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| Company Name | Wise Employment (Swindon) Limited |
| Publication Date | 23.6.23 |

The Wise Recruitment Group recognises that Climate Change is a global issue and is therefore committed to reducing its Carbon Footprint on an ongoing basis, and aims to achieve Net Zero emissions by 2050. Our Carbon Reduction Plan includes the activities of Smart Recruitment Solutions (Swindon) Limited, which is a wholly owned subsidiary of Wise Employment (Swindon) Limited.

| Baseline Year | | 2021 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|-------------------------------|
| Although we have historic Carbon Footprint data, a new Baseline has been created as the historic data did not include Scope 3 emissions and significant operational changes affected the historic Scope 1 and Scope 2 data. | | |
| Baseline Emissions Footprint | | |
| Scope 1 | | 12.82 ^{Note1} |
| Scope 2 | | 18.04 ^{Note2} |
| Scope 3 | | 31.27 ^{Note3} |
| | Category 4. Upstream Transportation & Distribution | 11.47 |
| | Category 5. Waste generated in operations | 0.04 |
| | Category 6. Business Travel | 0.79 |
| | Category 7. Employee Commuting | 18.97 |
| | Category 9. Downstream Transportation & Distribution | 0 ^{Note4} |
| Total Emissions | | 62.13 |

Notes

1. Scope 1 emissions are calculated using actual data.
2. Scope 2 emissions are calculated using actual data.
3. Scope 3 emissions are calculated using actual data where possible. Category 4 emissions for purchase of services have been calculated using the spend based data method. Category 5 emission have been calculated using the Waste-type-specific method. Category 6 emissions have been calculated using the Distance Based Method. Category 7 emissions have been calculated using the average data method.
4. Wise Employment does not sell or distribute a product and therefore has no emissions to report.

| Most Recent Year – 2022 | | |
|-------------------------|------------------------------------------------------|-----------------------------------|
| Scope 1 | | 14.26 ^{Note1} |
| Scope 2 | | 7.65 ^{Note2} |
| Scope 3 | | 48.45 ^{Note3} |
| | Category 4. Upstream Transportation & Distribution | 32.25 |
| | Category 5. Waste generated in operations | 0.03 |
| | Category 6. Business Travel | 0.95 |
| | Category 7. Employee Commuting | 15.23 |
| | Category 9. Downstream Transportation & Distribution | 0 ^{Note4} |
| Total Emissions | | 70.36 |
| Off-Setting | | 12.00 by purchase of Trees |
| Net Emissions | | 58.36 |

Emissions reduction Targets & Initiatives

The majority of our Scope 1 and Scope 2 emission relate to essential utility services, and we aim to make a reduction by education of our staff.

- Switch off lights and equipment not needed.
- Recycle and reuse where possible.
- Use of energy saving fittings.

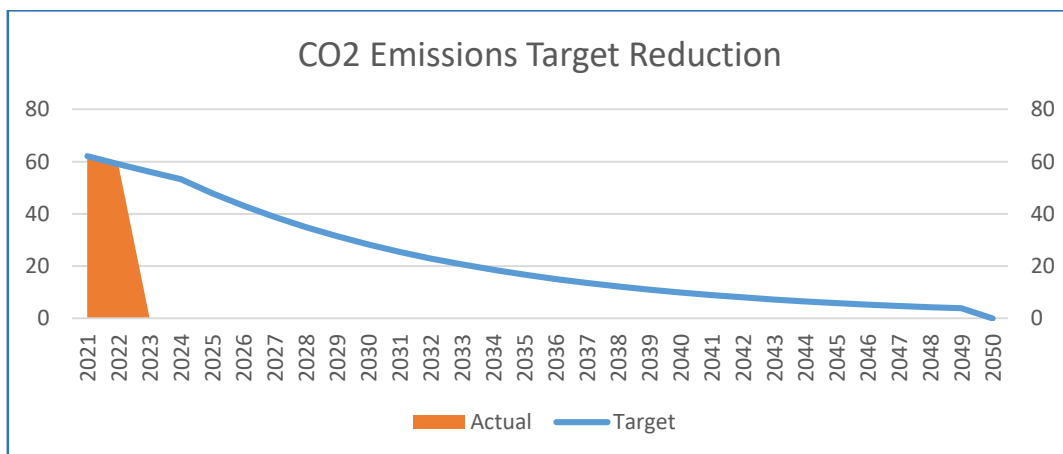
In addition, where possible, we aim to purchase electric company vehicles.

Scope 3 emissions are largely out of our control, however, we hope to reduce our emissions with more accurate commuter reporting, as well as education of our staff.

- Do you need to print message on e-mails.
- Encouragement of on-line resources instead of printed materials.
- Can you walk to work, cycle to work, car share or take public transport?

As we use the spend based method to calculate our Category 4 emissions, it is anticipated that our emissions for this category will increase due to the current economic climate and the sharp increase in costs.

As a Company committed to both reducing our Carbon Footprint and adding social value to our activities, Wise Employment will implement the purchase of appropriate Carbon Off-setting projects to ensure that our Footprint is reduced by at least 5% per year (year on year), achieving net zero emissions by 2050. Our Target will be reviewed annually. Progress against our target will be seen in the graph below:



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 standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of the Wise Employment (Swindon) Ltd

A handwritten signature in black ink, appearing to be "Lorraine Hill".

Lorraine Hill, Finance Director

Date: 23.6.23