Climate Control Pledge

Sanderson Solutions Group recognises its responsibility to address climate change and is committed to achieving Net Zero emissions by 2050. To support this goal, we have invested in a global programme to measure, monitor and reduce our carbon footprint, working in partnership with 51toCarbonZero.

A key milestone in our sustainability journey was the validation of our emissions reduction targets by the Science Based Targets initiative (SBTi), achieved in June 2022. By joining the SBTi, we aligned our climate ambitions with the latest climate science and demonstrated our commitment to driving measurable environmental progress.

Sanderson Solutions Group was among the first recruitment businesses in the UK and Ireland to secure SBTi validation, reinforcing our position as a leader in sustainable business practices within the sector.

The table below and accompanying narrative provide our Streamlined Energy and Carbon Reporting (SECR) disclosure, prepared in accordance with the requirements of The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 for large organisations.

Current Reporting Year	01/07/2019 - 30/06/2020	01/07/2020 - 30/06/2021	01/07/2021 - 30/06/2022	01/07/2022 - 30/06/2023	01/07/2023 - 30/06/2024	01/07/2024 - 30/06/2025	01/07/2025 - 30/06/2026
Location(s) covered by scope	UK & Ireland	UK & Ireland	UK & Ireland	UK & Ireland	UK & Ireland	UK, Ireland & APAC	UK, Ireland & APAC
Emissions from combustion of gas (tCO2e) (Scope 1)	14.06	14.26	32.84	19.17	25.56	10.4	8.77
Emissions from purchase of electricity (tCO2e) (Scope 2)	27.37	32.32	44.64	52.36	54.28	14.66	39.07
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	524.26	559.03
Total gross emissions based on the above (tCO2e)	537.29	275.57	256.7	642.76	375.99	549.32	606.87
Intensity ratio 1: tCO2e (gross Scope 1,2 + 3) / per full-time employee	3.47	1.29	1.22	1.16	0.86	1.12	1.5

Emissions Reduction Targets

Our climate commitments are supported by Science Based Targets and a formally approved Carbon Reduction Plan. The plan sets out our baseline emissions, interim reduction targets, key initiatives, and progress towards Net Zero, which are reviewed and reported annually.