

Carbon Reduction Plan

Supplier name: Global Resourcing Ltd

Publication date: 6th November 2025

Commitment to achieving Net Zero

Global Resourcing Limited is committed to achieving Net Zero emissions by 2030.

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: 2022	
Additional Details relating to the Baseline Emissions calculations.	
Global Resourcing is a fully remote working company, we have had no physical office premises since 2021, as such we have calculated a new baseline, based on our 2022 reporting against which future progress will be measured.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0
Scope 2	0
Scope 3 (Included Sources)	67.8 Global Resourcing does not purchase or sell any goods for resale, so we cannot report any figures against categories 4 and 9. Global Resourcing has taken steps to increase the accuracy in the reporting of its emissions under scope 3.

Global Resourcing Limited

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	This and no longer being impacted by the residual effects of having a physical office mean our emissions for Scope 3 include categories 1, 2, 3, 6 and 7 emissions. We continue to have an Environmental Policy that educates and encourages employees on environmental best practises and carbon reduction, including operating on a paperless basis wherever possible.
Total Emissions	67.8 (tCO₂e)

Current Emissions Reporting

Reporting Year: 2024									
EMISSIONS	TOTAL (tCO ₂ e)								
Scope 1	0								
Scope 2	0								
Scope 3 (Included Sources)	65.5 Global Resourcing does not purchase or sell any goods for resale, so we cannot report any figures against categories 4 and 9. Global Resourcing remains a 100% remote working office which means our emissions for Scope 3 include categories 1, 2, 3, 6 and 7 emissions. <table> <tr> <td>Homeworker gas and electricity emissions</td><td>2.5t</td></tr> <tr> <td>Business travel</td><td>2.1t</td></tr> <tr> <td>Hotel stays</td><td>0.4t</td></tr> <tr> <td>Purchase of goods and services</td><td>60.5t</td></tr> </table> We continue to have an Environmental Policy that educates and encourages employees on environmental best practises and carbon reduction, including operating on a paperless basis wherever possible.	Homeworker gas and electricity emissions	2.5t	Business travel	2.1t	Hotel stays	0.4t	Purchase of goods and services	60.5t
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Total Emissions	65.5 (tCO₂e)								

Emissions reduction targets

Global Resourcing commits to reduce its GHG emissions each year by implementing and continuing the reduction initiatives contained in this plan in line to achieve net zero emissions by 2030. This is 20 years ahead of the target outlined in our original baseline reporting year of 2021.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Global Resourcing continues with the environmental management measures and projects implemented since its baseline year including continuing with 100% remote working, remaining a fully cloud-based company and continuing with a virtual first approach to interviews and client meetings.

In 2023 we implemented a sustainable travel policy, which we can now see the impact of, the policy encourages travelling in a sustainable manner and using public transport wherever possible. The adoption of the policy has resulted in an almost 50% reduction in business travel emissions.

We have continued with our approach to the way we purchase employee equipment, opting for hardware that comes with extended and or longer-term warranties and longer-term maintenance support, to improve the lifetime of the equipment.

We will continue to explore how we can reduce our emissions further, in any future technology and or company system purchases that we make.

All company vehicles continue to be hybrid or fully electric cars.

We have supported initiatives that plant trees to offset carbon emissions. In 2024 we planted enough trees to offset 6 tonnes of our total carbon emissions. This year we have planted enough trees to offset a further 8 tonnes of our total carbon emissions.

We continue to recycle our old employee computers and laptops through a provider that is accredited by the Environment Agency and ICO. The recycling scheme promotes sustainability by recycling old equipment in line with the WEEE directive and by having a strict 0% landfill policy.

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

- Continuing to recycle old employee computers and laptops through schemes that are environmentally friendly and prevent technology from going to landfill.
- Continue supporting charities that help us fulfil our commitment to reducing our carbon footprint through offsetting schemes.
- Ensuring employee travel is chosen based on the most environmentally friendly method possible in the circumstances.

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- Continue to carry out our meetings virtually using video conferencing and where this is not possible, by a means that involves the lowest amount of travel and or emissions possible.
- Promote environmental awareness amongst our employees and encourage them to work in an environmentally responsible manner.
- Train, educate and inform our employees about environmental issues that may affect their work.
- Purchase recycled, recyclable or re-furnished products and materials where these alternatives are available, economical and suitable.
- Explore if there are further purchasing policies, we can implement to reduce the impact of purchased goods and services towards our total emissions output.

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 board of directors (or equivalent management body).

Signed on behalf of the Supplier:



Louise Green
Partner Operations

Date:6th November 2025.....

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>