



Cabinet Office

Carbon Reduction Plan

Supplier name: Morson Human Resources (t/a Morson Talent)

Publication date: May 2023

Commitment to achieving Net Zero

Morson Human Resources is committed to achieving Net Zero emissions by 20**50**

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: 2020	
Additional Details relating to the Baseline Emissions calculations.	
<i>The baseline year of 2020 was during the covid pandemic and the lockdowns so figures captured during 2020 will not be a full representation and emission figures would have been impacted by this.</i>	
<i>Our scope 3 is limited to mileage claims for business travel as well as business rail and air travel, we are in the process of doing further work on our scope 3 emissions.</i>	
Baseline year emissions:2020	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	830.51
Scope 2	365.87
Scope 3 (Included Sources)	Please note under ESOS & SECR Morson Human Resources Ltd hasn't been required to report under all scope 3 areas, please see below for additional information.

Scope 3 Category	
4. Upstream Transportation & Distribution – Not Applicable to MHRL	
5. Waste generated in operations – 2023 data will be calculated by end of Q1 2024.	
6. Business Travel – Already calculated and figure below	
7. Employee Commuting – Not currently calculated, we are in communication with our HR department on the best way to collect and collate this information and aim to include this within our 2024 emissions to be calculated by the end of Q1 2025.	
9. Downstream transportation & Distribution – Not Applicable to MHRL	
Scope 3 Category	TOTAL (tCO₂e)
4. Upstream Transportation & distribution	Not applicable, this is due to MHRL providing a service and not a product. Scope 3 category 4 reporting has not been required under any of any of our regulatory reporting requirements.
5. Waste generated in operations	Not currently calculated as above
6. Business Travel	242.28
7. Employee Commuting	Not currently calculated as above
9. Downstream transportation & distribution	Not applicable, this is due to MHRL providing a service and not a product. Scope 3 category 9 reporting has not been required under any of any of our regulatory reporting requirements.
Total Emissions	1,438.66

Current Emissions Reporting

Reporting Year: 2022	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	724.05

Scope 2	47.50												
Scope 3 (Included Sources)	<p>Please note under ESOS & SECR Morson Human Resources Ltd hasn't been required to report on full scope 3 emissions, please see below for additional details</p> <p>Scope 3 Category</p> <p>4. Upstream Transportation & Distribution – Not Applicable to MHRL</p> <p>5. Waste generated in operations – 2023 data will be calculated by end of Q1 2024.</p> <p>6. Business Travel – Already calculated and figure below</p> <p>7. Employee Commuting – Not currently calculated, we are in communication with our HR department on the best way to collect and collate this information and aim to include this within our 2024 emissions to be calculated by the end of Q1 2025.</p> <p>9. Downstream transportation & Distribution – Not Applicable to MHRL</p> <table border="1"> <thead> <tr> <th>Scope 3 Category</th> <th>TOTAL (tCO₂e)</th> </tr> </thead> <tbody> <tr> <td>4. Upstream Transportation & distribution</td> <td>Not applicable, this is due to MHRL providing a service and not a product. Scope 3 category 4 reporting has not been required under any of any of our regulatory reporting requirements.</td> </tr> <tr> <td>5. Waste generated in operations</td> <td>Not currently calculated as above</td> </tr> <tr> <td>6. Business Travel</td> <td>413.57</td> </tr> <tr> <td>7. Employee Commuting</td> <td>Not currently calculated as above</td> </tr> <tr> <td>9. Downstream transportation & distribution</td> <td>Not applicable, this is due to MHRL providing a service and not a product. Scope 3 category 9 reporting has not been required under any of any of our regulatory reporting requirements.</td> </tr> </tbody> </table>	Scope 3 Category	TOTAL (tCO₂e)	4. Upstream Transportation & distribution	Not applicable, this is due to MHRL providing a service and not a product. Scope 3 category 4 reporting has not been required under any of any of our regulatory reporting requirements.	5. Waste generated in operations	Not currently calculated as above	6. Business Travel	413.57	7. Employee Commuting	Not currently calculated as above	9. Downstream transportation & distribution	Not applicable, this is due to MHRL providing a service and not a product. Scope 3 category 9 reporting has not been required under any of any of our regulatory reporting requirements.
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Total Emissions	1,185.12												

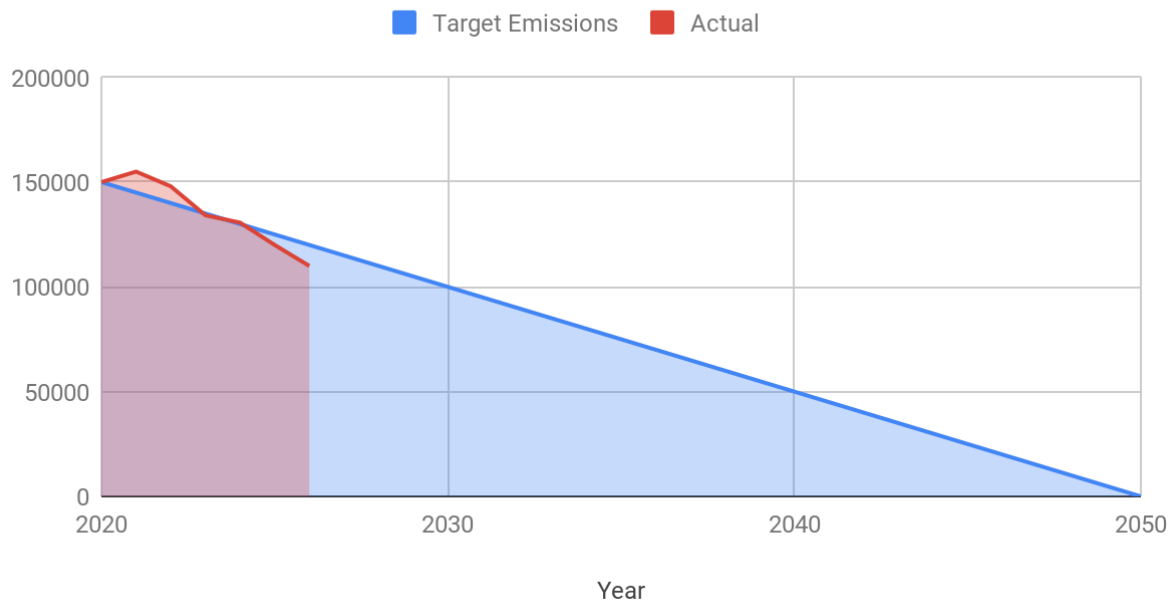
Emissions reduction targets

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 **917** tCO₂e by **2028**. This is a reduction of **5%**

Progress against these targets can be seen in the graph below:

Carbon Reduction: Projected vs. Actual



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2020 baseline. The carbon emission reduction achieved by these schemes equate to **253.54** tCO₂e, a **17.62%** reduction against the 2020 baseline and the measures will be in effect when performing the contract

- Electricity for our head office was switched to a renewable energy tariff during 2021
- Our car fleet is now over 78% Electric or Hybrid.
- We are accredited to ISO14001
- We have changed the lighting in our head office to a more energy efficient lighting yet as this has only recently been done, we are unable to quantify the impact this will have.

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

- Reduce all company cars to low emission
- Reduce company commercial vehicles to zero/low emissions as technology allows
- Move electricity supply at branch level to renewable as and when contracts come available

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).

Signed on behalf of the Supplier:



Gareth Morris

Group Director, Health, Safety, Quality and Environmental Compliance

Date: 31 May 2023

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>