

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.

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.

CHR Solutions does not own or operate any buildings, vehicles, or directly controlled 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 operational activity is delivered remotely from home-based consultants or through temporary use of client premises, where energy use is accounted for under the client's operational footprint.

As such, CHR Solutions reports 0 tCO₂e for both Scope 1 and Scope 2 emissions and focuses its carbon reduction efforts on Scope 3 categories, including business travel, homeworking, and digital service delivery.

Upstream and Downstream Transportation and Distribution

CHR Solutions provides professional services and digital consultancy, and does not manufacture, distribute, or receive physical goods or materials. We do not operate warehouses, logistics networks, or product supply chains.

Our supply chain is limited to software tools, cloud infrastructure, and professional partnerships, none of which involve material inbound or outbound freight or logistics services.

Therefore, emissions from upstream and downstream transportation and distribution are not material to our operations and are reported as not applicable in this Carbon Reduction Plan.

Baseline Year: 2023	
Additional Details relating to the Baseline Emissions calculations.	
Baseline emissions are a record of the greenhouse gases produced prior to implementing carbon reduction initiatives.	
Additional Notes: Baseline calculations are based on verified data collected through internal assessments.	
Baseline year emissions: 2023	
EMISSIONS	TOTAL (tCO₂e)
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)	26.00 Upstream transportation and distribution -n/a Waste generated in Operations – n/a Business Travel - 8.00 Employee Commuting – 15.00 Downstream transportation and distribution – n/a IT equipment – 3.00
Total Emissions	26.00

Current Emissions Reporting

Reporting Year: 2025	
EMISSIONS	TOTAL (tCO₂e)
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)	23.70 Upstream transportation and distribution -n/a Waste generated in Operations - n/a Business Travel - 7.00 Employee Commuting - 13.90 Downstream transportation and distribution – n/a IT equipment - 2.80
Total Emissions	23.70

Emissions reduction targets

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 5.20 tCO₂e by 2030. This is a reduction of 20% compared to the 2023 baseline.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline. The carbon emission reduction achieved by these schemes equate to 2.3 tCO₂e, a near 10% reduction against the 2023 baseline and the measures will be in effect when performing the contract.

- 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 carbon reduction initiatives

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

- 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 PPN 006 and associated guidance and reporting standards 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 standardⁱ 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 County HR Solutions Limited:

A handwritten signature in black ink, appearing to read 'L Longstaff', written in a cursive style.

Lawrence Longstaff – Founder and CEO

Date: 23rd September 2025