



Carbon Reduction Plan

May 2024



Introduction

Morson Talent has ambitious targets to reduce its carbon emissions and work towards net zero and these initiatives are mentioned below.

Reduce Carbon emissions through efficiencies.

Efficient buildings

Timeline On-going

In submitting the Energy Savings Opportunity Scheme (ESOS) for both phase 1 and phase 2 we have taken on board suggestions given in these reports to reduce energy and to make the buildings more efficient, these include actions such as changing the lighting in our Head office building to energy efficient motion activated light bulbs and reducing the temperature in the server room by a few degrees just to name a few. We are continually looking at new ways to increase the efficiency of the buildings. We have completed ESOS Phase 3 and this will shortly be submitted.

Efficient behaviours

Timeline On-going

Encouraging efficient behaviours from all employees is communicated in our Office Environmental policy (MI EV 03 010) which is available to all employees as well as efficient behaviours recommendations being communicated in the quarterly HSQE Bulletin some of these are as follows

- Take the stairs not the lifts if you are able to
- If you are in one of the rooms that don't have automated lights turn the lights off when leaving the room
- Switch off mobile phone chargers when not in use
- Switch off your monitor when not in use
- Turn off your computer/laptop at the end of the day

Reduced travel

Timeline On-going

One of the things that has been highlighted during the pandemic has been the ability for more flexible working options such as holding meetings on zoom or Microsoft teams which in turn has resulted in reduced travel between branches and offices.

Morson has also adopted a hybrid flexible working schedule allowing employees to do a combination of working from home and working from the office reducing the amount of daily commuting.

Reduced waste

Timeline On-going

There is zero waste sent to landfill, all waste is recycled or diverted. Cardboard and paper waste, along with mixed recycling such as tins and bottles are recycled, food waste is collected separately and processed using anaerobic digestion to create green energy. General waste is recycled as much as possible and the balance is used to generate green energy. All our confidential waste is recycled as well. Through the drives around efficient behaviours and reduced consumption in turn creates an overall reduction in waste.

Reduce carbon emissions

Through the purchase of carbon neutral electricity.

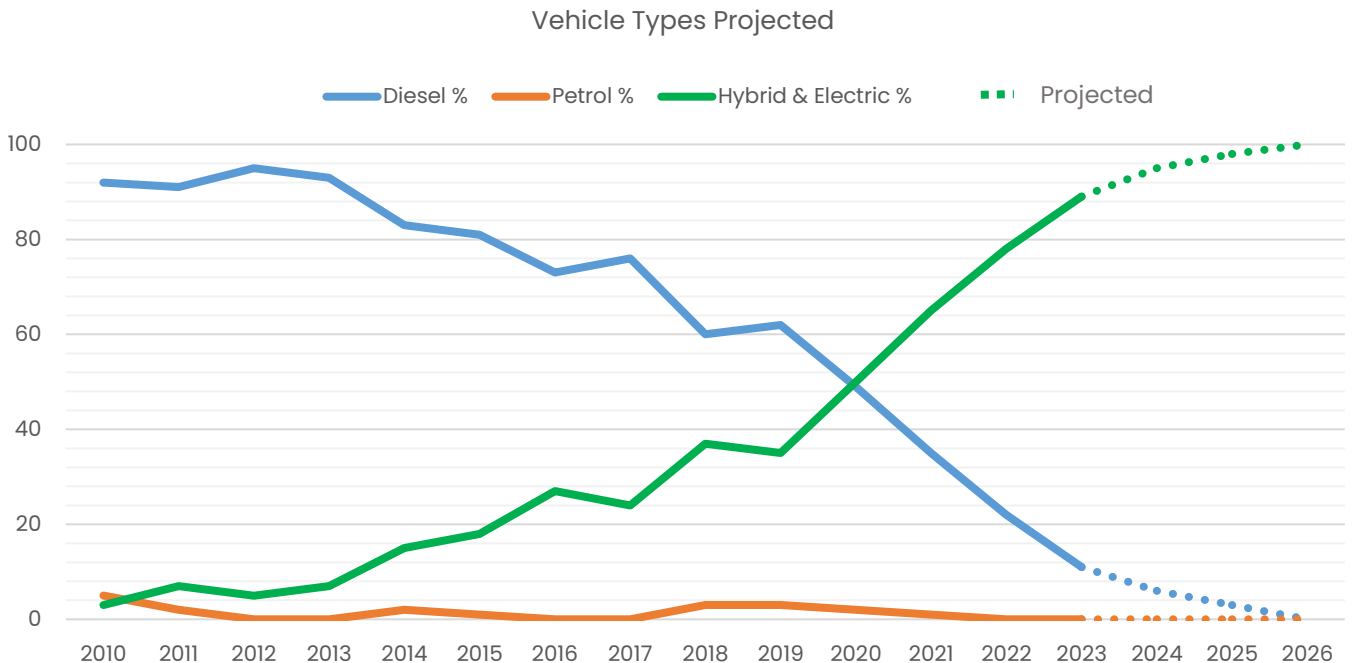
Timeline for all electricity we purchase 2025

We have been in contact with our current electricity suppliers and where possible have moved to a green energy option. Our head office which accounts for the majority of our Scope 2 emissions moved to a renewable tariff in 2021. A large number of the branches have already been moved to a renewable energy supply, and those who have not yet been moved over will do so when the relevant contracts expire. With the aim being that all electricity utilised will be either renewable or nuclear power.

Through the use of ultra-low emission (hybrid and electric) vehicles both company cars and company commercial vehicles

Timeline for Low/Zero emission company cars 2026

Over the last few years, the number of hybrid/electrical cars in the fleet have increased substantially. At the end of 2023 the car fleet was 89% hybrid/electrical and will continue to increase until all cars in the fleet are low emission.



Timeline for Low/Zero emission company commercial vehicles 2030

The technological advancements of low-emission commercial vehicles has not yet reached a level that would allow us to start utilising them as part of the commercial fleet. This is being monitored with test vehicles being trialed periodically with the aim being that this will be adopted over the commercial fleet in time.

Reduce carbon emissions

Through engagement with our supply chain in the development of the circular economy

Timeline On-going

This is an area that we are developing and constantly working on.

We have started to engage our supply chain with regards to scope 3 carbon emissions and utilising the Sustainability Tool launched by the Climate Action group have sent out a request to a sample group of our suppliers who provide PPE to engage with them on sharing their carbon emissions to allow us to see the bigger picture and with this the next step will be consulting with suppliers on developing a more rigorous process focusing on the circular economy.

Through collaborative engagement with our clients

Timeline On-going

We have maintained collaborative engagement with our clients through regular monitoring of their requirements around carbon reduction and keeping up to date with new developments by attending webinars or meetings hosted by clients around their future plans and where possible being early adopters of new processes. In addition to this we promptly deal with any requests for carbon data from a supplier perspective.

Through the development of, and early adoption of emerging technologies

Timeline On-going

As technology changes and adapts and as more and more businesses start looking at the options available to reduce carbon emissions more different types of technologies are being developed and thought of and we are constantly monitoring all these emerging developments to enable us to become early adopters that would enable us to reduce our emissions further.

Offset the residual carbon emissions through an approved offset scheme

Timeline on-going

In 2023 Morson Talent was certified as carbon neutral through Carbon Neutral Britain.





Cabinet Office

Carbon Reduction Plan

Supplier name: Morson Human Resources (t/a Morson

Talent) Publication date: May 2024

Commitment to achieving Net Zero

Morson Human Resources is committed to achieving Net Zero emissions by 2050

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: 2020	
Additional Details relating to the Baseline Emissions calculations.	
<p>The baseline year of 2020 was during the covid pandemic and the lockdowns so figures captured during 2020 will not be a full representation and emission figures would have been impacted by this.</p> <p>Our scope 3 is limited to mileage claims for business travel as well as business rail and air travel, we are in the process of doing further work on our scope 3 emissions.</p>	
Baseline year emissions: 2020	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	830.51
Scope 2	365.87
Scope 3 (Included Sources)	Please note under ESOS & SECR Regulatory reporting Morson Human Resources Ltd hasn't been required to report under all scope 3 areas, please see below for additional information.



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Baseline Year: 2020	
Scope 3 Category	TOTAL (tCO₂e)
4. Upstream Transportation & distribution	Not applicable, this is due to MHRL providing a service and not a product. Scope 3 category 4 reporting has not been required under any of any of our regulatory reporting requirements.
5. Waste generated in operations	Not currently calculated as above
6. Business Travel	242.28
7. Employee Commuting	Not currently calculated as above
9. Downstream transportation & distribution	Not applicable, this is due to MHRL providing a service and not a product. Scope 3 category 9 reporting has not been required under any of any of our regulatory reporting requirements.
Total Emissions	1,438.66

Current Emissions Reporting Year: 2023	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	735.81
Scope 2	40.46
Scope 3 (Included Sources)	Please note under ESOS & SECR Regulatory reporting Morson Human Resources Ltd hasn't been required to report under all scope 3 areas, please see below for additional information.
Scope 3 Category	TOTAL (tCO₂e)
4. Upstream Transportation & distribution	Not applicable, this is due to MHRL providing a service and not a product. Scope 3 category 4 reporting has not been required under any of any of our regulatory reporting requirements.
5. Waste generated in operations	No figures currently available however we are in the process of baselining our Scope 3 based on 2023 data as part of our SBT submission. This will be included in 2024 figures



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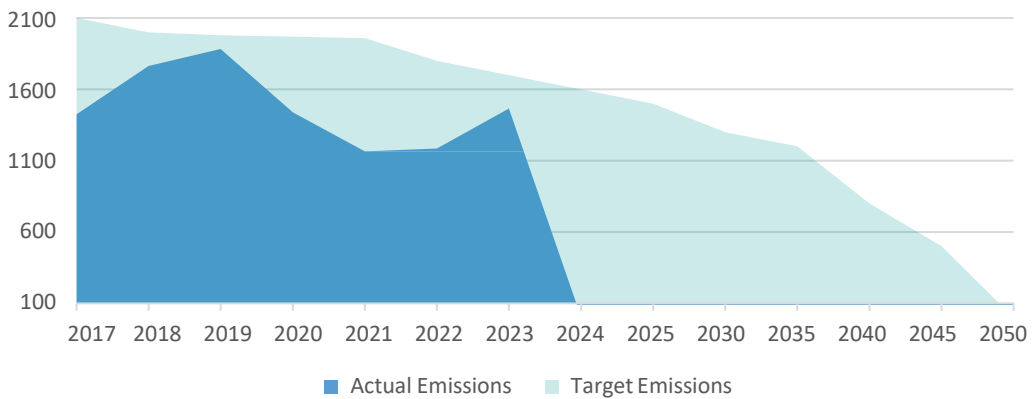
Current Emissions Reporting Year: 2023	
Scope 3 Category	TOTAL (tCO2e)
6. Business Travel	689.14
7. Employee Commuting	No figures currently available however we are in the process of baselining our Scope 3 based on 2023 data as part of our SBT submission. This will be included in 2024 figures
9. Downstream transportation & distribution	Not applicable, this is due to MHRL providing a service and not a product. Scope 3 category 9 reporting has not been required under any of any of our regulatory reporting requirements.
Total Emissions	1,465.41

Emissions reduction target

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

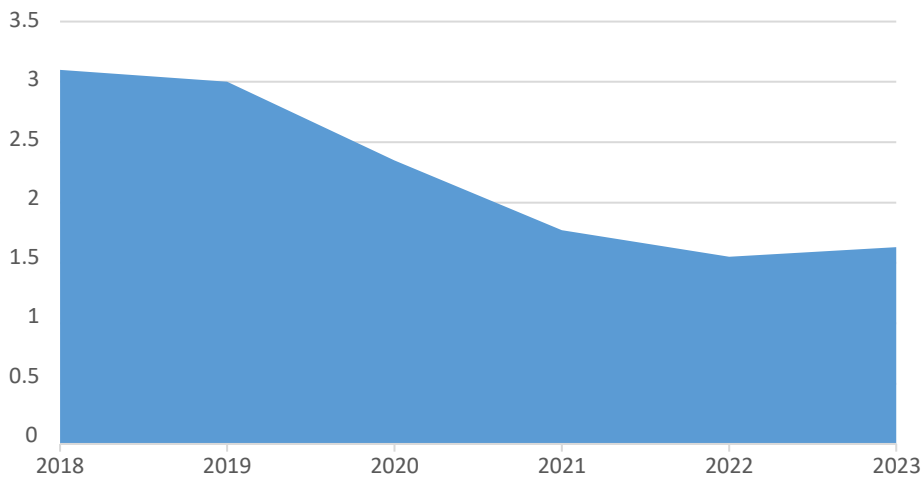
We project that carbon emissions will decrease over the next five years to 133 tCO2e by 2029. This is a reduction of 5%

Carbon Reduction: Projected vs Actual





Intensity Matrix CO2e Tonnes per million £ turnover



Completed Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2020 baseline. The carbon emission reduction achieved by these schemes equate to 253.54 tCO₂e, a 17.62% reduction against the 2020 baseline and the measures will be in effect when performing the contract

- Electricity for our head office was switched to a renewable energy tariff during 2021
- Our car fleet is now over 89% Electric or Hybrid.
- We are accredited to ISO14001
- We have changed the lighting in our head office to a more energy efficient lighting yet as this has only recently been done, we are unable to quantify the impact this will have.

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

- Reduce all company cars to low emission
- Reduce company commercial vehicles to zero/low emissions as technology allows
- Move electricity supply at branch level to renewable as and when contracts come available



Cabinet Office

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 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, 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).

Signed on behalf of the Supplier:

Gareth Morris

Group Director, Health, Safety, Quality and Environmental

Compliance Date: 28 May 2024

Carbon Reduction Road Map

