

Carbon Reduction Plan

Supplier name: Boston Hale

Publication date: September 2022

Commitment to achieving Net Zero

Boston Hale is committed to achieving Net Zero emissions by 2050.

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 & Current Year: Financial Year 2021/22	
Additional Details relating to the Baseline Emissions calculations.	
Boston Hale is a recruitment consultancy operating from London. Currently the staff is made up of 13 staff with a mix of home working and hybrid. This Carbon Reduction Plan is also the baseline for Boston Hale, up to this point the company has not had any reports on its carbon emissions, this baseline has been made to ensure all clients and candidates that work with Boston Hale can see our Carbon Footprint.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e) 510.33 tCO₂e
Scope 1	0 – Boston Hale operates out of single office with no fleet cars or other equipment. All staff commute in on public transport with no parking on site. No physical items or products are used within the company.
Scope 2	0 – Boston Hale operates out of one office in London, the rental agreement with the building includes electricity and water, it does not provide a breakdown of electric use. We are working with the building to be able to provide an exact usage moving forward so we can be as accurate as possible. The office does not have any gas or other energy sources for Boston Hale to utilise.

Scope 3 (Included Sources)	Scope 3 Emissions breakdown: <table border="1" data-bbox="485 331 1433 1756"> <tr> <td data-bbox="485 331 1091 654">Upstream transportation and distribution</td> <td data-bbox="1091 331 1433 654">0 – Bostin Hale has no physical products or shipping with no fleet cars. Everything is done online via emails, even with candidate emails completed via online means.</td> </tr> <tr> <td data-bbox="485 654 1091 976">Waste Generated in Operations</td> <td data-bbox="1091 654 1433 976">2.5 tCO₂e(Monthly) – This is annually, with only one small main office with hybrid working the company creates very low physical waste, most of this being recyclable.</td> </tr> <tr> <td data-bbox="485 976 1091 1263">Business Travel</td> <td data-bbox="1091 976 1433 1263">3.0 tCO₂e(Monthly) This is due to all staff using public transport to get to any required meetings with these being rare due to online meetings.</td> </tr> <tr> <td data-bbox="485 1263 1091 1429">Employee Commuting</td> <td data-bbox="1091 1263 1433 1429">37.08 tCO₂e(Monthly) All staff commute via either the underground, buses or cycling.</td> </tr> <tr> <td data-bbox="485 1429 1091 1756">Downstream transportation and distribution</td> <td data-bbox="1091 1429 1433 1756">0 tCO₂e – This is due to no physical products being sold by Boston Hale. Electricity could be included once Boston Hale agree on a calculation with the building owner.</td> </tr> </table> <p data-bbox="485 1809 1433 1881">All data from these results were calculated from online emission calculators.</p>		Upstream transportation and distribution	0 – Bostin Hale has no physical products or shipping with no fleet cars. Everything is done online via emails, even with candidate emails completed via online means.	Waste Generated in Operations	2.5 tCO₂e(Monthly) – This is annually, with only one small main office with hybrid working the company creates very low physical waste, most of this being recyclable.	Business Travel	3.0 tCO₂e(Monthly) This is due to all staff using public transport to get to any required meetings with these being rare due to online meetings.	Employee Commuting	37.08 tCO₂e(Monthly) All staff commute via either the underground, buses or cycling.	Downstream transportation and distribution	0 tCO₂e – This is due to no physical products being sold by Boston Hale. Electricity could be included once Boston Hale agree on a calculation with the building owner.
Upstream transportation and distribution	0 – Bostin Hale has no physical products or shipping with no fleet cars. Everything is done online via emails, even with candidate emails completed via online means.											
Waste Generated in Operations	2.5 tCO₂e(Monthly) – This is annually, with only one small main office with hybrid working the company creates very low physical waste, most of this being recyclable.											
Business Travel	3.0 tCO₂e(Monthly) This is due to all staff using public transport to get to any required meetings with these being rare due to online meetings.											
Employee Commuting	37.08 tCO₂e(Monthly) All staff commute via either the underground, buses or cycling.											
Downstream transportation and distribution	0 tCO₂e – This is due to no physical products being sold by Boston Hale. Electricity could be included once Boston Hale agree on a calculation with the building owner.											
Total Emissions	510.33 tCO₂e (Annually) 42.52 tCO₂e(Monthly)											

Emissions reduction targets

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

Boston Hale is working with the building we operate out of to ensure we can produce accurate power and water usage amounts, this is to ensure we can start working on ways to hit net zero by 2050.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented on the 2021/22 baseline. The carbon emission reduction achieved by these schemes will equate to **88.99** tCO₂e over the next 12 months.

Introduction of Hybrid working – Staff now only work in the office three days per week. Heavily reduction commuting emissions

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).

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>

Signed on behalf of the Supplier:

Graham Hale – Director

Date: ...18/10/2022.....

A handwritten signature in black ink, appearing to read 'Graham Hale', is written over the dotted line of the signature field.