

Carbon Reduction Plan

Supplier name: Wellcombe Group Limited including wholly owned subsidiaries
Stellarmann Professional Services Ltd & William Alexander Recruitment Limited

Publication date: January 2025

Commitment to achieving Net Zero

Wellcombe Group Ltd is committed to achieving Net Zero emissions by **2050** this commitment is supported and adopted by all wholly owned subsidiaries:

Stellarmann Professional Services Limited

William Alexander Recruitment Limited

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: 2023/24 (first year of calculation) Reporting period: 01/10/2023 – 30/09/2024	
Additional Details relating to the Baseline Emissions calculations.	
Creation of a new baseline due to organisational change Consolidation Approach: Operational Control	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	-
Scope 2	3.09
Scope 3	
4. Upstream transportation & distribution	0.0
5. Organisational waste	0.02

6. Business Travel (not owned/leased vehicles)	11.87
7. Employee commuting (not owned/leased vehicles)	12.56
8. Downstream transportation & distribution	0.0
Total Organisation Emissions	47.68 tonnes of carbon dioxide equivalent

Current Emissions Reporting

Reporting Year: 2024/2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	-
Scope 2	-
Scope 3 4. Upstream transportation & distribution 5. Organisational waste 6. Business Travel (not owned/leased vehicles) 7. Employee commuting (not owned/leased vehicles) 8. Downstream transportation & distribution	-
Total Emissions	-

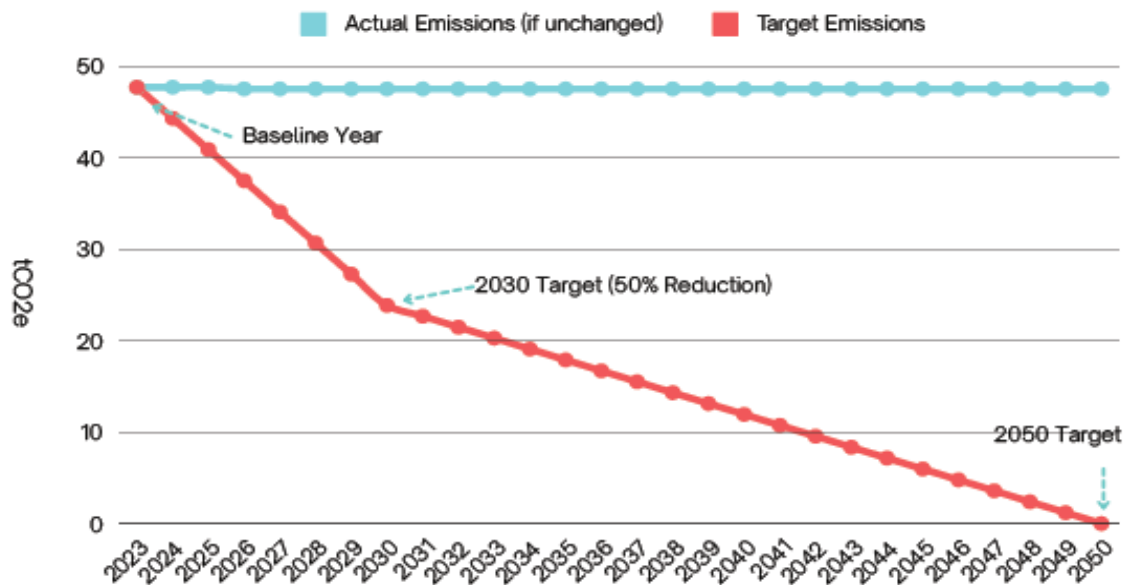
Emissions reduction targets

To continue our progress to achieving Net Zero, Wellcombe Group Limited have adopted the following carbon reduction targets (for the avoidance of doubt, these targets are able to be applied and carried out by subsidiaries Stellarmann Professional Services Limited and William Alexander Recruitment Limited, referred to as 'we').

We project that carbon emissions will decrease over the next five years to 23.84 tCO₂e by 2030. This is a reduction of 50%.

This will require a reduction of 7.14% (3.40 tCO₂e) per year from the 'Baseline' (first year) assessment of the organisation. A further reduction of 2.5% (1.19 tCO₂e) each year is then required to achieve Net Zero.

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



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

In 2023 we partnered with Greenify; an environmental consultancy who helped us offset the carbon emissions created by running our offices. Our subscription with Greenify contributed to 1,220 trees planted in 6 countries, the recovery of 3 tonnes of ocean-bound plastic waste and 1800 tonnes of CO₂ avoided. In 2024 we engaged with Carbon Neutral Britain, to measure and calculate Wellcombe Groups total carbon footprint for 2023/24, with the purpose of offsetting our total organisation emissions. In January 2025 we became Carbon Neutral Certified, and 47.68 Tonnes CO₂e Emissions were offset via a Sea Kelp Recovery and Management Project. We will continue to work with Carbon Neutral Britain to strengthen our reporting and develop a series of ambitious goals and initiatives to minimise our environmental impact.

We also made the decision to transfer any spend on marketing materials to GRS certified products, with an overall ambition to move to digital content where possible.

We have discontinued company car schemes in favour of promoting the use of public transport among employees and have ensured that all our offices are on active public transport routes.

To ensure our supply chain supports our environmental goals, we aim to conduct environmental audits on high-risk key suppliers.

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

We are now working to achieve ISO14001 EMS accreditation by the end of this year / early 2026.

We commit to using certified green energy providers, so once our contract has ended with our current supplier we will be using 100% renewable sources in our offices. We'll conduct annual energy audits to track progress and identify areas for improvement.

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:



Date: 13th January 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>