

## Appendix D Adecco Carbon Reduction Outline

As a company that aspires to make the future work for everyone, we are committed to reducing the amount of carbon we consume.

Since our first carbon footprint measurement in 2019, we've reduced our emissions each and every year to become carbon neutral in 2022 and continue working towards becoming net-zero by 2049 through offsetting, green energy, and targeted carbon reduction programmes. See attached our Carbon Neutral Certificate for 2023, and Carbon Reduction Plan. Below is a breakdown of our forecast market based green house gas emissions.

### *Our forecast market based GHG emissions*

	2019	2025	2030	2035	2040	2045	2049
Site electricity	706.2	0.0	0.0	0.0	0.0	0.0	0.0
Site gas	131.6	364.4	363.8	363.2	297.2	112.5	0.0
Company car travel	75.0	23.9	0.0	0.0	0.0	0.0	0.0
Cash opt out car travel	346.5	115.8	0.0	0.0	0.0	0.0	0.0
Employee-owned car travel (Grey fleet)	167.5	49.1	0.0	0.0	0.0	0.0	0.0
Bus travel	0.4	0.4	0.4	0.3	0.3	0.3	0.3
Taxi travel	65.9	55.8	30.5	5.3	0.0	0.0	0.0
Rail travel	269.1	155.5	62.6	0.0	0.0	0.0	0.0
Ferry travel	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Flights	889.7	487.3	347.0	245.3	171.8	119.0	87.9
EV Electricity - Market-based	0.0	163.2	111.8	0.0	0.0	0.0	0.0
<b>Market-based total tCO2e</b>	<b>2,651.9</b>	<b>1,252.1</b>	<b>804.3</b>	<b>614.2</b>	<b>469.3</b>	<b>231.9</b>	<b>88.2</b>

## Environment Committee

Our Board sponsored Environment Committee consists of 3 focus groups to drive initiatives forward, aiming to support the Government and London Borough of Havering in making jobs and the community greener.

## Greener Travel

Our mission is to create, implement and communicate improved travel policies and behaviours across Adecco UK&I as part of our journey to reduce overall emissions.

### Goals:

1. Our primary focus is to decrease the amount of fuel used on company business.
2. Improve the visibility of carbon footprint of our travel within our travel booking system, and to eventually default the travel options to the greenest method.

### How:

- Continuous review of policy whilst working with our fleet and travel providers to offer solutions which promote the least environmental impact.
- Raise awareness and education around non-traditional fuel types and seek to promote the use of ultra-low emission vehicles.

## Energy Use

Our mission is to reduce energy consumption across all of our offices and operate from premises on fully green/renewable energy tariffs whilst improving recycling across our organisation.

### Goals:

- Implement a recycling plan across our offices.
- Ensure we only operate from premises on fully Green/Renewable energy.

### How:

- Launch a monthly environmental Newsletter which includes topics such as energy saving tips.
- Appointing Environmental Champions at each of our 10 largest locations.

## Green Careers

As the world's leading HR advisory and solutions partner, we are in a unique position to pinpoint skills gaps and provide an accurate picture to government and businesses on the skills transitions needed to support the rapid growth of the green economy. We will work to provide London Borough of Havering with data and insights, helping to plan for what skills are needed both now and in the future and offer solutions on how to engage this talent.

#### Goals:

- Increase the awareness and understanding of the transition to net zero for both colleagues and our supply chain partners, and longer term looking to offer this to our candidates and associates.
- Inspire young people around the career choices they make with consideration to the environment.

#### How:

- Develop sustainability and environmental training with IEMA.
- Host industry round tables with clients to understand their green skills gaps and future needs.
- Deliver community workshops with young people and educational establishments around green skills.

#### **Working with our Supply Chain**

Adecco only wants to work with organisations that share our purpose led approach and core values. Therefore, we are currently developing a Third Party Risk Management (TPRM) tool, which will monitor and measure our suppliers in risk areas including ESG and carbon output. Risks and issues identified through the TPRM and ongoing monitoring may trigger contract suspension or termination.

Whilst the TPRM is in development, we will actively influence London Borough of Havering and supply chain stakeholders to support environmental protection and improvement through our services, with initiatives including:

- Promoting sustainable practises and processes, such as outlining how candidates can travel to work utilising public transport or car sharing, done via quarterly associate newsletter.
- Collaborating on sustainability with common platforms such as EcoVadis, a universal scorecard which benchmarks and provides performance improvement tools.
- Engage key MSTAR suppliers about how sustainability risk can be best managed, and opportunities optimised.