

Carbon Reduction Plan

Towards Net Zero

Supplier Name

Seymour John Public Services North Ltd.

Publication Date

October 2025

Seymour John Public Services North 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	
Details of our Baseline year emissions calculations	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0
Scope 2	3.6
Scope 3 (Included Sources)	5.14 (6. Business Travel 1.04; 7. Employee Commuting 4.1)
Total Emissions	8.74

Current Emissions Reporting

Reporting Year: Financial Year July 2024 – June 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0
Scope 2	0.24
Scope 3 (Included Sources)	1.74 (6. Business Travel 1.35; 7. Employee Commuting 0.39; homeworking 0.99)
Total Emissions	1.98

Notes relating to our most recent numbers

Having now traded for 5 years, our business has evolved considerably from our original baseline plan in 2021/22.

SCOPE 1

As a progressive, predominantly home working, 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 a 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 (10m²).

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.

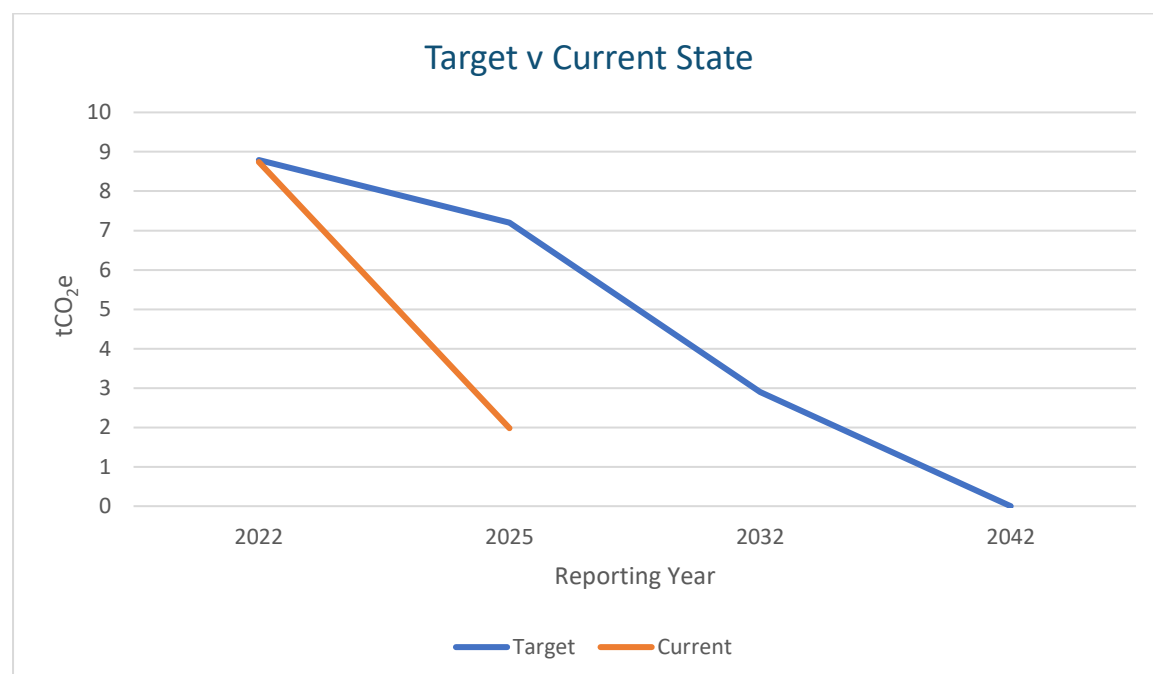
We are a genuine remote-working organisation, utilising the latest technologies to facilitate virtual interviews and client meetings. We all live and work within the communities of the public services we support. This means, where face-to-face meetings are necessary, the distance of travel is relatively 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 four 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.

Emissions reduction targets

In our initial CRP we set the target of achieving zero emissions across Scopes 1 and 2 over the next 10 years. In this time, and to reduce our Scope 3 emissions by 25%. As such, we aimed to reduce our carbon emissions to 2.94 tCO₂e by 2032, and to achieve Net Zero by 2042. We have already achieved our 2032 target 7 years early. Our net zero target remains in place.

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



Carbon Reduction Commitments

Whilst our carbon footprint is small, and we have made significant progress, we acknowledge we still have work to do to reduce our Scope 2 and Scope 3 emissions to meet our Net Zero target. To this end, we will:

1. Consult with an external expert to help guide us on this journey as the business evolves.
2. Commit to an annual audit to ensure accurate reporting of our progress.
3. Survey our people to ensure an accurate reporting of our home working emissions.
4. Educate, engage, and encourage our people towards better energy efficiency and sustainable energy sources when home working.

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

N.B. As a predominantly homeworking organisation, we are conscious that we also generate emissions that are currently out of scope of this CRP. Using a national average home-office/home-working calculation tool, we estimate that we are generating around 0.99 tCO₂e from homeworking. 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 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:



Jonathan Phillips, Director, Seymour John Public Services North Ltd.

Date: 30/10/25

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>