

## Arevna

### Carbon Reduction Plan: 2022-2040

**Baseline Year: January 2022 to December 2022**

**Introduction:** Arevna, a leading global recruitment agency specialising 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.

|                                                                                                                                                                                                                                                                                        |                                                                                                                              |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|
| <b>Baseline Year: January 2022 to December 2022</b>                                                                                                                                                                                                                                    |                                                                                                                              |
| <b>Baseline year emissions:</b>                                                                                                                                                                                                                                                        |                                                                                                                              |
| <b>EMISSIONS</b>                                                                                                                                                                                                                                                                       | <b>TOTAL (tCO<sub>2</sub>e)</b>                                                                                              |
| <b>Scope 1</b>                                                                                                                                                                                                                                                                         | <b>Scope 1 – Direct Emissions</b> <span style="float: right;"><b>tCO<sub>2</sub>e</b></span>                                 |
|                                                                                                                                                                                                                                                                                        | <b>Scope 1 Total</b> <span style="float: right;"><b>0.0000</b></span>                                                        |
|                                                                                                                                                                                                                                                                                        | <i>As a result of the restricted nature of our business processes and activities, there are no emissions within Scope 1.</i> |
|                                                                                                                                                                                                                                                                                        |                                                                                                                              |
| <b>Scope 2</b>                                                                                                                                                                                                                                                                         | <b>Scope 2 – Indirect Emissions</b> <span style="float: right;"><b>tCO<sub>2</sub>e</b></span>                               |
|                                                                                                                                                                                                                                                                                        | Electricity (Head office & Branches) <span style="float: right;">0.9963</span>                                               |
|                                                                                                                                                                                                                                                                                        | <b>Scope 2 Total</b> <span style="float: right;"><b>0.9963</b></span>                                                        |
|                                                                                                                                                                                                                                                                                        |                                                                                                                              |
| <b>Scope 3</b><br>(Included Sources)                                                                                                                                                                                                                                                   | <b>Scope 3</b> <span style="float: right;"><b>tCO<sub>2</sub>e</b></span>                                                    |
|                                                                                                                                                                                                                                                                                        | Waste Generated in Operations <span style="float: right;">4.2562</span>                                                      |
|                                                                                                                                                                                                                                                                                        | Upstream transportation & distribution <span style="float: right;">0.0000</span>                                             |
|                                                                                                                                                                                                                                                                                        | Downstream transportation & distribution <span style="float: right;">0.0000</span>                                           |
|                                                                                                                                                                                                                                                                                        | Business Travel <span style="float: right;">0.0000</span>                                                                    |
|                                                                                                                                                                                                                                                                                        | Commuting (round trip to location) <span style="float: right;">18.9390</span>                                                |
|                                                                                                                                                                                                                                                                                        | Work From Home <span style="float: right;">0.0000</span>                                                                     |
|                                                                                                                                                                                                                                                                                        | <b>Scope 3 Total</b> <span style="float: right;"><b>23.1952</b></span>                                                       |
| <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> |                                                                                                                              |
| <b>Total Emissions</b>                                                                                                                                                                                                                                                                 | <b>24.1915 tCO<sub>2</sub>e</b>                                                                                              |



## Current Emissions Reporting

|                                               |                                                                                                                                                                                                                                                                                        |
|-----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Current Year: January 2026 to December 2026   |                                                                                                                                                                                                                                                                                        |
| Current year emissions:                       |                                                                                                                                                                                                                                                                                        |
| EMISSIONS                                     | TOTAL (tCO <sub>2</sub> e)                                                                                                                                                                                                                                                             |
| Scope 1                                       | Scope 1 – Direct Emissions <span style="float: right;">tCO<sub>2</sub>e</span>                                                                                                                                                                                                         |
|                                               | Scope 1 Total <span style="float: right;">0.0000</span>                                                                                                                                                                                                                                |
|                                               | <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 <span style="float: right;">tCO<sub>2</sub>e</span>                                                                                                                                                                                                       |
|                                               | Electricity (Head office & Branches) <span style="float: right;">0.9963</span>                                                                                                                                                                                                         |
|                                               | Scope 2 Total <span style="float: right;">0.9963</span>                                                                                                                                                                                                                                |
|                                               |                                                                                                                                                                                                                                                                                        |
| Scope 3<br>(Included Sources)                 | Scope 3 <span style="float: right;">tCO<sub>2</sub>e</span>                                                                                                                                                                                                                            |
|                                               | Waste Generated in Operations <span style="float: right;">4.2562</span>                                                                                                                                                                                                                |
|                                               | Upstream transportation & distribution <span style="float: right;">0.0000</span>                                                                                                                                                                                                       |
|                                               | Downstream transportation & distribution <span style="float: right;">0.0000</span>                                                                                                                                                                                                     |
|                                               | Business Travel <span style="float: right;">0.0000</span>                                                                                                                                                                                                                              |
|                                               | Commuting (round trip to location) <span style="float: right;">18.9390</span>                                                                                                                                                                                                          |
|                                               | Work From Home <span style="float: right;">0.0000</span>                                                                                                                                                                                                                               |
|                                               | Scope 3 Total <span style="float: right;">23.1952</span>                                                                                                                                                                                                                               |
|                                               | <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 tCO <sub>2</sub> e                                                                                                                                                                                                                                                             |
| Reporting Year: January 2026 to December 2026 |                                                                                                                                                                                                                                                                                        |



## 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 standard<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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) Standard<sup>3</sup>.

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

### Signed on behalf of Arevna:

Date: 8th January 2026

---

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

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

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