

Arevna

Carbon Reduction Plan: 2022-2040

Baseline Year: November 2024 to November 2025

Introduction: Arevna, a leading global recruitment agency specializing in Healthcare, Life Science, IT, and Engineering sectors, is committed to environmental sustainability. With January to December 2022 as our baseline year, we embark on a comprehensive Carbon Reduction Plan, integrating averages to benchmark the beginning of our initial plan and targeting a Net Zero status by 2040.

1. Baseline Emission Footprint: Our initial step involves calculating the baseline emission footprint for 2022. This thorough assessment will provide a precise understanding of our current carbon emissions, acting as a reference point for our reduction initiatives.

2. Carbon Reduction Targets: a. *Short-Term Goals (2022-2025):*

- Strive for a 10% reduction in overall carbon emissions by 2025 compared to the 2022 baseline.
- Implement energy-efficient practices in offices, focusing on technology use and transportation logistics.
- Encourage and support sustainable commuting options for our team.

b. *Medium-Term Goals (2026-2030):*

- Aim for a 30% reduction in carbon emissions by 2030, with an emphasis on supply chain sustainability.
- Integrate renewable energy sources to power our facilities.
- Initiate a comprehensive waste reduction and recycling program.

c. *Long-Term Goals (2031-2040):*

- Commit to achieving a net-zero carbon footprint by 2040.
- Invest in carbon offset projects to neutralize residual emissions.



- Explore innovative technologies and practices for further reducing environmental impact.

3. Alignment with ISO 14001: Arevna is committed to aligning its environmental management policies with ISO 14001 standards. This includes:

- Regular environmental performance assessments and audits.
- Continuous improvement in sustainability practices.
- Employee training on environmental responsibility.
- Strict adherence to relevant environmental regulations.

4. Commitment to Net Zero: Our ultimate commitment is to achieve a net-zero carbon footprint by 2040. To achieve this, we will:

- Collaborate with suppliers who share our commitment to sustainability.
- Engage in reforestation and other nature-based solutions.
- Regularly monitor and transparently report our progress toward net zero.

5. Averages to Benchmark: To ensure accuracy, we will use averages to benchmark the beginning of our initial plan against the baseline year, facilitating a more comprehensive evaluation of our progress.

Conclusion: Arevna' Carbon Reduction Plan reflects our dedication not only to providing exceptional recruitment services but also to fostering a sustainable and environmentally conscious business model. By adhering to these strategies and goals, we aim to set a standard for responsible business practices in the recruitment industry. Regular reviews and adjustments to our plan will ensure its effectiveness and alignment with emerging environmental standards.



Baseline Year: November 2024 to November 2025

Baseline year emissions:

EMISSIONS	TOTAL (tCO₂e)	
Scope 1	Scope 1 – Direct Emissions	tCO₂e
	Scope 1 Total	
	0.0000	
<i>As a result of the restricted nature of our business processes and activities, there are no emissions within Scope 1.</i>		
Scope 2	Scope 2 – Indirect Emissions	tCO₂e
	Electricity (Head office & Branches)	0.9963
	Scope 2 Total	
		0.9963
Scope 3 (Included Sources)	Scope 3	tCO₂e
	Waste Generated in Operations	4.2562
	Upstream transportation & distribution	0.0000
	Downstream transportation & distribution	0.0000
	Business Travel	0.0000
	Commuting (round trip to location)	18.9390
	Work From Home	0.0000
	Scope 3 Total	
		23.1952
<i>Given the nature of our business, we have detected no emissions in both upstream and downstream activities, and we refrain from any business-related travel. Nonetheless, we maintain our commitment to vigilance and transparent reporting for any potential future emissions.</i>		
Total Emissions	24.1915 tCO₂e	



Current Emissions Reporting

Current Year: November 2024 to November 2025	
Current year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Scope 1 – Direct Emissions tCO₂e
	Scope 1 Total 0.0000
	<i>As a result of the restricted nature of our business processes and activities, there are no emissions within Scope 1.</i>
Scope 2	Scope 2 – Indirect Emissions tCO₂e
	Electricity (Head office & Branches) 0.9963
	Scope 2 Total 0.9963
Scope 3 (Included Sources)	Scope 3 tCO₂e
	Waste Generated in Operations 4.2562
	Upstream transportation & distribution 0.0000
	Downstream transportation & distribution 0.0000
	Business Travel 0.0000
	Commuting (round trip to location) 18.9390
	Work From Home 0.0000
	Scope 3 Total 23.1952
<i>Given the nature of our business, we have detected no emissions in both upstream and downstream activities, and we refrain from any business-related travel. Nonetheless, we maintain our commitment to vigilance and transparent reporting for any potential future emissions.</i>	
Total Emissions	24.1915 tCO₂e
Reporting Year: November 2024 to November 2025	



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 Arevna:

A handwritten signature in black ink, appearing to read 'Chalga', written over a horizontal line.

Date: 27th November 2024

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>