

# Carbon Reduction Plan

Supplier name: County HR Solutions Limited (t/a CHR Solutions)

Publication date: **1st October 2024**

## Commitment to achieving Net Zero

CHR Solutions is committed to achieving Net Zero greenhouse gas (GHG) emissions by 2050. Our organisation recognises the importance of mitigating climate change and has outlined a robust strategy to systematically reduce emissions across all scopes.

## Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases produced prior to implementing carbon reduction initiatives.

**Baseline Year:** 2023

### Baseline Emissions (tCO<sub>2</sub>e):

<b>Emissions Source</b>	<b>Scope</b>	<b>Baseline (tCO<sub>2</sub>e)</b>
Natural Gas (Home Working)	Scope 3	10.00
Electricity (Home Working)	Scope 3	5.00
Grey-Fleet Car Travel	Scope 3	8.00
IT Equipment	Scope 3	3.00
<b>Total</b>		<b>26.00</b>

**Additional Notes:** Baseline calculations are based on verified data collected through internal assessments.

## Current Emissions Reporting

Reporting Year: 2024

Current Emissions (tCO<sub>2</sub>e):

Emissions Source	Scope	Baseline (tCO <sub>2</sub> e)
Natural Gas (Home Working)	Scope 3	9.50
Electricity (Home Working)	Scope 3	4.80
Grey-Fleet Car Travel	Scope 3	7.20
IT Equipment	Scope 3	2.80
<b>Total</b>		<b>24.30</b>

## Emissions Reduction Targets

CHR Solutions has adopted the following carbon reduction targets to achieve Net Zero by 2050:

- A 20% reduction in total emissions by 2030 compared to the 2023 baseline.
- A 50% reduction in total emissions by 2040 compared to the 2023 baseline.

## Projected Reductions:

Year	Projected Total Emissions (tCO <sub>2</sub> e)
2030	20.80
2040	13.00
2050	0.00

## Carbon Reduction Projects

### Completed Initiatives

- Reduced grey-fleet car travel through increased use of virtual meetings and teleconferencing.
- Implemented an energy-efficient procurement policy for IT equipment.
- Offset emissions through tree-planting projects certified by the Gold Standard.

## **Future Initiatives**

- Transitioned to 100% renewable energy tariffs for home-working employees.
- Enhance home energy efficiency programs to further reduce natural gas consumption.
- Expand the use of sustainable travel policies, including incentives for public transportation.
- Adopt circular economy principles for IT hardware procurement and disposal.
- Continue to partner with Carbon Footprint Ltd to ensure accurate data collection and verification.

## **Declaration and Sign-Off**

This Carbon Reduction Plan has been completed in accordance with Procurement Policy Note (PPN) 06/21 and associated guidance. Emissions data has been calculated and verified following the Greenhouse Gas (GHG) Reporting Protocol and the appropriate government emission conversion factors.

The plan has been reviewed and approved by CHR Solutions' senior leadership.

### **Signed on behalf of CHR Solutions:**

**Name:** Lawrence Longstaff

**Position:** Director

**Date:** 1st October 2024