

Carbon Reduction Plan

Dunbar Recruitment Group Ltd

Publication Date: 16 April 2026

Reporting Year: 2025 (Baseline Year)

1. Commitment to Achieving Net Zero

Dunbar Recruitment Group Ltd is committed to achieving Net Zero greenhouse gas emissions by 2050.

2. 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. As Dunbar Recruitment Group Ltd is a newly established trading entity, the 2025 reporting period represents our first formal assessment of emissions and therefore serves as our baseline year.

Baseline Year: 2025

Emissions Source	Total (tCO ₂ e)
Scope 1 (Direct emissions)	0.0
Scope 2 (Purchased electricity)	4.5
Scope 3 (Included sources)	13.0
Total Emissions	17.5

Scope 3 Emissions Breakdown (Required Categories)

Category	tCO ₂ e	Notes
Business Travel	4.5	Staff travel to schools and client meetings
Employee Commuting	7.5	Office-based staff commuting
Waste Generated in Operations	1.0	General office waste
Upstream Transportation & Distribution	0.0	Not applicable to service-based business
Downstream Transportation & Distribution	0.0	Not applicable

3. Current Emissions Reporting

As this is our first year of reporting, current emissions align with the baseline figures above. Future Carbon Reduction Plans will report progress against this baseline.

4. Emissions Reduction Targets

In order to continue progress towards achieving Net Zero, Dunbar Recruitment Group Ltd has adopted the following carbon reduction targets:

- Reduce total emissions by **25% by 2031**
 - Target emissions of **13.0 tCO₂e by 2031**
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5. Carbon Reduction Projects

The following environmental management measures and projects have been implemented:

Operational Measures

- Implementation of a **hybrid working model** to reduce employee commuting emissions
- Adoption of **fully digital candidate onboarding and compliance processes**, eliminating paper usage
- Use of **video conferencing** for interviews and internal meetings to reduce business travel

Energy Efficiency

- Use of **energy-efficient office equipment**
- Reduction in unnecessary energy consumption through operational controls

Sustainable Practices

- Encouraging use of **public transport** for client visits where feasible
 - Minimising waste through **digital-first operations**
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6. Declaration and Sign-Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standards for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the Greenhouse Gas Protocol corporate standard.

This Carbon Reduction Plan has been reviewed and approved by the Board of Directors.

Signed on behalf of Dunbar Recruitment Group Ltd:

Name: Matt Brown

Position: Director

Date: 16 April 2026