



CARBON REDUCTION PLAN

Supplier name: Maze Recruitment Group Ltd

Reporting period: 2026/2027 (latest reporting period; data pending)

Document status: Draft for review and completion – 01 September 2026

Commitment to achieving Net Zero

Maze Recruitment Group Ltd is an education recruitment consultancy committed to achieving Net Zero emissions by 2040.

Baseline Emissions Footprint

Baseline emissions are a record of greenhouse gases produced before the introduction of emissions-reduction strategies and provide the reference point against which subsequent reductions are measured.

Baseline year: 2024/2025 (retained from the original plan). This was the first organisational carbon-footprint estimate. The business operated without a commercial office, using home-based working, digital systems and cloud software. The original calculation attributed an estimated 15% of home electricity to business use.

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	1.58 - Fuel use: vehicles
Scope 2	0.20 - Home electricity used for business
Scope 3 (included sources)	13.17 - Purchased goods and services: 7.41; capital goods: 3.50; fuel-and energy-related activities: 0.40; employee commuting and homeworking: 1.77; other/rounding difference in original breakdown: 0.09
Total emissions	14.95

Note: the original Scope 3 subcategories sum to 13.08 tCO₂e, while the original Scope 3 total is 13.17 tCO₂e. The original published total has been retained pending reconciliation.

Previous Reporting Period: 2025/2026

During 2025/2026, Maze Recruitment Group Ltd maintained its existing home-based operating model and carbon-reduction measures. The business continued using digital systems, paperless recruitment processes, remote meetings and limited business travel. Management reports no significant operational changes during this period.

A separate 2025/2026 greenhouse-gas inventory was not completed. Accordingly, actual emissions for that period have not been verified, and the 2024/2025 baseline figures must not be treated as measured 2025/2026 emissions.

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	Not separately calculated for 2025/2026

Scope 2	Not separately calculated for 2025/2026
Scope 3 (included sources)	Not separately calculated for 2025/2026
Total Emissions	Not available - no verified annual calculation

Latest Emissions Reporting: 2026/2027

The organisation has since introduced electric vehicles. As the 2026/2027 reporting period is not yet complete, verified emissions totals have not been provided. The table below is intentionally left pending rather than presenting assumed reductions as measured results.

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	To be calculated - remaining petrol/diesel vehicle fuel and other direct sources, if any
Scope 2	To be calculated - business-attributable electricity, including charging of company-controlled EVs where applicable
Scope 3 (included sources)	To be calculated - purchased goods and services, capital goods, fuel-and energy-related activities, commuting/homeworking and other required applicable categories
Total emissions	Pending 2026/2027 activity data

The original 2024/2025 baseline remains unchanged. Any year-on-year reduction will be calculated only once comparable 2026/2027 figures have been verified. EV charging and vehicle use must be classified according to ownership/control and reporting methodology, avoiding double counting.

Carbon Reduction Measures Implemented

- Home-based operations without a permanent commercial office.
- Paperless recruitment and compliance processes, with minimal printing and physical filing.
- Remote meetings wherever practical and limited travel for school visits and events.
- LED lighting and smart heating where available.
- Electric vehicles introduced for business travel, reducing reliance on petrol/diesel vehicles.
- Shared journeys where practical, and responsible recycling/disposal of office equipment.

Carbon Reduction Targets

The original targets are retained: 20% reduction by 2027; 50% reduction by 2030; and Net Zero by 2040, measured against the 2024/2025 baseline. Achievement of the 2027 target is not yet verified. Based on the published 14.95 tCO₂e baseline, these targets correspond to no more than 11.96 tCO₂e in 2027 and 7.475 tCO₂e in 2030, subject to a consistent methodology.

Further Carbon Reduction Initiatives

- Record business mileage, vehicle fuel use and EV charging electricity quarterly.
- Assess renewable electricity tariff options where within the organisation's control.
- Review sustainability commitments of key suppliers and cloud-service providers.
- Compile and publish annual emissions using appropriate UK Government conversion

factors.

- Review the accuracy of the baseline Scope 3 breakdown and improve data quality while preserving the disclosed original baseline.

Declaration and Sign Off

This draft follows the structure of the original Carbon Reduction Plan, which references PPN 006, the GHG Protocol and UK Government greenhouse gas conversion factors. It should not be presented as a final PPN 006-compliant signed declaration until the latest reporting data, applicable Scope 3 categories, calculations and board approval have been checked.

Nicola Wilson
Managing Director



Date: 01/09/2026