



THE ADECCO GROUP

The background features a city skyline at dusk or dawn. A prominent skyscraper with a glass facade is visible on the left, and other buildings are scattered across the horizon. The sky is a mix of light blue and teal, transitioning into a solid teal color at the bottom where the text is located.

Carbon Reduction Plan

Supplier name: Adecco
Publication date: June 2024
Current Emission Reporting:
 1st January 2023 - 31st December 2023

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.

Commitment to achieving Net Zero

Adecco is committed to achieving Net Zero emissions by 2050.

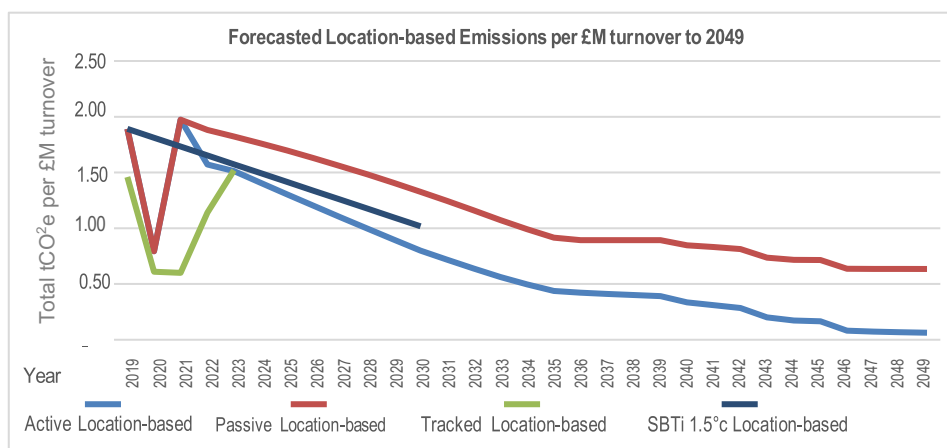
Baseline Year: 2019	
Additional Details relating to the Baseline Emissions calculations.	
2019 marks the first year of reported Carbon Emissions data. Therefore 2019 data is Adecco's Baseline Emissions to which it measures efforts towards achieving net zero.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	206.58
Scope 2	650.97
Scope 3 (Included Sources)	2148.21* Upstream Transportation and Distribution: 0 (Adecco do not have any upstream or downstream emissions) Waste Generated in Operations: 0 (All waste generated in operations is recycled) Business Travel: 1739.07 Employee Commuting: 0 (Adecco do not currently report on this element. Internal efforts are underway to arrive at a sustainable mechanism for reporting purposes) Downstream Transportation and Distribution: 0 (Adecco do not have any upstream or downstream emissions) *2019 reported figure was 1739.07 tCo ₂ e for scope 3 emissions. Well to tank reporting included from 2022 and has been added pro rata to 2019 figures in 2023 reporting for comparison purposes)
Total Emissions	3061.02

Current Emission Reporting

Reporting Year: 2023		Assessment Period: 1st January 2023 -31st December 2023	
EMISSIONS	TOTAL (tCO2e)		
Scope 1	82.95		
Scope 2	369.95		
Scope 3 (Included Sources)	1819.14		
	<p>Upstream Transportation and Distribution: 0 Downstream Transportation and Distribution: 0 (Our carbon reporting and assessment has been more aligned to SECR (Streamlined Energy & Carbon Reporting and therefore primarily focus on scopes 1 & 2 GHG (Green House Gas) emissions whilst scope 3 emissions being voluntary, we are looking to increase our assessment for 2024 to include scope 3).</p> <p>Waste Generated in Operations: 0 Currently we do not have a figure for the carbon emissions but as above this is something we will be including in our 2024 assessment and reporting.</p> <p>Business Travel 1819.14: 0</p> <p>Employee Commuting: 0 (Adecco do not currently report on this element. Internal efforts are underway to arrive at a sustainable mechanism for reporting purposes)</p>		
Total Emissions	2272.05		

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 per £M turnover will decrease over the next five years to 750 tCO2e by 2029. This is a reduction of 46%. Progress against these targets can be seen in the graph below.



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline.

The carbon emission reduction achieved by these schemes to date equates to 788.97 tCO₂e, or 25.8.% reduction from the 2019 baseline year, based on its absolute emissions. Measures will be in effect when performing the contract to further reduce carbon emissions.

Completed carbon reduction projects centered on a continuation of better use of floor space across the UK and moving more of the Group portfolio to greener energy tariffs. This approach significantly reduced overall energy emissions. **As a result, 2022 carbon emissions are to be offset by supporting in two certified carbon offset projects similar to 2021. Adecco are now a certified Carbon Neutral organisation against scope 1, 2 and part 3.**

Adecco operates a strategic Environmental Committee and tactical sub-groups. This enables us to progress carbon reduction project initiatives and associated activity. The current roadmap for carbon reduction projects includes:

- Renewable energy tariff optimisation / increase in lower energy use infrastructure/equipment
- Business travel reduction (i.e., road, air, sea)
- Vehicle optimisation (ie., electric, hybrid)
- Monitoring/reducing employee commute

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).

This Carbon Reduction Plan has been reviewed and signed off by the Environmental Committee board sponsor.

Signed:

Date:



1st June 2024

Niki Turner-Harding

Senior Vice President, Adecco UK & Ireland

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>



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