



CARBON REDUCTION PLAN

PPN 06/21

2024/25 reporting year



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Introduction

This Carbon Reduction Plan has been developed to meet the requirements of Procurement Policy Note PPN06/21; “Taking Account of Carbon Reduction Plans in the procurement of major government contracts”, published in June 2021.

The Nash Squared financial year starts on 1st February and end on 31st January. Our carbon reporting baseline had previously been set at 2019/20 to avoid COVID impacts in baseline data. In 2025 we have however made the decision to rebaseline to 2024/25 due to the divestment of NashTech which represents a substantial organisational change.

In the Group’s annual accounts we have reported under SECR and have included Climate-Related Financial Disclosure, reflecting our ongoing commitment to environmental transparency and accountability. Additionally, our efforts to improve data capturing for scope 3 has expanded in the current financial period, with a focus on collecting data for all relevant categories across our regions. This update will enable us to more effectively manage climate-related issues.

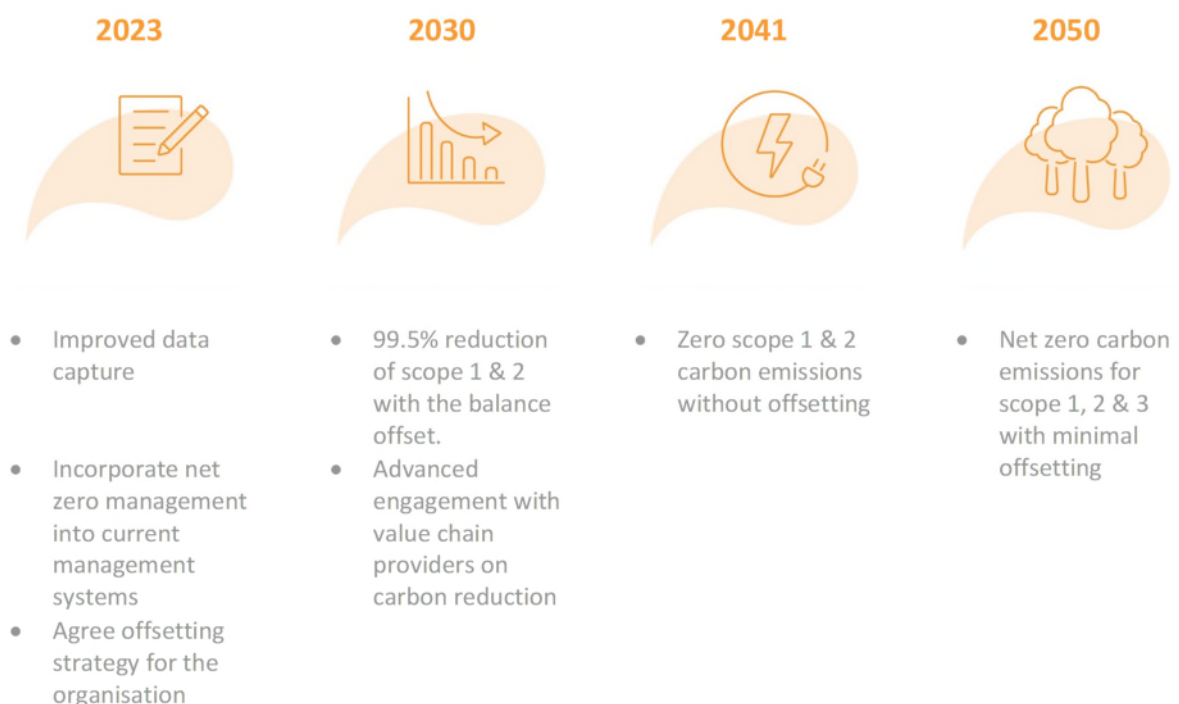


Commitment to achieving Net Zero

The Nash Squared Group is committed to achieving Net Zero emissions by 2050.

We refer to our scope 1 and 2 carbon emissions as our **operational carbon**, as it relates to our own use of energy for our own operations and is under our control. We will achieve net zero for scope 1 and 2 by **2041**. We are aiming to achieve this target without offsetting.

We will achieve net zero across our **value chain carbon** (scope 3) by **2050**. As part of our pathway to net zero we will achieve a number of interim targets as below.



The Nash Squared Group operates as a recruitment organisation and as a training and development supplier. Our pathway to net zero and the associated targets and action plans are designed to reflect these divisions where appropriate, however where the Nash Squared Group owns decision making for any combination of the divisions then UK best practice will be the benchmark for decision making unless geographical locations standards are higher.



Baseline Emissions Footprint

The Nash Squared Group completed its first SECR return in 2021 for financial year 2020/21; due to COVID impacts on business practices this was not seen as the best year for baseline data for a long term strategy to net zero and therefore 2019/20 had been used as it best represented business as usual.

Given the divestment of NashTech within the financial period 2024/25, baseline 2019/20 no longer provides a like-for-like point of reference. The structure of our historic datasets precludes the exclusion of NashTech from total recorded emissions. This means that we will now consider our 2024/25 footprint as our base year moving forward, which we are confident provides a more accurate starting point to measure future progress against.

Baseline Year: Nash Squared Group Financial Year 2024/25 (1st February 2024- 31st January 2025)	
Additional Details relating to the Baseline Emissions calculations.	
During the financial period Nash Squared Group divested its holdings in NashTech. The divestment of NashTech allows Nash Squared to concentrate on its plans for growth and innovation in its core recruitment brands. Given this is a substantial organisational change, we will now consider 2024/25 footprint as our base year moving forward.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	537.4
Scope 2	70.9
Scope 3 (Included Sources)	4,815.5
Total Emissions	5,423.8



Scope 3 Carbon Emissions

Historically our data capture for scope 3 carbon has been limited to ad hoc requests for specific data such as air/rail travel and employee mileage claims. With our work on the pathway to net zero and reporting under SECR we have improved our data capturing, recording and consistency across the value chain.

The current year data for scope 3 in the table above includes data relevant to the following relevant scope 3 emission categories:

- Category 1- Purchased Goods & Services
- Category 2- Capital Goods
- Category 3- Fuel and Energy-Related Activities
- Category 4- Upstream Transportation & Distribution
- Category 5- Waste Generated in Operations
- Category 6- Business Travel
- Category 7- Employee Commuting (incl. Homeworking)
- Category 8- Upstream Leased Assets

Carbon Reduction Projects

Carbon reduction projects undertaken since the initial baseline of 2019/20 will not be detailed as the Group has rebaselined to 2024/25 following the divestment of NashTech. In the future we hope to implement further measures such as:

- Improve data quality to remove the need for estimation
- Engage with Supply Chain
- Employee Engagement/ Carbon Literacy training
- Energy Efficiency Improvements including reviewing heating and cooling points and reducing hot water temperatures in offices
- Signing up to SBTi



Declaration and Sign Off

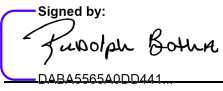
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

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

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.

This Carbon Reduction Plan has been reviewed and signed off by the CFO.

Name: Rudolph Botha

Signed:  Signed by:
DABA5565A0DD441

Position: Chief Financial Officer

Date: 7/29/2025
