

Carbon Reduction Plan

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

Publication date: December 2025

Commitment to achieving Net Zero

Stellarmann 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	Our organisation operates no vehicles, machinery, or gas-powered heating systems and does not use any fuels directly. All operational premises are fully electric and supplied by external landlords, meaning we do not consume any fuels on-site. Therefore, we have no direct (Scope 1) emissions, and our emissions profile begins at Scope 2 (purchased electricity) and Scope 3 (value chain).
Scope 2 Total Organisation Energy Usage on site	3.09
Scope 3	0.118

Category 1 – Purchased Goods & Services	6.356
Category 3 – Fuel and Energy Related activities not included in scope ½	0.00
Category 4 – Upstream transportation & distribution	Our organisation does not purchase or receive physical goods or materials that require third-party transportation or distribution. Office supplies and equipment are minimal and either collected directly or delivered through standard postal services, which are excluded under this category due to their de minimis impact. As we do not operate a physical supply chain or rely on inbound freight or logistics providers, we have assessed our emissions from upstream transportation and distribution to be zero.
Category 5 - Organisational waste	0.015
Category 6. Business Travel (not owned/leased vehicles)	14.910
Category 7 - Employee commuting (not owned/leased vehicles)	23.194
Category 9 – Downstream transportation and distribution	0.00
	Our organization does not produce or sell physical products, and therefore we do not engage in the distribution of goods to customers or end-users. Our services are delivered digitally or through on-site consulting, with no involvement in third-party logistics, warehousing, or shipping. As a result, we do not have any downstream transportation and distribution activities within our value chain, and our emissions under this category are reported as zero.
Total Organisation Emissions	47.68 tonnes of carbon dioxide equivalent

Current Emmissions Reporting

Reporting period: 01/10/2024 – 30/09/2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	Our organisation operates no vehicles, machinery, or gas-powered heating systems and does not use any fuels directly. All operational premises are fully electric and supplied by external landlords, meaning we do not consume any fuels on-site. Therefore, we have no direct (Scope 1) emissions, and our emissions profile begins at Scope 2 (purchased electricity) and Scope 3 (value chain).
Scope 2 Total Organisation Energy Usage on site	2.92
Scope 3 Category 1 – Purchased Goods & Services	0.08
Category 3 – Fuel and Energy Related activities not included in scope 1/2	8.89
Category 4 – Upstream transportation & distribution	0.0017
Category 5 - Organisational waste	0.0053
Category 6. Business Travel (not owned/leased vehicles)	14.90
Category 7 - Employee commuting (not owned/leased vehicles) & home working	32.62
Category 9 – Downstream transportation and distribution	0.00 Our organization does not produce or sell physical products, and therefore we do not engage in the distribution of goods to customers or end-users. Our services are delivered digitally or through on-site consulting, with no involvement in third-party logistics, warehousing, or shipping. As a result, we do not have any downstream transportation and distribution activities within our value chain, and our emissions under this category are reported as zero.
Total Organisation Emissions	59.42 tonnes of carbon dioxide equivalent

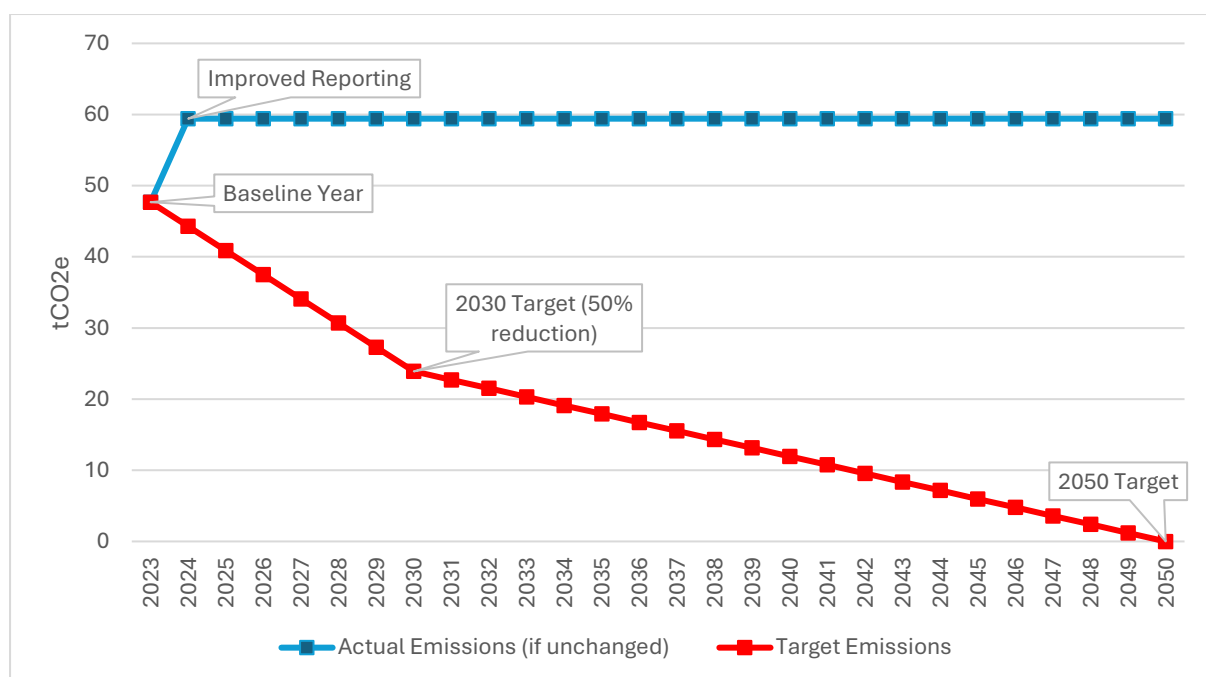
Emissions reduction targets

To continue our progress to achieving Net Zero, Stellarmann 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:



The reported rise in total emissions for 2024/25 is primarily due to enhanced data accuracy and compliance with PPN-0621 requirements, rather than an actual increase in operational carbon output. Key factors include:

- **Expanded Scope 3 Coverage:** Home working energy use and employee commuting were fully captured this year, whereas these categories were either excluded or under-reported in the baseline year.
- **Baseline Year Limitations:** The initial baseline (2023/24) had gaps due to organisational changes and incomplete data, making current figures appear higher by comparison.
- **Commitment to Transparency:** Improved reporting ensures alignment with government standards and strengthens our sustainability credentials.

Despite the apparent increase, Scope 1 remains zero and Scope 2 emissions are minimal, reflecting our fully electric premises. The organisation remains committed to ISO14001

accreditation March 2026 and achieving 100% renewable energy June 2026, which will significantly reduce future emissions 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 Stellarmann 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 are proud to support marine conservation and climate action through Carbon Neutral Britain's Sea Kelp Recovery and Management Project, which aligns with our values and location. This initiative, part of CNB's wider UK Climate Action programme, enhances biodiversity and promotes blue carbon habitats along more than 40 kilometres of the Sussex coastline. Our verified carbon offsetting is managed separately through CNB's certified schemes. 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 March 2026.

We commit to using certified green energy providers, so once our contract has ended with our current supplier, (June 2026) we are transitioning to 100% renewable sources in our head office. 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:



Name: Danielle Leggatt

Title: Operations Director

Date: 19th December 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>