



HAMPTONS

Carbon Reduction Plan

Co No: **08439682**

Registered Address: **Corner Oak, 1 Homer Road, Solihull, B91 3QG**

Publication Date:

Head Quarters: **Unit3, Jephson Court, Leamington Spa, CV31 3RZ**

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Organisation Details

Hamptons Resourcing Limited

Company Number: **08439682**

Registered Address: **Corner Oak, 1 Homer Road, Solihull, B91 3QG**

Head Office: **Hamptons Resourcing**

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Publication Date: [Enter Date]



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1. Introduction:

Hamptons Resourcing, a prominent social care management recruitment agency that has been operating across the UK since 2013, is deeply committed to making a lasting and positive difference in the lives of vulnerable individuals. Much like our dedication to forging meaningful connections between talented social care executives and service providers, we recognise our profound responsibility to contribute positively to the wider community and, indeed, the environment. This Carbon Reduction Plan (CRP) is our formal declaration, outlining Hamptons Resourcing's comprehensive commitment and strategy to meticulously measure, actively manage, and systematically reduce our greenhouse gas (GHG) emissions. This effort is in direct alignment with the broader national imperative to achieve a sustainable, net-zero future.

This document stands as a pivotal declaration of our environmental stewardship, laying out our initial emissions baseline and establishing meaningful targets for future reduction. As this marks Hamptons Resourcing's inaugural Carbon Reduction Plan, our **baseline year is officially set as 1st April 2024 to 31st March 2025**. Crucially, the emissions data presented within this very document covers this identical period, serving as our first definitive snapshot of our environmental impact. This initial reporting year will be the crucial benchmark against which all subsequent progress will be thoughtfully measured. This plan profoundly reflects our unwavering dedication to transparency, robust accountability, and a continuous pursuit of improvement in all our operational practices, ensuring that our commitment to impactful recruitment is perfectly mirrored by an equally strong and responsible approach to environmental sustainability. Ultimately, through the deliberate actions outlined in this plan, Hamptons Resourcing aims to significantly minimise its carbon footprint and proactively play its vital part in safeguarding our precious planet for generations to come.

Policy Review and Updates

The insights gained from this inaugural emissions report will be instrumental in a thorough review and subsequent update of several key internal policies. Our existing **Environmental Policy** will be refined to integrate specific carbon reduction objectives and benchmarks. Furthermore, our **Procurement Policy** will be enhanced to prioritise suppliers who demonstrate strong environmental credentials and sustainable practices, thereby influencing our Scope 3 emissions. Policies related to **Business Travel** will be reviewed to encourage lower-carbon alternatives, and our **Remote Working Policy** may be further optimised to maximise the emissions benefits of flexible work arrangements. These updates will ensure that our commitment to carbon reduction is embedded across all relevant aspects of our operations and decision-making processes.



2. UK boundaries

This Carbon Reduction Plan covers the following sites within Hamptons Resourcing's operational control:

Site	Estate Size (m ²)	% of Total Estate Size	Description	Tenure	Included in this Report
Unit 3, Jephson Court, Leamington Spa, CV31 3RZ	6000 SQFT	100%	Base Operations	Leased	Yes
Total Applicable Estate Size	6000 SQFT	100%			
Total Estate Size (including out of scope)		100%			
Number of Sites	1				



3. Descriptive information

Inventory Details	Scope of Reporting
Company name	Hamptons Resourcing Limited
Description of the company	Temporary and Permanent placement agency.
Chosen consolidation approach (equity share, operational control or financial control)	Operational & Financial control
Description of the businesses and operations included in the company's organisational boundary	Headquarters Unit 3, Jephson Court, Leamington Spa, CV31 3RZ
Reporting period covered	1st Apr 2024 to 31st Mar 2025
List of Scope 3 activities included in the report	Water/Wastewater, Business travel, Employee Commute, Air travel, Homeworking, Hotel Stay
List of Scope 1, Scope 2, and Scope 3 activities excluded from the report with justification for their exclusion	Scope 3 – Upstream & Downstream Transportation & Distribution as these do not fall in our current activities.
The year chosen as base year and rationale for choosing the base year ¹	1st Apr 2024 to 31st Mar 2025

4. Commitment to Achieving Net Zero by 2050

Hamptons Resourcing Limited is committed to a science-based approach to reducing its carbon emissions. This plan sets a clear pathway for the company to achieve Net Zero emissions by 2050 in line with global climate goals.

¹ If a company has different base years for different scopes, base year information should be provided separately for each scope. Establishing a base year is required for scope 1 and 2 emissions, and required for scope 3 emissions when companies choose to track performance or set a reduction target.



Description of methodologies and data used

Scope	Methodologies used to calculate or measure emissions, providing a reference or link to any calculation tools used
Scope 1	N/A
Scope 2	Purchased Electricity Monthly bills kWh

Scope and category	Description of the types and sources of data used to calculate emissions	Description of the data quality of reported emissions	Description of the methodologies, allocation methods, and assumptions used to calculate emissions
Category 1: Purchased goods and services	N/A	N/A	N/A
Category 2: Capital goods	N/A	N/A	N/A
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2) Water & Wastewater	Rented Premises	Monthly bills	m ³
Category 4: Upstream transportation and distribution	N/A	N/A	N/A
Category 5: Waste generated in operations	Rented premises	Average from Cambridge study	Assumption that collected container weight (1100 litres) is 87.8kg (from Cambridge study)
Category 6: Business travel	Appointments	Journey refunds	Refund slips
Category 7: Employee commuting	Attendance	Journey records	In miles from various modes of commute
Category 8: Upstream leased assets	N/A	N/A	N/A



5. GHG emissions data

Baseline Period: 1st Apr 2024 to 31st Mar 2025

Reporting Period: 1st Apr 2024 to 31st Mar 2025

	Baseline 1st Apr 2024 - 31st Mar 2025
Scopes and categories	tCO ₂ e
Scope 1: Direct emissions from owned/controlled operations	0.00
Scope 2: Indirect emissions from the use of purchased electricity	17.41
Scope 2: Indirect emissions from the use of purchased Gas	0.00
Scope 3: Emissions	
Category 1: Purchased goods and services	0.00
Category 2: Capital goods	0.00
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2) Water & Wastewater	0.86
Category 4: Upstream t&d	0.00
Category 5: Waste generated in operations	0.10
Category 6: Business travel - Land	10.34
Category 6: Hotel Stay	0.00
Category 7: Employee commuting	17.70
Category 7: Work From Home	0.04
Category 7: Healthcare Commute	151.68
Category 8: Upstream Leased Assets - Vehicles	0.00
Category 9: Downstream t&d	0.00

Scopes tCO ₂ e	
Scope 1	0.00
Scope 2	17.41
Scope 3	180.77
Total Emissions	198.18

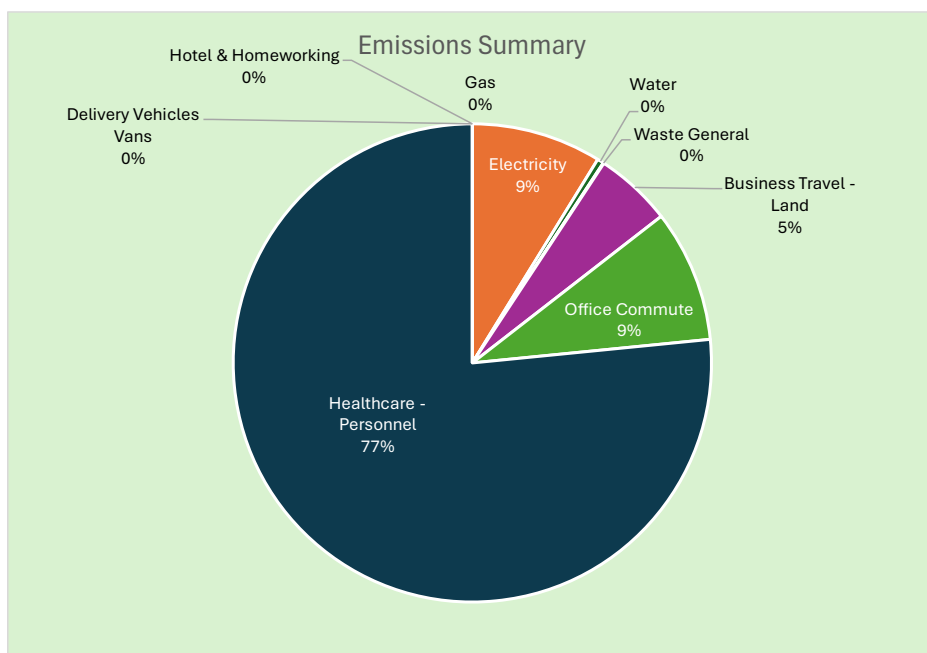


Figure 1



Analysis of Baseline Emissions

Hamptons Resourcing's inaugural Carbon Reduction Plan provides a crucial baseline of 198.18 tCO₂e for the period of 1st April 2024 to 31st March 2025. This initial assessment offers valuable insights into the primary sources of the organisation's greenhouse gas emissions.

Key Observations:

- **Dominance of Scope 3 Emissions:** The most striking observation is the overwhelming contribution of Scope 3 emissions, totalling 180.77 tCO₂e, which accounts for approximately 91.2% of the total emissions. This highlights that the most significant environmental impact of Hamptons Resourcing lies within its value chain, particularly in areas beyond direct operational control.
- **Minimal Scope 1 and Scope 2 Emissions:**
 - **Scope 1 (Direct Emissions):** A reported 0.00 tCO₂e for Scope 1 indicates that Hamptons Resourcing doesn't own or directly control significant sources of emissions, such as company-owned vehicles or on-site fuel combustion for heating. This is typical for a recruitment agency primarily operating in an office-based or remote capacity.
 - **Scope 2 (Purchased Energy - Electricity & Gas):** Scope 2 emissions are relatively low at 17.41 tCO₂e from purchased electricity, with 0.00 tCO₂e from gas. This suggests either highly efficient energy consumption, the use of a renewable energy tariff for electricity, or a relatively small physical footprint for its office operations.
- **Significant Scope 3 Categories:** Within Scope 3, several categories stand out:
 - **Category 7: Healthcare Commute (151.68 tCO₂e):** This is by far the largest single source of emissions, representing roughly 76.5% of the total emissions. This figure is notably high for a recruitment agency and warrants significant attention. It strongly suggests that a substantial proportion of the emissions are linked to the travel patterns of healthcare professionals connected through Hamptons Resourcing, likely in their roles or commutes to assignments.
 - **Category 7: Employee Commuting (17.70 tCO₂e):** This is the second-largest Scope 3 contributor, showing the environmental effect of Hamptons' own team getting to and from the office.



- **Category 6: Business Travel - Land (10.34 tCO₂e):** Emissions from business travel by land are a noticeable, though smaller, contributor, indicating that some travel for client meetings or other business necessities is still a part of their operations.
- **Category 3: Fuel- and energy-related activities (Water & Wastewater) (0.86 tCO₂e):** This category shows a modest but present impact from their water usage and the treatment of wastewater.
- **Category 5: Waste generated in operations (0.10 tCO₂e):** This category highlights a tiny but detectable impact from the waste produced during their day-to-day operations.

Areas for Further Scrutiny and Action:

- **Healthcare Commute (Category 7):** That exceptionally high figure for "Healthcare Commute" really jumps out and needs a deep dive. What exactly does this category cover? More importantly, how is this data being gathered and calculated? Given its huge impact, any serious carbon reduction plan *must* explore ways to address and influence these emissions. We're talking about things like looking into more remote working options for healthcare professionals, optimising where people are placed, or actively promoting greener transport methods.
- **Zero Emissions Categories (Scope 1, Scope 2 Gas, Scope 3 Categories 1, 2, 4, 8, 9):** Seeing 0.00 tCO₂e consistently across several categories (Scope 1, purchased gas, purchased goods and services, capital goods, upstream and downstream transportation and distribution, upstream leased assets - vehicles, and downstream transportation and distribution) definitely needs a closer look. While it's possible for a business like Hamptons Resourcing, especially for their very first CRP, we need to be absolutely sure that these areas have been thoroughly checked and that these are truly zero emissions, rather than just a lack of data or an assumption of no impact. For example, even an office-based company buys things, and those goods and services usually come with their own embodied emissions.
- **Data Collection Methodology:** For all the figures reported, especially those larger Scope 3 categories, a clear and straightforward explanation of how the data was collected (e.g., whether it's actual numbers, estimates, industry averages, or using specific calculation tools) would really boost the credibility and transparency of this CRP.



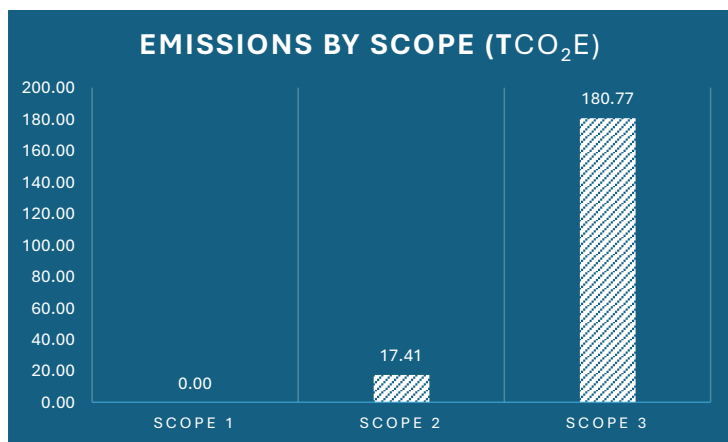
6. Carbon Reduction Targets

Hamptons Resourcing is committed to setting ambitious and scientifically informed targets to significantly reduce its carbon footprint. These targets are designed to align with the principles of the Science Based Targets initiative (SBTi), ensuring our efforts contribute to limiting global warming to 1.5°C, where applicable, or well below 2°C for Scope 3 emissions.

Target Setting Methodology:

Our targets are calculated using an absolute contraction approach, applying an annual linear reduction rate to our baseline emissions. We acknowledge the substantial contribution of Scope 3 emissions to our overall footprint and have prioritised robust reduction efforts in this area.

- **Baseline Year:** 1st April 2024 – 31st March 2025 (Total: 198.18 tCO₂e)
 - Scope 1: 0.00 tCO₂e
 - Scope 2: 17.41 tCO₂e
 - Scope 3: 180.77 tCO₂e



Near-Term Target (by 31st March 2030):

Hamptons Resourcing commits to reducing its absolute Scope 1 and 2 GHG emissions by **19.3%** and its absolute Scope 3 GHG emissions by **14.2%** by 31st March 2030, all from a 2025 baseline. This translates to an overall reduction of approximately **14.6%** in total emissions by March 2030.

- **Scope 1 & 2 Reduction:** A 4.2% linear annual reduction, aligned with a 1.5°C pathway.



- Target: Reduce Scope 1 & 2 emissions from 17.41 tCO₂e to **14.04 tCO₂e** by 31st March 2030.
- **Scope 3 Reduction:** A 3.0% linear annual reduction, reflecting an ambitious pathway to address its significant contribution.
 - Target: Reduce Scope 3 emissions from 180.77 tCO₂e to **155.22 tCO₂e** by 31st March 2030.
- **Total Near-Term Target:** To reduce total emissions from 198.18 tCO₂e to **169.26 tCO₂e** by 31st March 2030.

Year-on-Year Near-Term Reduction Pathway (tCO₂e):

Reporting Period End	Scope 1	Scope 2	Scope 3	Total Emissions
31st March 2025	0.00	17.41	180.77	198.18
31st March 2026	0.00	16.68	175.35	192.03
31st March 2027	0.00	15.98	170.09	186.07
31st March 2028	0.00	15.31	164.99	180.30
31st March 2029	0.00	14.67	160.04	174.71
31st March 2030	0.00	14.04	155.22	169.26

Long-Term Target (Net Zero by 31st March 2040):

Hamptons Resourcing commits to achieving **Net Zero** greenhouse gas emissions across its entire value chain by **31st March 2040**. This long-term target is based on the SBTi Net-Zero Standard, which requires at least a 90% absolute reduction in Scope 1, 2, and 3 emissions from the 2025 baseline, with any residual emissions (no more than 10%) being neutralised through high-quality carbon removals.

This commitment demonstrates our dedication to a deep decarbonisation of our operations and value chain over the next decade and beyond.

7. Carbon Reduction Initiatives

To achieve the ambitious targets set out above, Hamptons Resourcing will implement a series of focused carbon reduction initiatives. These initiatives are strategically designed to address the most significant emission sources identified in our baseline assessment, particularly within Scope 3, while also optimising our direct and indirect energy consumption.

Targeted Scope 3 Initiatives:

1. **Optimising Healthcare Commute (Addressing 151.68 tCO₂e):**



- **Promote Remote Consultations and Placements:** Actively encourage and facilitate remote or virtual consultations for both clients and candidates where appropriate, reducing the need for physical travel.
- **Geographic Placement Matching:** Enhance internal processes to more effectively match healthcare professionals with assignments closer to their homes, thereby minimising travel distances.
- **Sustainable Travel Incentives:** Introduce or enhance incentive programmes for healthcare professionals to utilise public transport, cycling, or electric vehicles for commutes to assignments. This could include subsidies for public transport passes or partnerships with EV charging networks.
- **Data Collection Enhancement:** Implement more granular data collection methods to better understand the specific types and distances of healthcare commutes, allowing for more precise targeting of reduction strategies.

2. Reducing Employee Commuting (Addressing 17.70 tCO2e):

- **Enhanced Hybrid Working Policy:** Regularly review and, where feasible, expand flexible and hybrid working arrangements for Hamptons Resourcing's internal team to further reduce daily commutes.
- **Cycle to Work Scheme Promotion:** Actively promote and expand participation in the Cycle to Work scheme, offering robust support and incentives for employees to cycle to the office.
- **Public Transport Encouragement:** Provide information and, if appropriate, incentives for employees to use public transport for their daily commute.
- **Car Sharing Programme:** Facilitate a company-wide car-sharing scheme for employees travelling from similar areas.

3. Minimising Business Travel - Land (Addressing 10.34 tCO2e):

- **Prioritise Virtual Meetings:** Implement a "virtual-first" policy for internal and external meetings, utilising video conferencing technology as the primary communication method.
- **Optimised Travel Planning:** When physical travel is essential, implement a policy to prioritise public transport (trains over flights for domestic travel) and, where driving is necessary, encourage the use of hybrid or electric vehicles.
- **Fleet Electrification (Scope 1 for future leases):** Although current Scope 1 is 0.00, any future company-owned or financially leased vehicles will be exclusively hybrid or electric models.

Scope 2 Initiatives (Purchased Electricity):



1. **Renewable Energy Procurement:** Ensure that all purchased electricity for Hamptons Resourcing's operations continues to be from 100% renewable sources, backed by Renewable Energy Guarantees of Origin (REGOs).
2. **Energy Efficiency Measures:**
 - **Smart Building Management:** Implement smart lighting and heating controls in office spaces to reduce energy consumption when areas are unoccupied or during non-working hours.
 - **Appliance Efficiency:** Procure energy-efficient office equipment and appliances, and encourage staff to switch off electronics at the end of the day.
 - **Staff Awareness:** Launch internal campaigns to raise awareness among employees about energy-saving practices within the office and while working remotely.

Addressing Zero Emissions Categories (Data Enhancement):

1. **Supply Chain Engagement (Category 1: Purchased Goods and Services; Categories 4 & 9: Upstream/Downstream T&D):**
 - **Supplier Engagement Programme:** Develop a programme to engage with key suppliers to collect their emissions data and encourage their own carbon reduction efforts. This will allow for more accurate reporting of Scope 3, Category 1 emissions, and to address the current 0.00 tCO₂e in transportation and distribution.
 - **Sustainable Procurement Policy:** Integrate environmental performance and carbon footprint as key criteria in procurement decisions for goods and services.
2. **Waste Management Data (Category 5: Waste generated in operations):**
 - **Provider Data Request:** Continue to actively work with the waste removal provider to obtain specific CO₂e data related to Hamptons Resourcing's waste.
 - **Waste Reduction Strategy:** Implement an internal waste reduction strategy focusing on recycling, reducing single-use items, and exploring options for waste-to-energy solutions.
3. **Future Data Improvement:**
 - **Robust Data Collection Systems:** Invest in and implement robust systems for collecting more granular and accurate data across all Scope 1, 2, and 3 categories, moving away from estimates where possible.
 - **Regular Auditing:** Conduct regular internal audits of emissions data and methodologies to ensure accuracy and compliance with reporting standards.

These initiatives represent Hamptons Resourcing's proactive approach to achieving its near-term and long-term carbon reduction targets, embedding sustainability into the core of its operations.



8. 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 standard² and uses the appropriate Government emission conversion factors for greenhouse gas company reporting³.

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) Standard⁴.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Hamptons Resourcing Limited:

Signature: 

Commented [ak1]: Sign here.

Name: Simon Ray

Position: Director

Company: Hamptons Resourcing Limited

Date of signature: 29.08.2025

²<https://ghgprotocol.org/corporate-standard>

³<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁴<https://ghgprotocol.org/standards/scope-3-standard>