

RAYNET RECRUITMENT AGENCY LTD - CARBON REDUCTION PLAN

Raynet Recruitment Agency Ltd

Carbon Reduction Plan

Trading name: Raynet Recruitment / Raynet Care

Company number: 08044128

Publication date: 20 May 2026

Next review date: 20 May 2027

Website: <https://www.raynet-recruitment-agency-ltd.com/carbon-reduction-plan>

1. Commitment to achieving Net Zero

Raynet Recruitment Agency Ltd is committed to achieving Net Zero greenhouse gas emissions by **31 December 2050 at the latest**.

This commitment applies to the UK operations of Raynet Recruitment Agency Ltd, including the recruitment, care, training and support services delivered under the Raynet Care name.

2. Reporting methodology and organisational boundary

This Carbon Reduction Plan has been prepared in accordance with Procurement Policy Note **PPN 006**, the associated technical standard and the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

Emissions are reported in tonnes of carbon dioxide equivalent (**tCO₂e**). Calculations use available utility, fuel, mileage, travel and waste information, supported by reasonable estimates where complete activity data was unavailable.

The assessment covers:

- All applicable Scope 1 direct emissions.
- Scope 2 emissions from purchased electricity and energy.
- The five Scope 3 categories required under PPN 006:
 - upstream transportation and distribution;
 - waste generated in operations;
 - business travel;
 - employee commuting; and
 - downstream transportation and distribution.

Raynet will continue to improve the accuracy and completeness of its emissions data through annual monitoring and review.

3. Baseline emissions footprint

Baseline reporting year: 2022

The 2022 baseline provides the reference point against which Raynet measures its progress in reducing greenhouse gas emissions.

Emissions scope	Category	Emissions (tCO ₂ e)
Scope 1	Direct emissions from owned or controlled sources, including vehicle and fuel use	10.2
Scope 2	Indirect emissions from purchased electricity and energy	6.5
Scope 3	Upstream transportation and distribution	2.3

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Scope 3	Waste generated in operations	1.7
Scope 3	Business travel	3.9
Scope 3	Employee commuting	6.2
Scope 3	Downstream transportation and distribution	1.1
	Total Scope 3 emissions	15.2
	Total baseline emissions	31.9

4. Current emissions reporting

Current reporting year: 2024

The most recent assessment shows that Raynet's total emissions reduced from **31.9 tCO₂e in 2022 to 28.6 tCO₂e in 2024**. This represents an overall reduction of approximately **10.3%** against the baseline.

Emissions scope	Category	Emissions (tCO ₂ e)
Scope 1	Direct emissions from owned or controlled sources, including vehicle and fuel use	9.6
Scope 2	Indirect emissions from purchased electricity and energy	5.8
Scope 3	Upstream transportation and distribution	2
Scope 3	Waste generated in operations	1.5
Scope 3	Business travel	3.2
Scope 3	Employee commuting	5.6
Scope 3	Downstream transportation and distribution	0.9
	Total Scope 3 emissions	13.2
	Total current emissions	28.6

5. Carbon reduction targets

To maintain progress towards Net Zero, Raynet has adopted the following interim targets:

- Reduce total greenhouse gas emissions by **30% by 2030**, compared with the 2022 baseline.
- Reduce total emissions to no more than approximately **22.3 tCO₂e by 2030**.
- Convert at least **50% of applicable company vehicles to electric or other low-emission vehicles by 2028**.
- Source **100% renewable purchased electricity by 31 December 2026**.
- Reduce employee commuting emissions by **25% by 2027**, compared with the 2022 baseline.
- Continue reducing emissions thereafter to achieve Net Zero by **31 December 2050 at the latest**.

Progress against these targets will be reviewed annually through updated emissions calculations and management reporting.

6. Carbon reduction initiatives

Raynet has implemented, or is progressing, the following environmental management measures.

Energy efficiency

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- Upgrading workplace lighting to energy-efficient LED alternatives.
- Using smart thermostats and improved heating controls.
- Monitoring electricity and heating consumption.
- Switching off lighting, computers and equipment when not required.
- Working towards purchasing electricity from renewable sources.

Sustainable transport

- Encouraging employees and temporary workers to use public transport, cycle, walk or car-share where reasonably practicable.
- Using virtual meetings where face-to-face attendance is unnecessary.
- Matching workers to suitable local assignments where possible to reduce travel distances.
- Monitoring business mileage and reviewing avoidable journeys.
- Introducing electric and lower-emission vehicles progressively.

Digital working

- Using electronic recruitment, onboarding and compliance records.
- Using electronic signatures, timesheets, invoices and communications.
- Reducing printing and adopting paperless processes wherever practicable.
- Supporting proportionate hybrid and remote working arrangements to reduce commuting.

Waste management

- Maintaining central recycling arrangements for paper, cardboard, plastics and other recyclable materials.
- Reviewing waste streams and reducing unnecessary purchasing and packaging.
- Conducting appropriate waste and clinical-waste checks where these are relevant to service delivery.
- Reusing equipment and materials safely before purchasing replacements.

Staff awareness

- Including environmental responsibility and low-carbon working practices within employee induction and ongoing training.
- Providing regular reminders about energy conservation, recycling and sustainable travel.
- Encouraging employees to contribute practical ideas for reducing emissions.

Sustainable procurement

- Considering environmental performance when selecting suppliers and subcontractors.
- Seeking evidence of carbon-reduction commitments from relevant supply-chain partners.
- Prioritising local, efficient and lower-impact purchasing where this is operationally and commercially appropriate.
- Reducing unnecessary deliveries by consolidating orders wherever possible.

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7. Application to contract delivery

The measures contained in this Carbon Reduction Plan can be applied when Raynet performs public-sector recruitment, staffing, care, training and support contracts.

Contract-specific measures will include:

- digital candidate registration, vetting and onboarding;
- electronic timesheets, invoicing and management information;
- virtual meetings and training where appropriate;
- allocating workers to suitable local assignments to reduce travel;
- monitoring business mileage and contract-related travel;
- reducing paper, packaging and operational waste;
- encouraging sustainable commuting; and
- working with suppliers and subcontractors that support Raynet's environmental objectives.

Raynet will monitor the effectiveness of these measures through management oversight, internal review and annual emissions reporting.

8. Declaration and sign-off

This Carbon Reduction Plan has been completed in accordance with **PPN 006: Taking Account of Carbon Reduction Plans in the Procurement of Major Government Contracts**, its associated guidance and the required reporting standard.

The plan reports Scope 1, Scope 2 and all five required Scope 3 emissions categories. It confirms Raynet Recruitment Agency Ltd's commitment to achieving Net Zero by 2050 at the latest and identifies the environmental management measures that Raynet can apply when performing relevant contracts.

This Carbon Reduction Plan has been reviewed and approved at director level.

Signed: Annette Akuaku

Name: Annette Akuaku



Position: Managing Director

For and on behalf of: Raynet Recruitment Agency Ltd

Date: 20 May 2026