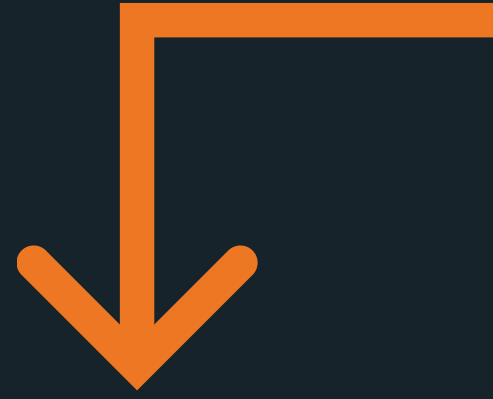


yolk



Carbon Reduction Plan





Yolk
Recruitment
is committed
to achieving
Net Zero
emissions by
2050.

Baseline Emissions Footprint

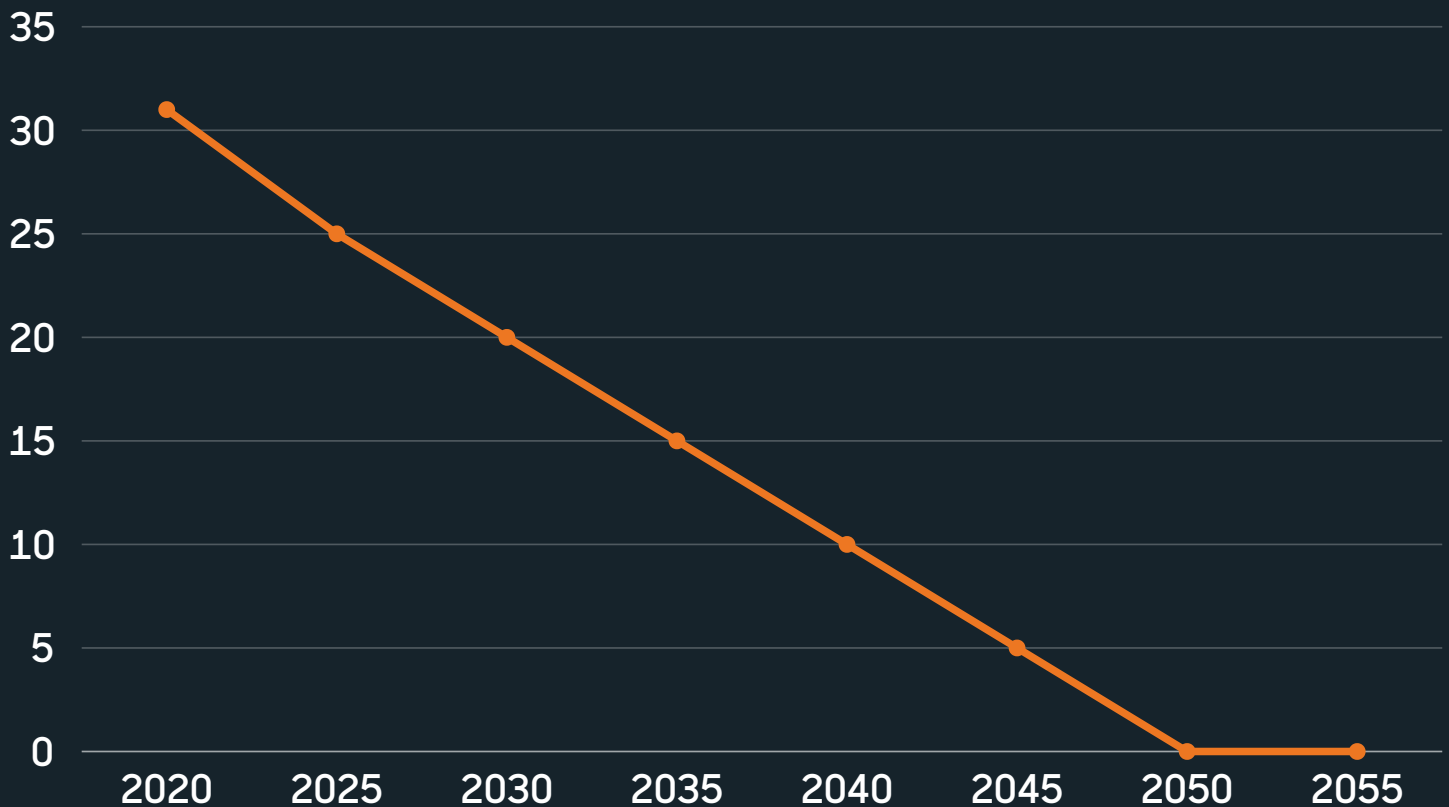
Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategy to reduce emissions. Baseline emissions are the reference point against which emissions are measured.

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 will decrease over the next five years to 28.2 tCO₂e (from 31.8) by 2028. This is a reduction of 10%.

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



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented during the course of 2023:

- ✓ Implementing energy saving settings on laptops and monitors so they auto power off when not in use after 10 minutes.
- ✓ Moved some contracts to more home working resulting in a reduction of commuting and business travel.
- ✓ Introduction of carpooling spaces to encourage colleagues to car share where possible and reduce avoidable commuting.
- ✓ Printers set to use the most energy-efficient mode, allowing only black and white and double-sided printing, as well as educated staff to avoid unnecessary printing.
- ✓ Implemented an office energy equipment policy.
- ✓ Transitioning 60% of company fleet to zero emission vehicles.
- ✓ Implementing a paperless office policy.
- ✓ Providing training and equipment to facilitate video meetings in place of face-to-face meetings to reduce business travel.
- ✓ Lighting upgrade and transition to energy efficient lighting throughout office.

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

- ✓ Transition of full fleet to zero/low emission vehicles
- ✓ Segregated recycling
- ✓ Feasibility study for installation of solar panel system
- ✓ Requiring suppliers to report their carbon footprint data to us to improve the accuracy of carbon measurement and engaging with suppliers to support our Net Zero goal