

Climate Control Pledge

Sanderson Solutions Group take our corporate responsibility as a global business to fight climate change of paramount importance. We are committed to achieving Net Zero by 2050. To ensure we meet this target we have invested in a global programme to monitor and reduce our carbon footprint. We have partnered with Green Element to establish our current global footprint

and review the impactful actions we can take. Our first milestone in our carbon pledge was to have our targets certified and join the community of business's taking part in the Science Based Targets Initiative which we achieved in June 2022. We are one of the first recruitment businesses in the UK & Ireland to join the SBTi, leading the way in environmentally conscious companies.



Our Emissions can be viewed below.
As our programme progresses further updates will be visible.

Environmental matters

The below table and supporting narrative summarise the Streamlined Energy and Carbon Reporting (SECR) disclosure in line with the requirements for a “large” group, as per The Companies (Directors’ Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018.

Current Reporting Year	01 July 2019 - 30 June 2020	01 July 2020 – 30 June 2021	01 July 2021 – 30 June 2022	01 July 2022 – 30 June 2023	01 July 2023 – 30 June 2024
Location(s) covered by scope	UK & Ireland	UK & Ireland	UK & Ireland	UK & Ireland	UK & Ireland
Emissions from combustion of gas (tCO2e) (Scope 1)	14.06	14.26	32.84	19.17	25.56
Emissions from purchase of electricity (tCO2e) (Scope 2)	27.37	32.32	44.64	52.36	54.28
All indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including upstream and downstream emissions (15 categories) (Scope 3)	495.86	228.99	179.22	571.23	295.88
Total gross emissions based on the above (tCO2e)	537.29	275.57	256.70	642.76	375.99
Intensity ratio 1: tCO2e (gross Scope 1, 2 + 3) / per full-time employee	3.47	1.29	1.22	1.16	0.86

Emissions Reduction Targets

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

- **Employee Commuting** - Encouraging alternative transport forms
- **Business Travel** - Introducing a travel policy, avoiding travelling where possible, using alternative transport forms & choosing airlines with lower emissions
- **Electricity Usage** - Switching to 100% renewables and encouraging energy efficiency at all Sanderson offices
- **Food and Drink** - Purchasing sustainable and plant-based food

We project that carbon emissions will decrease over the next ten years with a reduction of 42%