

Vantage HR Consultancy Limited

Carbon Reduction Plan

Published: 04/01/2024

1. Commitment to Achieving Net Zero

Vantage HR Consultancy Limited is committed to achieving Net Zero greenhouse gas emissions by 2050, in line with the UK Government's target and industry best practice.

2. Baseline Emissions Footprint

Baseline Year: 2024

As a recently established business, we have calculated baseline emissions for our first full year of operations.

Baseline Emissions:

- **Scope 1 (Direct Emissions):** 0 tCO₂e
(No company-owned vehicles or direct fuel combustion.)
- **Scope 2 (Indirect Emissions – Purchased Electricity):** 1.0 tCO₂e
(Emissions from electricity use in office space or home working.)
- **Scope 3 (Other Indirect Emissions):** 0.5 tCO₂e
(Business travel, commuting, paper usage.)
- **Total Baseline Emissions:** 1.5 tCO₂e

3. Current Emissions Reporting

Most Recent Year Reported: 2025

- **Scope 1:** 0 tCO₂e
(No company-owned vehicles or direct fuel combustion.)
- **Scope 2 (Indirect Emissions – Purchased Electricity):** 1.0 tCO₂e
(Emissions from electricity use in office space or home working.)
- **Scope 3 (Other Indirect Emissions):** 0.5 tCO₂e
(Business travel, commuting, paper usage.)
- **Total Baseline Emissions:** 1.5 tCO₂e

4. Emissions Reduction Targets

Vantage HR Consultancy Limited commits to reducing emissions year-on-year, with interim targets including:

- Reduce Scope 2 and 3 emissions by 25% by 2030,
- Achieve Net Zero across all scopes by 2050.

Progress against these targets will be reviewed annually.

5. Carbon Reduction Initiatives

We have already undertaken or are planning the following measures:

- **Remote and Flexible Working:**
Minimising commuting and office energy use by promoting remote work.
- **Energy Efficiency:**
Ensuring offices (where used) are energy efficient, using LED lighting and energy-saving equipment.
- **Green Energy:**
Sourcing electricity from renewable suppliers where possible.
- **Sustainable Travel:**
Reducing business travel; promoting virtual meetings; encouraging public transport and car sharing.
- **Digital-first Approach:**
Minimising paper usage and utilising secure cloud-based systems.
- **Waste Reduction:**
Implementing recycling and responsible disposal policies.
- **Supplier Engagement:**
Preferring suppliers and partners with strong environmental credentials.

Future initiatives will include offsetting unavoidable emissions and participating in local environmental projects.

6. Declaration and Plan Accessibility

This Carbon Reduction Plan has been reviewed and approved by the Directors of Vantage HR Consultancy Limited. It will be updated annually to track progress and reflect business growth.

Signed: *Moses Simon Soro*

Mr Moses Soro

Director

Vantage HR Consultancy Limited

Date: 04/01/2024

Plan: “Available upon request”

7. Contact

For further information regarding this plan or our environmental commitments, please contact:

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