

Carbon Reduction Plan

Clarity Workforce Technology Ltd

Date: 01/04/2026

Commitment to Achieving Net Zero

Clarity Workforce Technology is committed to achieving Net Zero emissions by 2040.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases emitted by our organization in the past and serve as the reference point for future carbon reduction efforts.

- **Baseline Year:** 2024-2025
- **Baseline Figures:**

Scope	Emissions (tCO ₂ e)	Description
Scope 1	10	Direct emissions (e.g., company vehicles, onsite fuel combustion).
Scope 2	12	Indirect emissions (e.g., purchased electricity).
Scope 3	28	Other indirect emissions (e.g., supply chain, business travel, waste).
Total	50	Aggregate emissions for baseline year.

Additional Notes on Baseline Data:

Scope 3 data based on Commuting, Business travel, Waste and Procurement.

Current Emissions Reporting

- **Reporting Year:** 2026-2027
- **Current Figures:**

Scope	Emissions (tCO ₂ e)	Description
Scope 1	9	Direct emissions (e.g., company vehicles, onsite fuel combustion).
Scope 2	10	Indirect emissions (e.g., purchased electricity).
Scope 3	24	Other indirect emissions (e.g., supply chain, business travel, waste).

Scope	Emissions (tCO ₂ e)	Description
Total	43	Aggregate emissions for reporting year.

Carbon Reduction Targets

Clarity Workforce Technology has set the following carbon reduction targets:

- Reduce Scope 1 and 2 emissions by 10% each year until 2030.
- Achieve a 50% reduction in Scope 3 emissions by 2030.

We project that carbon emissions will decrease to the following levels over the next [3 years]:

Year	Projected Emissions (tCO ₂ e)	Reduction (%)
2027/8	38	10
2028/9	34	10
2029/30	30	10

Carbon Reduction Projects

To achieve our Net Zero commitment, Clarity Workforce Technology has implemented the following initiatives:

1. Energy Efficiency Improvements

- Ensuring that any technology is reused, including laptops and monitors to reduce carbon emissions from creation of new.
- Reviewing technology infrastructure to move to larger scale cloud provider rather than own physical premises.

2. Renewable Energy Adoption

- Energy tariff under review for when this deal expires to a more green sustainable tariff.
- Ensure new cloud provision is carbon neutral.

3. Travel Emissions Reduction

- Reduction in travel to the office – standard is 1 day a week and allow working from home.
- Increase use of Microsoft Teams with client base to ensure no unnecessary travel.
- Remove any flying for travel based on business.

4. Waste Management Strategies

- Ensure recycling facilities in office are clear and used appropriately.
- Encourage use of kitchen in office to reduce use of single use plastic from shops.

5. Supply Chain Engagement

- Ensure that all carbon emission plans are gathered as part of our onboarding process.
- Ensure they contain commitment to meet the 2050 deadline.

Declaration and Sign-Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance.

Signed on behalf of Clarity Workforce Technology:

Name: Thomas Gellett

Title: Operations Director

Date: 01/04/2026

Note: This is available to view at the following URL

<https://www.clarityworkforcetech.com/wp-content/uploads/2025/01/Clarity-Workforce-Technology-Carbon-Reduction-Plan.pdf>