

Carbon Reduction Plan

Supplier name: Tempest Resourcing Limited

Publication date: 1st December 2025

Commitment to achieving Net Zero

Tempest Resourcing Limited is committed to achieving Net Zero emissions for those emissions it directly influences by 2040 and those it indirectly influences by 2045.

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 will be measured.

Baseline Year: 2025	
Additional Details relating to the Baseline Emissions calculations.	
<p>No prior emissions measured.</p> <p>2025-26 will be the first year in which Tempest Resourcing Limited aims to measure carbon emissions across all business activities in order to set a baseline, against which reductions and achievement of Net Zero will be measured.</p> <p>Due to the nature of business activities within its operations, it is predicted that carbon emissions directly influenced by Tempest Resourcing will be minimal, with many sustainable practices already in place and reducing environmental impact.</p>	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Not yet measured
Scope 2	Not yet measured
Scope 3 (Included Sources)	Not yet measured
Total Emissions	Not yet measured

Current Emissions Reporting

Reporting Year: 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	Not yet measured
Scope 2	Not yet measured
Scope 3 (Included Sources)	Not yet measured
Total Emissions	Not yet measured

Emissions reduction targets

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

We project that carbon emissions will decrease over the next five years as a result of practices already in place, alongside new initiatives we plan to introduce.

Once baseline measurements are recorded, we plan to reduce carbon emission we directly influence to 20% of current reported tCO₂e by 2-35 and indirect emissions by 50% by the same date.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented prior to measurement of our baseline;

- Hybrid and remote working of directly-employed staff wherever possible
- Consolidated office-based operations
- Digital-first approach to business operations
- Adoption of digital technologies and strategies
- Support for environmental initiatives including carbon off-setting
- Use of green suppliers to support business operations
- Employee benefits including cycle-to-work, car-sharing and EV promotion
- In-office practices including recycling initiatives and use of recycled products
- Use of sustainable energy and utility consumption supply
- Energy and natural resource conservation within offices operated by the business

Future carbon reduction initiatives

In the future we hope to implement further measures such as:

- Further reduction of energy and water consumption in property controlled or owned by Tempest Resourcing Limited
- Work with landlords on leased/rented property/ies to implement energy and water-saving measures
- Work with landlords on leased/rented property/ies to utilise greener energy suppliers
- Review of supplier selection and due diligence processes and introduction of green KPIs within contractual agreements
- Review of current carbon off-setting and other sustainability practices
- Identification of efficiencies in use of technology and digital tools to reduce carbon emissions
- Implementation of a robust environmental management policy and system
- Investigation of certification and accreditation schemes such as ISO14001
- Production of an annual sustainability and carbon reduction report

Declaration and Sign Off

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

Emissions will be 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 the Supplier:



Date: 1st December 2025

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>