



Carbon Reduction Plan

February 2023



Introduction

Morson Talent has ambitious targets to reduce its carbon emissions and work towards net zero and these initiatives are mentioned below.

Reduce Carbon emissions through efficiencies.

Efficient buildings

Timeline On-going

In submitting the Energy Savings Opportunity Scheme (ESOS) for both phase 1 and phase 2 we have taken on board suggestions given in these reports to reduce energy and to make the buildings more efficient, these include actions such as changing the lighting in our Head office building to energy efficient motion activated light bulbs and reducing the temperature in the server room by a few degrees just to name a few. We are continually looking at new ways to increase the efficiency of the buildings. We are currently undergoing ESOS Phase 3 which will be due for submission end of 2023.

Efficient behaviours

Timeline On-going

Encouraging efficient behaviours from all employees is communicated in our Office Environmental policy (MI EV 03 010) which is available to all employees as well as efficient behaviours recommendations being communicated in the quarterly HSQE Bulletin some of these are as follows

- Take the stairs not the lifts if you are able to
- If you are in one of the rooms that don't have automated lights turn the lights off when leaving the room
- Switch off mobile phone chargers when not in use
- Switch off your monitor when not in use
- Turn off your computer/laptop at the end of the day

Reduced travel

Timeline On-going

One of the things that has been highlighted during the pandemic has been the ability for more flexible working options such as holding meetings on zoom or Microsoft teams which in turn has resulted in reduced travel between branches and offices.

Morson has also adopted a hybrid flexible working schedule allowing employees to do a combination of working from home and working from the office reducing the amount of daily commuting.

Reduced consumption

Timeline On-going

As with efficient behaviours, the above mentioned Office environmental policy includes suggestions to reduce consumption of paper, toner and stationary such as

- Only print if you need to
- Print or photocopy on both sides of the page
- Use a mug instead of single use cups for coffee and tea
- Share stationary where possible

In addition to the above, printing jobs are only started once an employee taps their staff pass at the printer, reducing consumption and waste ensuring only printing jobs needed are printed.

Reduced waste

Timeline On-going

There is zero waste sent to landfill, all waste is recycled or diverted. Cardboard and paper waste, along with mixed recycling such as tins and bottles are recycled, food waste is collected separately and processed using anaerobic digestion to create green energy. General waste is recycled as much as possible and the balance is used to generate green energy. All our confidential waste is recycled as well. Through the drives around efficient behaviours and reduced consumption in turn creates an overall reduction in waste.

Reduce carbon emissions

Through the purchase of carbon neutral electricity.

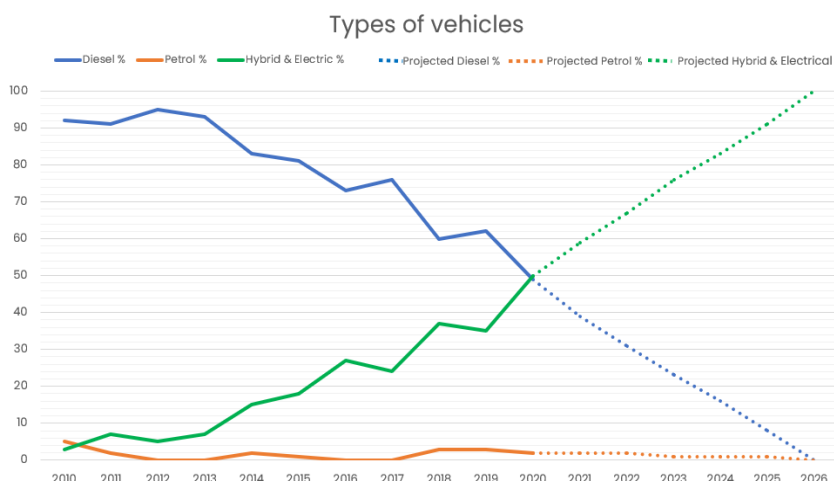
Timeline for all electricity we purchase 2023

We have been in contact with our current electricity suppliers and where possible have moved to a green energy option. Our head office as well as a large number of the branches have already been moved to a renewable energy supply, and those who have not yet been moved over will do so when the relevant contracts expire. With the aim being that all electricity utilised will be either renewable or nuclear power.

Through the use of ultra-low emission (hybrid and electric) vehicles both company cars and company commercial vehicles

Timeline for Low/Zero emission company cars 2026

Over the last few years the number of hybrid / electrical cars in the fleet have increased substantially, with the 2022 figure being 78% hybrid / electrical will continue to do so until all cars in the fleet are low emission.



Timeline for Low/Zero emission company commercial vehicles 2030

The technological advancements of low-emission commercial vehicles has not yet reached a level that would allow us to start utilising them as part of the commercial fleet yet this is being monitored with test vehicles being trailed periodically with the aim being that this will be adopted over the commercial fleet in time.

Reduce carbon emissions

Through engagement with our supply chain in the development of the circular economy

Timeline On-going

This is an area that we are developing and constantly working on.

We have started to engage our supply chain with regards to scope 3 carbon emissions and utilising the Sustainability Tool launched by the Climate Action group have sent out a request to a sample group of our suppliers who provide PPE to engage with them on sharing their carbon emissions to allow us to see the bigger picture and with this the next step will be consulting with suppliers on developing a more rigorous process focusing on the circular economy.

Through collaborative engagement with our clients

Timeline On-going

We have maintained collaborative engagement with our clients through regular monitoring of their requirements around carbon reduction and keeping up to date with new developments by attending webinars or meetings hosted by clients around their future plans and where possible being early adopters of new processes. In addition to this we promptly deal with any requests for carbon data from a supplier perspective.

Through On-site power generation derived from carbon neutral sources

Timeline 2025

We have begun the process of having a look at what options are available to us to implement our own on-site power generation such as solar panels and this is currently under development.

Through the development of, and early adoption of emerging technologies

Timeline On-going

As technology changes and adapts and as more and more businesses start looking at the options available to reduce carbon emissions more different types of technologies are being developed and thought of and we are constantly monitoring all these emerging developments to enable us to become early adaptors that would enable us to reduce our emissions further.

Offset vehicle carbon emissions through the Shell offset scheme

Timeline On-going

In 2020 we joined up with Shell who provide fuel to our fleet vehicles so that all fuel purchased is offset making our fleet carbon neutral.



Carbon Credits Retirement Certificate

This is to certify that: **439**
carbon credits were retired for:
MORSON HUMAN RESOURCES LIMITED

by Shell from their global carbon credits portfolio on:
10 February 2023

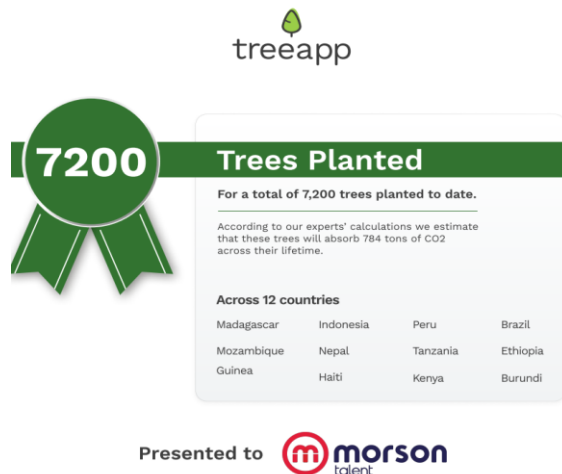
to compensate for **439**
tonnes of CO₂e emissions from the Shell products
purchased in **2022**.

Reduce carbon emissions

Offset the residual carbon emissions through an approved offset scheme

Timeline on-going

In 2022 Morson Talent planted 7,200 trees across 12 countries in partnership with Tree App to make Morson Talent carbon neutral for 2021 for scopes 1, scopes 2 as well as business travel in scope 3.



Explore the potential of developing our own approved offset scheme

Timeline 2024

With a large percentage of offset schemes being offered abroad we are researching the options and viability of developing our own UK based offset scheme that would not only allow us to develop a nature based offset scheme in the UK yet will provide added morale and team building opportunities for all staff members in the way of being involved with tree planting for example.



Gareth Morris

Group Director, Health, Safety, Quality and Environmental Compliance