

Carbon Reduction Plan

Supplier name: Fortress Recruitment Services Limited

Publication date: 02/01/25

Commitment to achieving Net Zero

Fortress Recruitment Services Limited is committed to achieving Net Zero emissions by 2040.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2024	
Additional Details relating to the Baseline Emissions calculations.	
As a new business, we have chosen to baseline based on our predicted output for the year 2024. The total energy usage for homeworking staff was based on the number of days worked, assuming 7 hours a day multiplied by 0.256 kg CO ₂ e per hour.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0 (the company does not use vehicles etc)
Scope 2	430
Scope 3 (Included Sources)	0 (the company does not produce products)
Total Emissions	430

Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0 (the company does not use vehicles etc)
Scope 2	430
Scope 3 (Included Sources)	0 (the company does not produce products)
Total Emissions	430

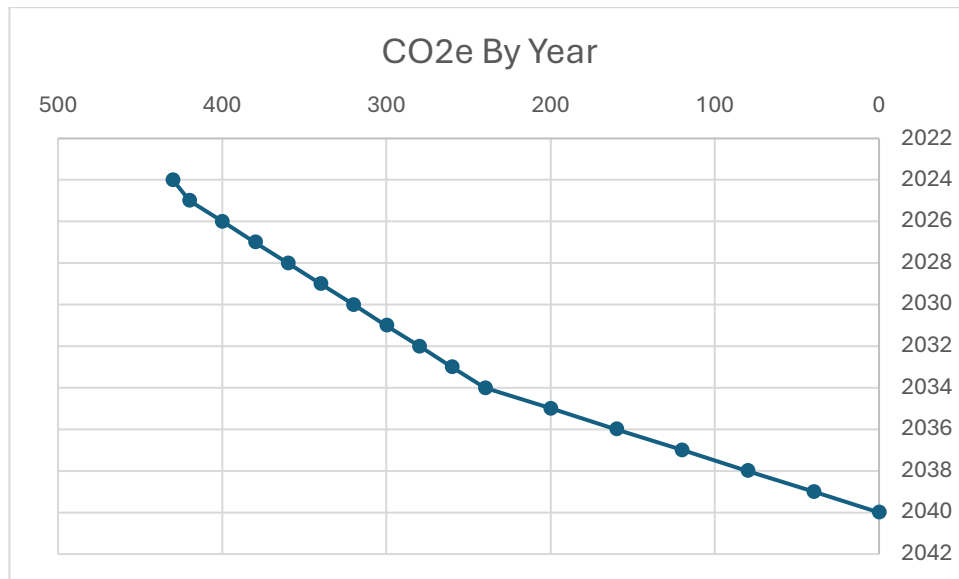
Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

1. All staff work from home, representing a 33% reduction in CO₂e compared to working from the office.
2. Working from home removes the need for indirect emissions such as commuting.
3. We will actively encourage our home workers to install energy saving lightbulbs, plug sockets etc and where replacing a boiler, to move away from oil etc.

We project that carbon emissions will decrease over the next five years to 320 tCO₂e by 2030. This is a reduction of 33%

Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2024 baseline:

- We provided LED lightbulbs to our working from home staff and timer plugs to turn off major appliances when not in use.

The carbon emission reduction achieved by these schemes equate to 20 tCO₂e, a 5% reduction against the 2024 baseline and the measures will be in effect when performing the contract.

In the future we hope to implement further measures such as:

We plan to introduce the environmental management certification scheme ISO14001 across the company.



We will offset the carbon footprint we create indirectly and become certified as a Carbon Neutral Business by Carbon Neutral Britain. As certification awarded by an external organisation, it provides assurance that the carbon neutral claim is robust and credible, following calculation using the ISO 14064 and GHG Protocol Emissions Standard principles of relevance, completeness, consistency, transparency and accuracy. Carbon Neutral Status has been awarded for a period of 12 months.

Through the Carbon Neutral Britain Climate Fund™, we will offset our total carbon emissions for the 24-25 financial year through internationally certified carbon offsetting projects.

Certified via the Verra - Verified Carbon Standard (VCS), the Gold Standard - Voluntary Emission Reductions (VER) or the United Nations - Certified Emission Reductions (CER) programmes, the projects have also been selected based on their direct and indirect impact around the world - not just in offsetting, but also in supporting education, employment and clean water, as well as having net positive impact on local wildlife and ecology.

Declaration and Sign Off

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

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

Matthew Wainwright

Fortress Recruitment Services Limited



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Date: 02/01/25

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>