

Carbon Reduction Plan

Fox Morris Group Ltd

Fox Morris Group Ltd is committed to achieving net zero emissions by 2045 when we plan to have reduced our emissions by 90%.



Baseline Emissions Footprint vs Current Emissions Footprint

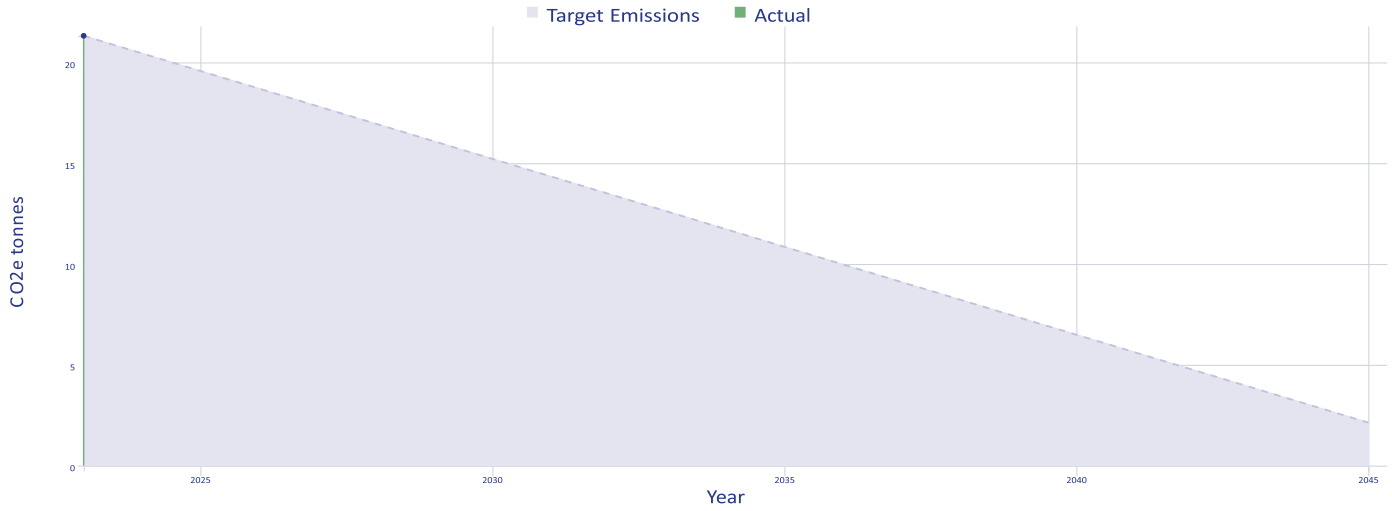
Baseline emissions are a record of the greenhouse gasses that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Emission Scope	Baseline Emissions 2023 (tonnes CO2e)	Current Emissions 2023 (tonnes CO2e)
Scope 1	0.0000	0.0000
Energy Purchased (Sites, Other Emissions)**	0.0000	0.0000
Company Cars (Company Cars, Other Emissions)	0.0000	0.0000
Delivery Vehicles (Delivery Vehicles, Other Emissions)	0.0000	0.0000
Air Conditioning / Refrigerants (Other Emissions)	0.0000	0.0000
Scope 2	11.7958	11.7958
Electricity (Sites, Other Emissions)**	11.7958	11.7958
Scope 3	9.5279	9.5279
Purchased Goods and Services (Sites, Other Emissions)**	0.0000	0.0000
Capital Goods (Other Emissions)	0.0000	0.0000
Fuel & Energy Related Activities (Other Emissions)	0.0000	0.0000
Upstream Transportation & Distribution (Freighting Goods (Upstream), Other Emissions)	0.0000	0.0000
Waste Generated in Operations (Waste Disposal, Other Emissions)	2.3415	2.3415
Business Travel (Hotels, Air Travel, Public Transport & Hire Cars, Employee Owned Vehicles, Company Cars, Other Emissions)	2.6612	2.6612

Employee Commuting (Home Working, Employee Commuting, Other Emissions)	4.5252	4.5252
Upstream Leased Assets (Other Emissions)	0.0000	0.0000
Downstream Transportation & Distribution (Freighting Goods (Downstream), Other Emissions)	0.0000	0.0000
Processing of Sold Products (Other Emissions)	0.0000	0.0000
Use of Sold Products (Other Emissions)	0.0000	0.0000
End of Life Treatment of Sold Products (Other Emissions)	0.0000	0.0000
Franchises (Other Emissions)	0.0000	0.0000
Investments (Other Emissions)	0.0000	0.0000
Total	21,323.8	21,323.8
** Generated from renewable sources	11,795.8419	11,795.8419
* includes WTT		

Carbon Reduction: Projected vs Actual

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 years to 2.1324 by 2045 this is a reduction of 90%



Additional Details About our Emissions and Targets

Year

Comments

2023

We have nothing under Scope 1 as the company vehicles are all already electric vehicles to ensure our commitment to our NetZero goals. Upstream/Downstream transport do not apply as we are a recruitment agency, we are a service based industry, so we do not purchase any physical products or transport any physical products.

Carbon Reduction Projects

The following environmental management measures and projects are currently in progress or have been completed since the 2023 baseline.

Actions In Progress

Cycle to work scheme

Target Completion Date: 01/01/2025

Objective

we will contribute towards a cycle for the employee if they wish to enrol to this scheme to reduce their carbon footprint

Target

we will contribute towards a cycle for the employee if they wish to enrol to this scheme to reduce their carbon footprint

Action, Improvement or Control

we will contribute towards a cycle for the employee if they wish to enrol to this scheme to reduce their carbon footprint

Generation of General Office Waste

Target Completion Date: 31/12/2025

Objective

To reduce total amount of waste

Target

<Reduction of 20% in 2025>

Action, Improvement or Control

Recycling posters Recycling bins/facilities available Eliminate single use items Reduce - reuse - recycle policy

Electric vehicle scheme for employee

Target Completion Date: 01/01/2025

Objective

once employees hit certain targets we would ask them if they would like to be enrolled into this scheme where they would receive an electric vehicle to reduce their carbon footprint travelling to and from work as a BIK/Salary sacrifice

Target

once employees hit certain targets we would ask them if they would like to be enrolled into this scheme where they would receive an electric vehicle to reduce their carbon footprint travelling to and from work as a BIK/Salary sacrifice

Action, Improvement or Control

once employees hit certain targets we would ask them if they would like to be enrolled into this scheme where they would receive an electric vehicle to reduce their carbon footprint travelling to and from work as a BIK/Salary sacrifice

Use of Paper

Target Completion Date: 31/12/2025

Objective

To reduce the overall use of paper

Target

<Record baseline in year 2025> <Reduce paper use by 30% in 2025>

Action, Improvement or Control

Implement paperless office practices Move to Digital invoicing Discourage habit of printing off emails Encourage double sided printing - set printer default

Use of Heating

Target Completion Date: 31/12/2025

Objective

To reduce amount of energy used for heating by the organisation

Target

<To reduce energy used by 15% in 2025> <To reduce energy used by 1000kwh in 2025>

Action, Improvement or Control

To review and consider reducing thermostat temperatures. Ensure not running heating when areas are unused Ensure boilers serviced regularly and maintained. Replace windows with Energy efficient options. Improve building insulation. Replace boilers with low carbon options

Completed Actions

Turn off PC's at the end of each day

Completion Date: 04/03/2024

Estimated Carbon Reduction: 0.0000

Objective

Turn off all PC's and electrical devices at the end of each day to conserve electricity

Target

Action, Improvement or Control

Turn off all PC's and electrical devices at the end of each day to conserve electricity

Impact:

This is an ongoing action we have been trialling and successfully carrying out. This will continue to be ongoing

Declaration and Sign Off

This carbon reduction plan has been completed in accordance with 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 GHC Reporting Protocol corporate standard ¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting ².

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).

Hardayal Singh

Director

Name

Job Title



12/08/2024

Signed on behalf of the Supplier

Date

The methodology used to calculate the organisation's greenhouse gas emissions in this report is based on:
<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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>