

Carbon Reduction Plan

Supplier name : Rafah Ltd

Publication date: 10/12/2023

Commitment to achieving Net Zero

We, Rafah Ltd are committed to achieve Net Zero emissions by 2045 , as a responsible recruitment agency recognize the importance of the climate crisis and the need for immediate action to accomplish the government target five year ahead.

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 / Current Emissions Reporting : 2023	
Additional Details relating to the Baseline Emissions calculations.	
Rafah LTD began collecting the emissions data in accordance with the Streamlined Energy and Carbon Reporting (SECR) requirement for the first time for the financial year ending 31 Dec 2023. We have calculated the data as per the GHG Reporting Protocol corporate standard and used the appropriate Government emission conversion factors for greenhouse gas company reporting.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	3.77
Scope 2	1
Scope 3 (Included Sources)	13.88

	Waste generation: 0.006 Business Travel : 2.4 Home working : 0.18 Employee commuting: 11.3
Total Emissions	18.58

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 14 tCO₂e by 2028. This is a reduction of 25%

Carbon Reduction Projects

The following environmental management measures has been planned and some of them been implemented to achieve our commitment.

1. Remote and hybrid work for our staff to reduce our organizations' commuter emissions: This has been implemented to few of our staffs in this year and planned to use it for some other staffs in next few years.
2. Provide Shuttle services to our staff to reduce the number of cars on the road and will reduce our taxi costs.
3. Include net zero target and our commitment as part and parcel of our training programmes to ensure all our staff are well informed and understand the scope of sustainability and how activities can help us towards our net zero target.
4. Highlight our commitment to net zero with our customers and include necessary measures into our bid submissions and contracts.
5. Check net zero compliance of all our suppliers and actively discuss the ways to reduce the emissions in any purchasing goods or services.

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.

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-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) 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:

C Daniels

Head of Operations

Date: 11th Dec 2023

³<https://ghgprotocol.org/standards/scope-3-standard>