| Scope 3 (Included Sources) | 3.42 (4. Upstream Transportation and Distribution: N/A. As a professional services and solutions company, we do not buy goods from other companies, therefore no inbound distribution is required) (5. Environmental Waste: N/A. We are a paperless company – see notes above. As a services company, we do not produce environmental waste) (6. Business Travel: 0.69) (7. Employee Commuting: 2.73) (9. Downstream Transportation and Distribution: N/A. As a professional services company, we do not make or sell goods, therefore no outbound transportation or distribution is required)) |
| Total Emissions | 5.82 |

Current Emissions Reporting

Current reporting year: Financial Year July 2024 – July 2025

Additional Details relating to our current emissions calculations

SCOPE 1

As a progressive, homeworking, and paperless services organisation, we tread lightly in this world. We do not own any premises or run any company vehicles, which is why we have recorded our Scope 1 emissions at zero.

SCOPE 2

We have become a completely homeworking organisation. As such, our Scope 2 emissions are also at zero (see note below).

SCOPE 3

As a services and solutions company, we do not contribute to any upstream or downstream supply chain emissions. As such, we have entered zero at points 4 and 9.

We are a paperless office. Beyond the imperative to reduce our environmental impact, we have a data protection duty of care to our clients and candidates. All documentation is, therefore, sent electronically, either via email or our CRM, ensuring compliance with GDPR and the data audit trail requirements of the public sector frameworks on which we are awarded. As a result, we have entered zero in answer to point 5.

We are a genuine remote-working organisation, utilising the latest technologies to facilitate virtual interviews and client meetings. We all live and work within the communities of the public services we support. This means, where face-to-face meetings are necessary, the distance of travel is relatively short. Our point 6. Business travel emissions figure is derived from recorded business mileage and public transport travel expense claims.

Our small team of six work from home, which means there is no commuting. We have, therefore, entered zero, in relation to the point 7 reporting requirement.

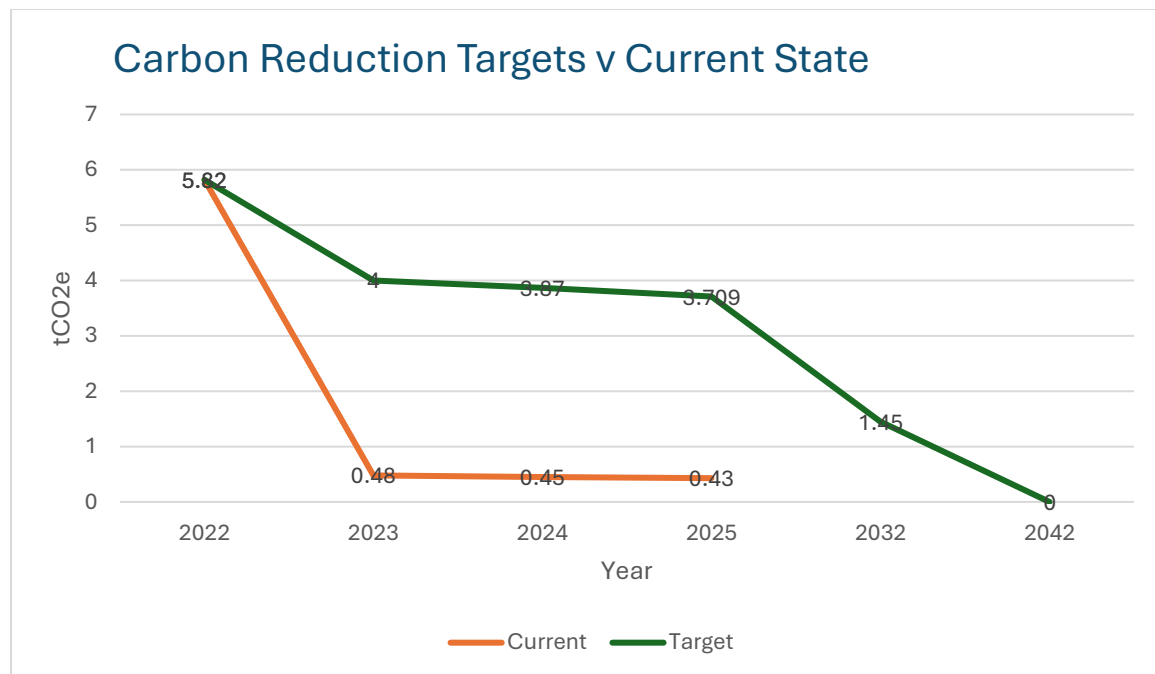
Current reporting year emissions

| EMISSIONS | TOTAL (tCO ₂ e) |
|-------------------------------|--|
| Scope 1 | 0 |
| Scope 2 | 0 |
| Scope 3 (Included Sources) | 0.43 (4. Upstream Supply Chain: N/A. As a professional services and solutions company, we do not buy goods from other companies) (5. Environmental Waste: N/A. We are a paperless, homeworking company – see notes above. As a services company, we do not produce environmental waste) (6. Business Travel: 0.43) (7. Employee Commuting: N/A. We are a completely a homeworking organisation) (9. Downstream Supply Chain: N/A. As a professional services company, we do not supply/transport goods) |

Emissions reduction targets

We originally set the target of achieving zero emissions across Scopes 1 and 2 over 10 years. Reverting to homeworking means this target has already been reached. The next target is to reduce our Scope 3 emissions. In that some business travel will always be necessary, we will look to offset the emissions we produce as we work towards achieving Net Zero by 2042.

Progress against these targets can be seen in the graph following:



Carbon Reduction Commitments

Whilst our carbon footprint is relatively small, we acknowledge we have work to do to reduce our Scope 3 emissions to meet our Net Zero target.

To this end, we will:

1. Survey our people to ensure an accurate reporting of our home working emissions.
2. Educate, engage, and encourage our people towards better energy efficiency and sustainable energy sources while homeworking.

3. Always look to use public transport – asking employees to use their own vehicles only if there is no viable alternative – when travelling to meetings.
4. Investigate ways in which we might positively offset the carbon we produce.

N.B. As a homeworking organisation, we are conscious that we also generate emissions that are currently out of scope of this CRP. Using the DEFRA national average home-office/home-working calculation tool, we estimate that we are generating around 5.1 tCO₂e from homeworking. This has reduced slightly since our 2023-2024 reporting figure due to a reduction in the headcount of our team. In the spirit of committing to a genuine Net Zero target, we will look at ways to foster employee buy-in so we can better monitor actual usage and promote energy efficiency, to help reduce consumption.

Whilst we can't be prescriptive about where they buy their energy from or how they use it, we will encourage our people towards sustainable energy providers and better energy conservation.

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 Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, 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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the directors.

Signed on behalf of the Supplier:



John Lavictoire, Director, Seymour John Public Services Midlands Ltd.

Date: 25.01.2026

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>