

Net Zero Commitment

Innovate Hire Solutions is committed to achieving **Net Zero greenhouse gas emissions by 2050**, in line with UK government targets.

As a modern, digital-first recruitment and consultancy business, we recognise our responsibility to operate sustainably and minimise our environmental impact while supporting clients in building future-ready, responsible teams.

Our Carbon Reduction Plan

Baseline Emissions Footprint

As a small, service-based business, our emissions are currently low and primarily derived from:

- **Scope 1 (Direct emissions):**
Minimal (no physical office)
- **Scope 2 (Energy use):**
Home office electricity usage
- **Scope 3 (Indirect emissions):**
 - Business travel (limited)
 - Digital infrastructure (cloud systems, software)
 - Supplier activities

We are working towards formal measurement and reporting of our carbon footprint as the business grows.

Our Net Zero Target

We commit to:

- Achieving **Net Zero emissions by 2050**
- Reducing emissions progressively with key milestones:
 - **By 2030:** Reduce operational emissions by at least 50%
 - On-going annual review and improvement

Our Carbon Reduction Initiatives

As a digital-first recruitment and consultancy business, we are implementing the following:

a) Operational Efficiency

- Remote-first working model (no daily commuting emissions)
- Fully digital recruitment processes (paperless operations)
- Use of cloud-based systems to minimise physical infrastructure

b) Travel Reduction

- Prioritising virtual meetings over in-person travel
- Using public transport where travel is necessary

c) Energy Use

- Encouraging energy-efficient home working practices
- Exploring renewable energy providers where possible

d) Sustainable Partnerships

- Working with clients and suppliers who demonstrate environmental responsibility
- Supporting organisations aligned with sustainability and ESG principles

Future Commitments

As Innovate Hire Solutions grows, we will:

- Introduce formal carbon tracking and reporting
- Explore carbon offsetting initiatives
- Embed sustainability into client advisory services, particularly within AI and technology hiring

Governance

Responsibility for this plan sits with:

Managing Director, Innovate Hire Solutions

We will:

- Review progress annually
- Update this plan as the business scales
- Ensure alignment with evolving UK sustainability standards

Declaration

This Carbon Reduction Plan has been completed in accordance with UK government procurement requirements and will be reviewed and updated annually.