MIGHTY RECRUITMENT

CARBON REDUCTION PLAN

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Reference	MR-CRP-001
Version	1.0
Issue Date	01/05/2026
Approved by	Director

Field	Detail
Supplier name	Mighty Recruitment Ltd
Company number	12999630
Registered office	3 Bishops Square, 2nd Floor, Titan Court, Hatfield, AL10 9NA
Reporting period	2025 to 2026 (1st April, 2025 to 31st March, 2026)
Baseline year	2025 to 2026 (first year of reporting)
Total emissions	**30.23 tCO2e**

Commitment to achieving Net Zero

Mighty Recruitment Ltd is committed to achieving Net Zero emissions by 2050 across our UK operations.

This Carbon Reduction Plan has been completed in accordance with Procurement Policy Note 006 (formerly PPN 06/21) and the 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, using the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in full. Scope 3 emissions have been reported in accordance with the required subset of categories set out in the reporting standard.

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases released into the atmosphere before the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction is measured.
This is our first Carbon Reduction Plan. The 2025 to 2026 reporting period is therefore both our baseline year and our current reporting year. Future plans will report performance against this baseline.

Additional details relating to the baseline emissions calculations

Mighty Recruitment Ltd is a recruitment and staffing business operating from a single serviced office with a fleet of six company vehicles. Our emissions arise principally from vehicle fuel, office electricity and staff travel.

Data sources and methodology:

- Scope 1 vehicle emissions are calculated from recorded fuel consumption across the fleet, converted using Government greenhouse gas conversion factors for petrol and diesel.
- No natural gas is consumed. The office has no gas supply, so Scope 1 stationary combustion is nil.
- Scope 2 office electricity is estimated. The office is held under a serviced office licence with utilities included, so no separately metered consumption data is available to us. Consumption has been estimated by applying a published benchmark for general office electricity to the floor area occupied, and is stated as an estimate on that basis.

- Electricity used to charge our two electric company vehicles at the office is reported within Scope 2.
- Scope 3 emissions cover the required subset of categories. Upstream and downstream transportation and distribution are not applicable to our operations, as we supply services rather than goods and do not transport product.

Baseline year emissions: 2025 to 2026

Emissions source	tCO2e	Basis
Scope 1 - petrol, company vehicles	15.16	7,020 litres per year
Scope 1 - diesel, company vehicles	6.66	2,600 litres per year
Scope 1 - natural gas	0.00	No gas supply at the premises
Total Scope 1	21.82	
Scope 2 - office electricity	1.18	5,700 kWh, estimated
Scope 2 - electric vehicle charging	0.93	4,480 kWh, estimated
Total Scope 2	2.11	
Scope 3 - employee commuting	6.08	10 staff, hybrid working
Scope 3 - business travel	0.20	Minimal, nominal allowance
Scope 3 - waste in operations	0.02	Shared office provision
Total Scope 3	6.30	
Total emissions	30.23	

Conversion factors and assumptions applied

Petrol 2.16 kgCO2e per litre. Diesel 2.56 kgCO2e per litre. Grid electricity 0.207 kgCO2e per kWh. Office electricity estimated at 95 kWh per square metre per year across approximately 60 square metres. Electric vehicle charging estimated at 0.28 kWh per mile across two vehicles averaging 8,000 miles each. Commuting estimated at 10 miles each way per employee, 10 employees, 2.5 days per week, 45 weeks, at 0.27 kgCO2e per mile. Business travel and waste are minimal and a nominal allowance has been included. All emission conversion factors used in this Carbon Reduction Plan have been checked against the UK Government's Greenhouse Gas Reporting Conversion Factors for the relevant reporting year.

Current emissions reporting

As this is our first Carbon Reduction Plan, the current reporting year and the baseline year are the same. The figures reported above for 2025 to 2026 are our current emissions. Reduction against baseline will be reported from our next plan onwards.

Emissions reduction targets

In order to continue our progress towards achieving Net Zero, we have adopted the following carbon reduction targets.

We project that our emissions will reduce to approximately 18.1 tCO2e by 2030, a reduction of 40% against our 2025 to 2026 baseline of 30.23 tCO2e.

Interim milestones:

- 40% reduction against baseline by 2030
- 70% reduction against baseline by 2035
- Net Zero across our UK operations by 2050

Vehicle fuel is by far the largest single source of our emissions, accounting for approximately 72% of our total footprint. Continued transition of the fleet from petrol and diesel to electric is therefore our principal reduction lever, and our targets are built around it. Replacing the three remaining petrol and diesel vehicles would remove the majority of our Scope 1 emissions, with only a small corresponding increase in Scope 2.

Progress against these targets is reviewed annually by the Director as part of the management review process under our ISO 14001 certified environmental management system.

Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or are in effect, and will be in effect when performing the contract.

- Fleet transition to electric. Two of our six company vehicles are fully electric and a third is hybrid, meaning half the fleet is now electric or part electric. Charging is provided at our office. Running those two vehicles on electricity rather than petrol produces approximately 0.93 tCO_2e a year, against approximately 4.4 tCO_2e had the same mileage been driven on petrol, an avoided 3.5 tCO_2e.
- Hybrid and remote working. Our staff work remotely and attend the office two to three days a week. Against a five day office pattern this avoids approximately 6 tCO_2e of commuting emissions each year, more than halving our largest Scope 3 source.
- Certification to ISO 14001 environmental management, independently certified by NQA and maintained through annual surveillance audit, providing a documented framework for identifying environmental aspects, setting objectives and monitoring performance.
- Digital-first recruitment and compliance processes, including electronic timesheets, digital right to work verification, electronic contracts and e-signature, removing the printing and postal movement of documents.
- Remote and video-based candidate interviewing and registration as standard, reducing candidate and consultant travel.
- Paperless payroll and invoicing, with electronic payslips and invoices issued to workers and clients.
- Waste segregation and recycling at our office, with confidential waste handled by a licensed contractor.
- Occupation of a serviced office, sharing building services and infrastructure with other occupiers rather than operating a separately serviced building.

Planned carbon reduction initiatives

- In the future we intend to implement further measures, including:
- Replacing the remaining petrol and diesel vehicles with electric or hybrid alternatives at the point of replacement, prioritising the highest mileage vehicles first.
- Obtaining metered consumption data for our office and electric vehicle charging from our serviced office provider, so that future reporting is based on actual rather than estimated data.

- Requesting confirmation of the electricity tariff supplying our office and seeking a renewable supply at the next opportunity.

- Reducing business travel emissions by consolidating client and site visits, prioritising rail over road for longer journeys and encouraging car sharing.

- Introducing a cycle to work scheme and supporting low emission commuting options for employees.
- Prioritising local candidate sourcing where practicable, reducing worker commuting distances on assignments.
- Extending environmental criteria within our supplier due diligence and selection process.
- Setting an annual carbon reduction target for each reporting year and reporting performance against it to the Director.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and the 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 use 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, 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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors, or equivalent management body, of Mighty Recruitment Ltd.

This plan is published on our website and is reviewed and updated at least annually.

Name: Abdul Moiz Khan

Position: Managing Director

Signed: