

# Carbon Reduction Plan

**Supplier Name:** COUNTY HR SOLUTIONS LIMITED (T/A CHR SOLUTIONS)

**Publication Date:** 23rd September 2025

## Commitment to achieving Net Zero

COUNTY HR SOLUTIONS LIMITED (T/A CHR SOLUTIONS) is committed to achieving Net Zero emissions by 2050. As a service-based organisation with no physical offices and no owned vehicles or infrastructure, our emissions arise primarily from Scope 3 activities: homeworking, business travel, and purchased goods and services (including IT equipment).

## Baseline Emissions Footprint

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

CHR Solutions does not own or operate buildings, vehicles, or other direct physical infrastructure. As a fully remote and service-based organisation, we do not consume gas, fuel, or refrigerants (Scope 1), nor do we procure electricity directly from a supplier (Scope 2).

All delivery activity is completed remotely by directors and external service contributors, with occasional delivery taking place on client premises.

Accordingly, CHR Solutions reports **0 tCO<sub>2</sub>e for Scope 1 and Scope 2 emissions**.

## Scope 3 Emissions

The required subset of Scope 3 emissions has been assessed and included in this Carbon Reduction Plan in accordance with PPN 006:

- Purchased Goods & Services (including IT equipment)
- Business Travel (Category 6)
- Employee Commuting & Homeworking (Category 7)
- Waste Generated in Operations – Not material
- Upstream Transportation & Distribution – Not material
- Downstream Transportation & Distribution – Not material

Where activities are not material to operations they are reported as such.

Emissions associated with external delivery partners are included within Scope 3 under Purchased Goods & Services (Category 1).

## Upstream and Downstream Transportation and Distribution

CHR Solutions provides consultancy services and does not manufacture, transport, or distribute physical goods or materials. As such, we do not operate warehouses, storage facilities, or logistics networks.

Our supply chain primarily consists of software platforms, IT systems and external service support, none of which generate material inbound or outbound freight activity.

**Therefore, emissions associated with upstream and downstream transportation and distribution are not material to our operations and are reported as not material within this Carbon Reduction Plan.**

<b>Baseline Year: 2023</b>	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
Baseline emissions are a record of the greenhouse gases produced prior to the implementation of carbon reduction measures and form the reference point for future reductions.  Baseline calculations are based on internally verified data.	
<b>Baseline year emissions: 2023 (Reporting period: September 2022 – September 2023)</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	0.00 (no company-owned buildings or vehicles)
<b>Scope 2</b>	0.00 (home-working electricity counted under Scope 3)
<b>Scope 3</b> (Included Sources)	<b>26.00</b> Upstream transportation & distribution – Not material Waste generated in operations – Not material Business Travel – 8.00 tCO <sub>2</sub> e Employee Commuting – 15.00 tCO <sub>2</sub> e Downstream transportation & distribution – Not material IT equipment – 3.00 tCO <sub>2</sub> e
<b>Total Emissions</b>	<b>26.00</b>

## Current Emissions Reporting

Reporting Year: September 2025	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	0.00 (no company-owned buildings or vehicles)
Scope 2	0.00 (no central office; home-working electricity counted under Scope 3)
Scope 3 (Included Sources)	<b>23.70</b> Upstream transportation & distribution – Not material Waste generated in operations – Not material Business travel – 7.00 tCO <sub>2</sub> e Employee commuting – 13.90 tCO <sub>2</sub> e Downstream transportation & distribution – Not material IT equipment – 2.80 tCO <sub>2</sub> e
Total Emissions	<b>23.70</b>

## Emissions reduction targets

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

We project that total emissions will decrease over the next five years to **20.80 tCO<sub>2</sub>e** by 2030.

This represents a **20% reduction compared to baseline**.

## Carbon Reduction Projects

### Completed Carbon Reduction Initiatives

The following environmental management measures have been completed since the 2023 baseline:

- Increased use of virtual meetings to reduce business travel
- Implemented an energy-efficient IT procurement standard
- Improved carbon data collection and reporting methodology

### Future carbon reduction initiatives

We plan to implement the following future measures to support continued emissions

reduction:

- Provide energy-efficiency guidance to home-based personnel, including external delivery partners where appropriate
- Further reduce non-essential travel through virtual-first delivery
- Expand low-carbon travel options where in-person delivery is required
- Adopt circular economy practices for IT equipment procurement and disposal
- Continue working with carbon reporting specialists to improve data accuracy and verification

## **Declaration and Sign Off**

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance for Carbon Reduction Plans.

Emissions have been reported and recorded in line with the Greenhouse Gas Protocol Corporate Standard and the relevant Government emission conversion factors for greenhouse gas 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 Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and approved by the Board of Directors.

**Signed on behalf of County HR Solutions Limited:**

A handwritten signature in black ink, reading 'L Longstaff', with a stylized, cursive script.

Lawrence Longstaff – Founder and CEO

Date: 23rd September 2025