

Carbon Reduction Plan 2024

Supplier name:Talent Vista.....

Publication date:July 2024.....

Commitment to achieving Net Zero

Talent Vista 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: 2024	
Additional Details relating to the Baseline Emissions calculations.	
As a new company, our baseline year is set for 2024 as there has been no previous reporting	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	1.1 – all electric cars currently in use and 2 office spaces at separate locations
Scope 2	1.1 – 2 separate own spaces use of electricity etc.
Scope 3 (Included Sources)	70 – 7 employees in organisation currently, with 10tco2e each per year
Total Emissions	72.2

Current Emissions Reporting

72.2tCO ₂ e – measured in July 2024
--

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 to **50 tCO₂e** by 2029. This is a reduction of 27.7%. Targets beyond 2029 will continue as follows: -

By 2039 – reduction to 25tCO₂e (65% drop from baseline)

By 2049 – reduction to 0tCO₂e (100% drop from baseline)

Carbon Reduction Projects

Carbon Reduction Initiatives

The following environmental management measures and projects will be implemented from 2024 baseline in order to achieve our net zero carbon emissions targets.

Carbon Reduction Initiatives will include (but not limited to)

1. Energy Efficiency and Conservation

1.1 Buildings

- Upgrade Insulation: Improve insulation in buildings to reduce heating and cooling needs.
- Energy-efficient Appliances: Replace old appliances with energy-efficient models.
- Smart Thermostats: Install smart thermostats to optimize energy use.
- LED Lighting: Replace incandescent bulbs with LED lighting.

1.2 Industry

- Process Optimization: Optimize industrial processes to reduce energy waste.
- Heat Recovery Systems: Implement systems to capture and reuse waste heat.
- Variable Speed Drives: Install variable speed drives on motors and pumps to reduce energy consumption.

2. Renewable Energy

Electricity Generation

- Solar Power: Invest in solar panels for office/home environment

3. Transportation

3.1 Electrification

- Electric Vehicles (EVs) used
- EV charging points – introduce to office space when appropriate
- Public Transport: prioritise using EV sources of public transport

3.2 Alternative Fuels

Consider the use of alternative fuels for home/office environments

4. Carbon Capture and Storage (CCS)

- Direct Air Capture: Invest in direct air capture systems to remove CO₂ from the atmosphere.

5. Waste Management

Reduce and Reuse

- Waste Reduction Programs: reduce waste by minimising printing etc..
- Recycling – encourage all employees to recycle
- Turn off appliances/lights etc. to reduce energy consumption
- Renewable Energy Incentives: Provide incentives for renewable energy projects.
- Sustainable Lifestyle: Promote sustainable lifestyle choices such as reduced meat consumption and mindful consumption.

6. Encourage employees to reduce meat consumption and provide training/development on changes in personal behaviours that can help contribute to the reduction of carbon emissions.

7 Monitoring and Reporting

Continue to measure, monitor, report and update this plan at annual intervals..

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.

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>

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:

Joanne Roche

.....

Date: ...01 August 2024.....