YOUR WORLD RECRUITMENT

CARBON REDUCTION PLAN 2026

A word from Your World's CEO

Your World Recruitment Group is dedicated to supporting the NHS and UK healthcare system with high-quality healthcare professionals from all over the world. Our mission is to ensure the UK and Ireland can continue to offer outstanding healthcare services to the public and facilitate the necessary tools to overcome increasing staffing shortages.

As we enter the fourth year of our carbon reduction journey, our understanding of the emissions generated by our operations has never been clearer. Some emissions remain unavoidable if we are to uphold the high standards of client and candidate care that Your World is renowned for, but every year of measurement sharpens our picture of where we can act, and act meaningfully.

This year has brought real progress. We achieved ISO 14001 accreditation for environmental management, established our Social Responsibility Team, and reduced our flight emissions by more than a third as we work towards a lasting 20% reduction in air travel. Partnering once again with ClimatePartner, a leading climate action solutions provider, we have consolidated reporting across all five of our sites and strengthened the primary data behind our calculations, keeping us firmly on course for our target of Net Zero by 2040.

We are honest about the challenges too. A growing workforce and better quality data mean some emission categories have risen this year, and our overall footprint reflects that. We do not see this as a setback; it is the value of measuring properly. We can only reduce what we can see, and this year we see more of our impact than ever before.

I invite you to review our carbon reduction plan in its entirety, which outlines the measures we are undertaking to minimise our carbon footprint and the steps we will take to implement them.



Simon Taylor
Chief Executive Officer

This Carbon Reduction Plan is group-wide and applies to Your World Recruitment Group Limited, Your World Recruitment Limited, Your Medical Services Limited, Your World Healthcare Ireland Limited, Robinson Medical Recruitment Limited.

NHS targets for suppliers

The NHS Net Zero Supplier Roadmap outlines the key sustainability expectations for all suppliers engaging with the NHS. These targets align with the Government's broader Net Zero commitment and are being rolled out in phases to ensure suppliers embed meaningful and measurable carbon reduction across their operations.

NHS Net Zero supplier roadmap

NHS Milestone	Target	Our Progress
April 2022	Minimum 10% Net Zero and social value weighting in NHS procurement	Integrated sustainability within tender responses
April 2023	CRP required for contracts >£5m	Published full CRP in line with PPN 06/21
April 2024	CRP required for all NHS procurements	2026 CRP includes verified Scope 1, 2 and 3 emissions
April 2027	Suppliers to report global Scope 1, 2 and 3 emissions	Purchased goods and services measured for the first time in 2025; Scope 3 coverage expanding year on year
April 2030	Demonstrated progress towards Net Zero to remain eligible	Interim target of 50% reduction by 2030 confirmed

An overview of Your World's emissions

The data below has been calculated by analysing reports for our sites in both the UK and Ireland. Greenhouse gas (GHG) emissions are categorised into three scopes:

Scope 1

Scope 1 emissions refer to those within our direct control. For example, the carbon emissions created by our facilities, estates, and company vehicle use.

Your World's Scope 1 emissions account for 11% of our total carbon output.

Scope 2

Scope 2 emissions cover indirect carbon emissions, such as those generated from purchased electricity.

Your World's Scope 2 emissions account for 12.3% of our total carbon output.

Scope 3

Scope 3 emissions incorporate any additional indirect carbon emissions. These may be generated by external sources such as business travel, employee commuting and working from home.

This scope is where the bulk of Your World's carbon output is generated, making up 76.7% of our total carbon output.

This is the first year we have also measured emissions from purchased goods and services.



** To view the methodology ClimatePartner have used to collect these scopes, please see the appendix on page 13*

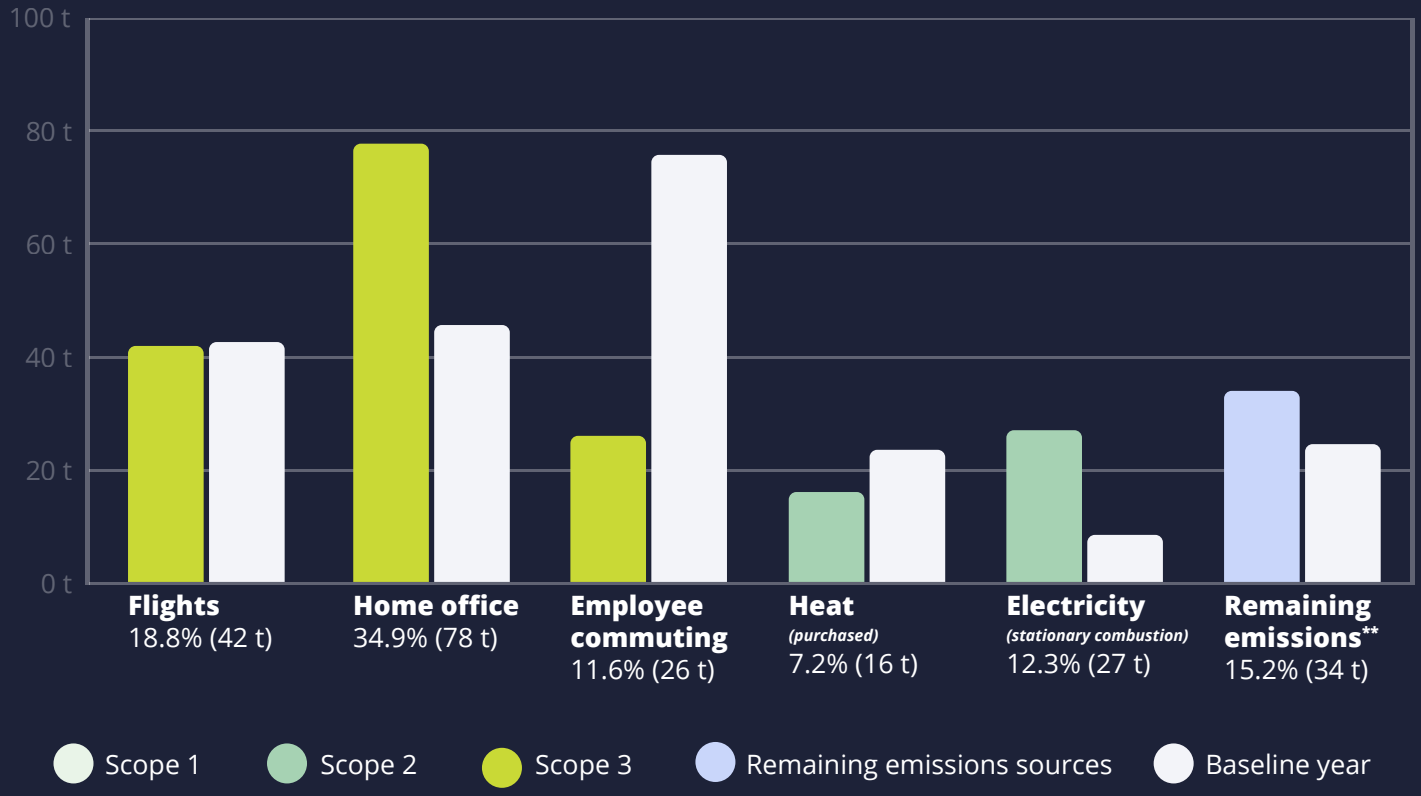
A visual breakdown of Your World's emissions (2025)

*The charts below show the CO2 emissions we generate and how they are categorised into their scopes.**

CO_2 emissions categorised by scope 1, 2 & 3



The largest CO_2 emission sources



*To view the methodology ClimatePartner have used to collect these scopes, please see the appendix on page 13

** A full breakdown of our emissions can be seen on page 6

A visual breakdown of Your World's emissions - baseline (2022)

The charts below show the CO_2 emissions we generate and how they are categorised into their scopes. This data was collected between January 2022 and December 2022.*

CO_2 emissions categorised by scope 1, 2 & 3

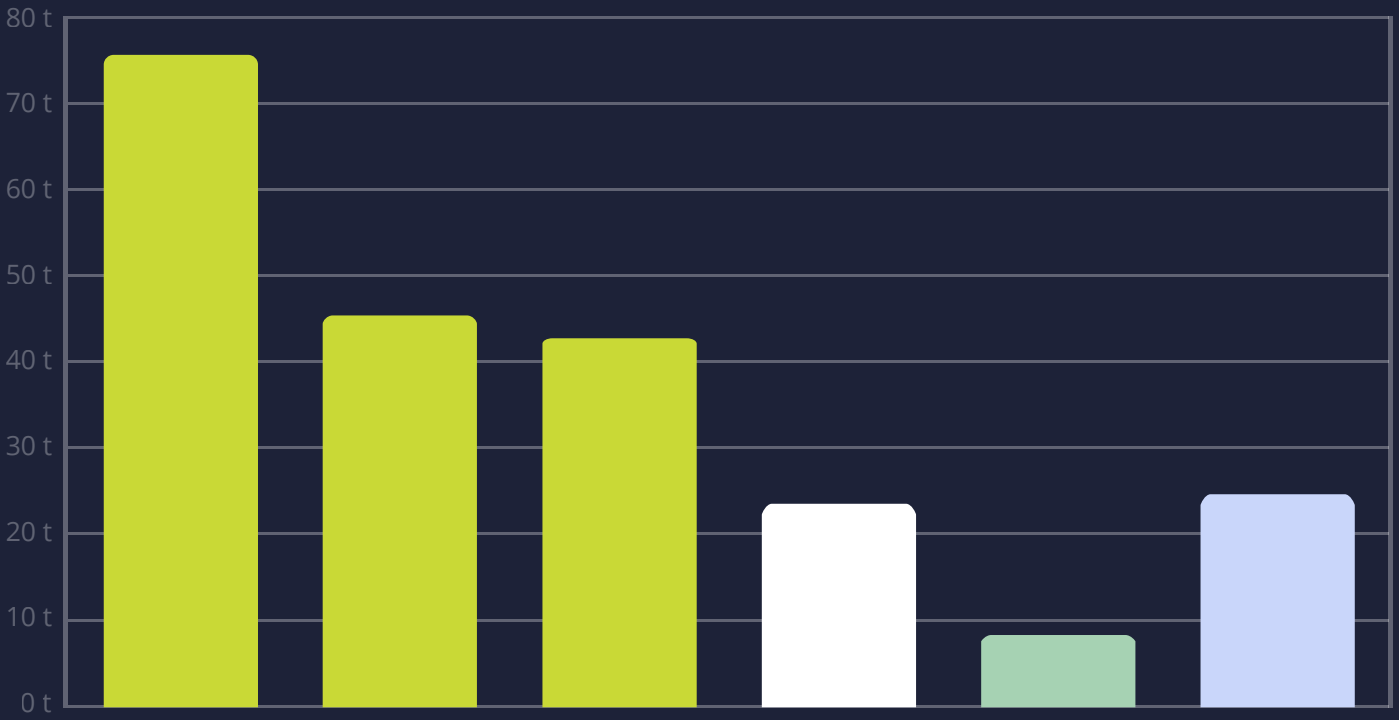


Scope 1
13.7% (30 t)

Scope 2
3.8% (9 t)

Scope 3
82.4% (183 t)

The largest CO_2 emission sources



Employee commuting
34.3% (76 t)

Home office
20.6% (46 t)

Flights
19.4% (43 t)

Heat
(selfgenerated)
10.7% (24 t)

Electricity
(stationary)
3.8% (9 t)

Remaining emissions**
11.2% (25 t)

Scope 1 Scope 2 Scope 3 Remaining emissions sources

** To view the methodology ClimatePartner have used to collect these scopes, please see the appendix on page 14*

*** A full breakdown of our emissions can be seen on page 6*

A visual breakdown of Your World's emissions (2025)

*The charts below show the CO2 emissions we generate and how they are categorised into their scopes.**

Emission sources	t CO_2	%
Scope 1 – Direct emissions	**24.73**	**11.0**
Stationary combustion (heating)	16.15	7.2
Fugitive emissions (refrigerant leakage)	8.58	3.8
Scope 2 – Purchased	**27.63**	**12.3**
Electricity (location-based)	27.63	12.3
Scope 3 – Indirect emissions	**172.20**	**76.7**
Home working	78.39	34.9
Employee commuting	26.12	11.6
Business travel	53.59	23.9
Flights	42.11	18.8
Hotel nights	7.77	3.5
Private and rental vehicles	1.93	0.9
Rail	1.77	0.8
Fuel- and energy-related activities	13.38	6.0
Upstream electricity	10.67	4.8
Upstream heat	2.67	1.2
Upstream cooling	0.05	0.0
Purchased goods and services (operating supplies)	0.73	0.3
Overall results	**224.56**	**100.0**

Percentages are rounded to one decimal place and may not sum exactly to 100.

Comparing hotspots

The analysis below compares our baseline hotspots to our current data and analyses the differences.

Emission sources Hotspots	t CO_2 (Baseline) 2022	t CO_2 2024	t CO_2 2025	t CO_2 Difference vs 2024
Home office	35.89	60.95	78.39	+17.44
Flights	89.85	67.15	42.11	-25.04
Commuting	13.79	33.08	26.12	-6.96

Analysis of emission trends

The clearest success this year is business travel. Flight emissions have fallen from 67.15 tCO2 to 42.11 tCO2, a reduction of more than 37%, as we continue to prioritise virtual meetings and work towards a lasting 20% reduction in air travel. Our flight emissions are now less than half of what they were in our 2022 baseline year. Emissions from home working have risen from 60.95 tCO2 to 78.39 tCO2. With 100% of our employees working on a hybrid basis, energy used while working from home is now our single largest emission source, accounting for around 35% of our total footprint. Encouragingly, emissions from commuting itself have fallen from 33.08 tCO2 to 26.12 tCO2, reflecting fewer and greener journeys into the office.

Our reported electricity emissions have increased from 13.99 tCO2 to 27.63 tCO2. This largely reflects improved measurement rather than increased consumption: for the first time we obtained primary consumption data for our London and Edinburgh offices, giving us a more accurate picture of our energy use.

Overall, our total footprint has risen by 11.50 tCO2, an increase of around 5%. Better data means we are capturing more of our true impact than ever before, and we can only reduce what we can see. Our reduction measures for the year ahead focus on the areas the data tells us matter most: home working, business travel and the electricity that powers our offices.

Offsetting emissions

Our mission is to produce and distribute ceramic water filters in Laos, allowing access to clean drinking water and transforming lives.

We're continuing to support carbon offsetting through our partnership with the Laos Ceramic Water Filter Project. This project is certified by the Gold Standard and provides clean drinking water to communities across Laos by reducing the need to boil water using wood fires. As a result, it lowers household emissions and supports better health outcomes.

We chose this initiative because of its strong environmental and social impact. Clean water access reduces preventable illness, empowers local communities, and tackles both emissions and inequality. Our support for this project is part of a broader sustainability strategy that values both measurable emissions reductions and meaningful global engagement.

Offsetting is not our only tool - it is used in conjunction with direct reductions in travel, office energy use, and sustainable procurement. We will continue reviewing our offsetting partners annually to ensure we support projects with maximum transparency, impact, and ethical value.



Actively reducing our carbon output - *Employee commuting*

The largest percentage of our carbon output comes from Scope 3 emissions, which includes how our employees commute into work and the energy they use when working from home. This remains our biggest challenge to tackle, but with the right actions, we can make significant progress towards our Net Zero target in 2040.

We have implemented multiple schemes to offset or reduce the emissions generated by our employees on their journeys to and from the office.

These measures are working: commuting emissions fell from 33.08 tCO2 to 26.12 tCO2 this year.

Car leasing and active commuter support

Your World has continued its partnership with Octopus EV, enabling us to offer a Salary Sacrifice scheme to all employees. This initiative empowers our workforce to adopt electric vehicles and make more sustainable choices when it comes to commuting.

Cycle-to-work scheme

Our head office (which houses the majority of our employees) is equipped with secure bike storage and shower/changing room facilities, encouraging more staff to cycle, walk, or run to work. This is one of many company perks that helps employees spread the cost of purchasing a bike and any equipment needed to commute sustainably.

Hybrid working

100% of our employees have been working on a hybrid basis since 2022. This has had a considerable impact on the number of people commuting into the office each day. It supports a better work-life balance while significantly reducing emissions from travel.

Actively reducing our carbon output - *Reduction measures*

We are committed to reducing emissions across all areas of our operation by embedding environmentally-conscious practices into every level of the business.

Energy and buildings

- ISO 14001 accreditation for environmental management, achieved in 2025
- Systematic capturing and analysis of electricity and energy use
- Energy-efficient buildings and IT equipment
- Use of LED lighting
- Implementation of heating and cooling efficiency strategies
- Equipment with low idle time and high energy efficiency

Mobility

- Incentives for switching to e-mobility for company vehicles
- Charging infrastructure for electric vehicles
- Promotion of public transport, cycling, and walking
- Reduced logistical emissions by favouring low-emission vehicles and optimising routes

Procurement

- A procurement policy that considers climate-related aspects
- Educated clients on climate impacts in the supply chain
- Ongoing engagement with strategic suppliers on reduction goals

Product and stakeholder engagement

- Merchandise that considers carbon impact
- Employee education on climate change and sustainability
- Incentivised management to reach reduction targets
- Regular, public reporting on our emissions and progress

Your World's carbon reduction plan - *Everyday reductions*

*As part of our commitment to achieving **Net Zero by 2040**, we will be undertaking a range of schemes and initiatives over the next 12 months to further reduce our environmental impact:*

Eco-conscious events

We're working towards hosting more sustainable events, focusing on responsible venue choices, minimising food waste, and using local, ethical suppliers for catering and materials. We will also provide guidance to staff around more sustainable travel options when attending off-site events.

Virtual meetings to reduce travel

Where possible, meetings will be held virtually to avoid unnecessary business travel. This applies to both internal and external meetings, with clear guidance for teams to prioritise virtual over in-person where practical.

Encouraging better recycling habits

Our Social Responsibility Team leads a growing calendar of activities, including clothes swap shops, waste awareness days, company clean-ups, and seminars from environmental speakers, keeping sustainability front of mind across the business.

Partnership with ClimatePartner

We will maintain our collaboration with ClimatePartner, ensuring our carbon reporting is transparent, up to date, and independently reviewed. This also allows us to track the success of previous initiatives and identify areas for further improvement.

Printing reduction and digital-first working

We are continuing our shift towards paperless operations by expanding digital workflows, reducing internal printing permissions, and phasing out printed materials wherever possible. Our aim is to make default digital behaviours the norm across all departments.

Recycling facilities in all offices

New, clearly labelled recycling bins will be introduced across all Your World locations. We are also reviewing our waste contractor partnerships to ensure responsible disposal and tracking of recyclables.

Reducing Air Travel

We are committed to a lasting 20% reduction in air travel. This year our flight emissions fell by more than a third, and we will continue to prioritise virtual meetings and rail alternatives.

ISO in waste management

We will continue to uphold our ISO accreditation in waste management, formalising our approach to reducing waste and improving recycling across all sites.

Looking forward

Building on progress and deepening our impact

With four years of measurement behind us, Your World now has a clearer view of its footprint than ever before. Having achieved key milestones this year, including ISO 14001 accreditation and a reduction of more than a third in flight emissions, our focus is on turning better data into bigger reductions.

In the year ahead, we will:

Switch to renewable electricity

We will review our electricity supply across all sites and prioritise certified renewable tariffs, one of the fastest and most effective reductions available to us.

Tackle home working emissions

As our largest single emission source, we will support employees with practical guidance on energy efficiency at home and explore green energy incentives as part of our benefits offering.

Sustain the reduction in business travel

We will hold our gains on flights and continue working towards a lasting 20% reduction in air travel, prioritising virtual meetings and rail where practical.

Improve our data quality

We will raise participation in our commuting and home working survey and increase the share of primary data in our footprint, so each year's results are more accurate than the last.

Expand our Scope 3 reporting

Having measured purchased goods and services for the first time this year, we will continue broadening our Scope 3 coverage ahead of the NHS requirement for suppliers to report full Scope 1, 2 and 3 emissions by April 2027.

Reduce reliance on offsetting

While we continue to support our Laos clean water project, we remain committed to increasing the proportion of our footprint tackled through direct reduction measures.

As we enter our fourth year of measuring emissions, we remain committed to full transparency, continuous learning, and proactive steps that bring us closer to Net Zero by 2040.

Our calculation approach

We apply a rigorous and transparent methodology, guided by internationally recognised environmental principles, to ensure our reporting is consistent, comprehensive, and aligned with NHS and public procurement standards.

Our carbon footprint includes Scope 1, Scope 2, and select Scope 3 emissions, as required under NHS guidance and Public Procurement Notice (PPN) 06/21. This covers our head office at 69 Wilson Street, London, and all other UK and Ireland office locations, with data consolidated across all five of our sites.

Methodology and Principles

Five key principles guided our data collection and calculations:

Relevance

All emission sources that significantly contribute to our footprint were included to support internal decision-making and external reporting.

Accuracy

We have strived to minimise uncertainties and ensure emissions are neither over- nor underestimated.

Completeness

The report includes all GHG emissions within the defined system boundaries. Any exclusions (such as waste and logistics) are explicitly justified.

Transparency

Any assumptions, estimations, or data gaps are clearly disclosed.

Consistency

We applied consistent methodologies to ensure year-on-year comparability.

Our calculation approach

Our emissions are calculated using a blend of primary data and leading scientific sources, ensuring accuracy and relevance across Scope 1, 2, and 3 categories most significant to our operations.

Data Collection and Emission Factors

Where available, primary data (e.g. office energy bills and an employee commuting survey) was used. In cases where data was not directly accessible, ClimatePartner estimations and scientifically recognised databases were applied. This includes:

- DEFRA 2025 (used for all mandatory categories)
- Ecoinvent 3.12, 3.11 and 3.10
- IPCC data
- ClimatePartner's own emission factors

Emission factors were selected to reflect the most up-to-date and UK-relevant data sources. For example:

- Refrigerant leakage was calculated using IPCC Global Warming Potential (GWP) data.
- Electricity use was calculated using both location-based and market-based methods, following the dual reporting principle recommended by the GHG Protocol.
- Mileage was calculated from expense data, converted to litres of fuel using weekly fuel price data from gov.uk.
- Commuting and home working emissions were calculated from an employee survey, with results extrapolated to cover our full workforce.

Scope Breakdown

- Scope 1: Direct emissions (heating and refrigerant leakage)
- Scope 2: Indirect emissions from purchased electricity
- Scope 3: Indirect emissions from activities such as:
  - Employee commuting
  - Remote working (teleworking)
  - Business travel (air, rail, private and rental vehicles, hotel)
  - Purchased goods and services (operating supplies)
  - Upstream fuel- and energy-related emissions

We do not include transportation of goods (upstream/downstream logistics) or waste generation due to the nature of our service business and lack of material impact. These are standard exclusions under service-based GHG assessments and were explained in the methodology appendix.

Appendix and methodology

Our emissions data is grounded in established international standards, using a robust methodology that reflects our operational structure and provides a reliable foundation for tracking progress year on year.

Our carbon footprint includes Scope 1, Scope 2, and select Scope 3 emissions, as required under NHS guidance and Public Procurement Notice (PPN) 06/21. This covers our head office at 69 Wilson Street, London, and all other UK and Ireland office locations, with data consolidated across all five of our sites.

Methodology and Principles

- Emissions were calculated in accordance with the GHG Protocol Corporate Standard and HM Government's Environmental Reporting Guidelines (March 2019), using a combination of primary data (including office energy usage, commuting patterns, and business travel data) and secondary data (industry averages and scientific models).
- Emission factors were drawn from:
- DEFRA 2025
- Ecoinvent 3.12, 3.11 and 3.10
- IPCC data
- ClimatePartner's own emission factors
- Electricity consumption emissions were adjusted based on national electricity mixes, and reported using both location-based and market-based methods.
- Global Warming Potential (GWP) values were based on the IPCC's Fifth Assessment Report (AR5).

Reporting Boundaries

We used the Operational Control method to define our reporting boundaries. This includes all activities where Your World Recruitment Group has direct control over operations, policies, and emissions-relevant decisions. This year, data from all five of our sites was consolidated into a single group footprint, ensuring we are capturing the most material and relevant data for an organisation of our structure.

Appendix and methodology

We focus on the most relevant emissions categories for our business model, ensuring each year's report reflects meaningful changes and gives a clear view of our environmental impact.

What's Included

The following categories were included in our calculations:

- Scope 1: Heating (stationary combustion) and refrigerant leakage from office cooling systems
- Scope 2: Purchased electricity for office use
- Scope 3:
  - Employee commuting
  - Home office energy use
  - Business travel (air, rail, private and rental vehicles, hotel)
  - Purchased goods and services (operating supplies)
  - Upstream emissions from energy use

These Scope 3 categories were chosen based on their significance to a service-led organisation with a hybrid working model. Emissions from waste disposal and logistics were excluded due to their immaterial impact and limited data availability.

Verification and Updates

Although this report has not been formally audited, all data has been processed through ClimatePartner's third-party tools and verified internally against our operational records. Where primary data was unavailable, ClimatePartner estimations were used; commuting and home working figures were extrapolated from an employee survey.

This is Your World's fourth year of carbon reporting, and we remain committed to annual updates that reflect changes in office footprint, energy use, and staff headcount.

YOUR WORLD RECRUITMENT

If you'd like to discuss anything about our carbon reduction plan with us, we're all ears, get in touch:

+44 (0)20 7220 0811 Info@yourworld.com