

# Carbon Reduction Plan

December 2025

# Commitment to becoming climate positive

Reed Global Limited ("Reed") has long been a leader in sustainability, driving meaningful environmental action across our business and beyond.

At Reed, we have a proud history of pioneering initiatives that make a real difference. The Reed Foundation, which owns 18% of the Reed Group, has made Reed a philanthropy company—or "PhilCo"—since 1985.

Through Big Give, the Foundation channels vital funds to charities tackling some of the world's greatest challenges, including climate change, amplifying our impact globally.

Reed is committed to going beyond Net Zero and becoming climate positive by 2050.

This report outlines the progress we've made so far and the steps we're taking to achieve this ambitious goal.



# Emissions Reporting

## 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.

## Current Emissions Reporting

Year: July 2024– June 2025	
EMISSIONS	TOTAL (tCO2e)
Scope 1	361
Scope 2	868
Scope 3	746
Total Emissions	1975**

Scope 3 breakdown* (tCO2e)		
Waste generated in operations	Business travel	Employee commuting
4.94	630	Data unavailable

Baseline Year: July 2018 – June 2019

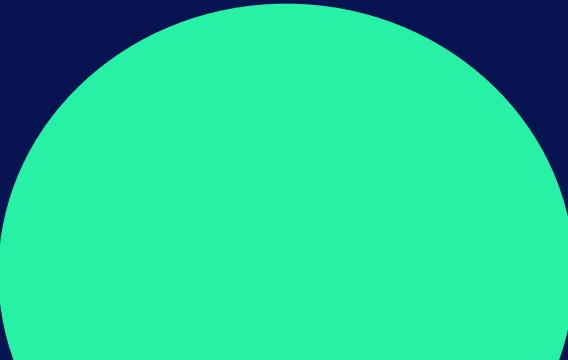
From 2018/19 onward Reed Global Limited conducted its greenhouse gas (GHG) assessment using a July/June assessment period to better align with its financial year. Previous GHG assessments used a September/August assessment period.

Year: July 2018 – June 2019	
EMISSIONS	TOTAL (tCO2e)
Scope 1	335
Scope 2	1025
Scope 3	1424
Total Emissions	2784**

*\*\*figure rounded up to the nearest whole number.*

Scope 3 breakdown* (tCO2e)		
Waste generated in operations	Business travel	Employee commuting
34	1294	Data unavailable

*\*Categories 4 and 9 are not applicable to Reed.*



# Climate targets & our progress

In order to continue Reed's progress to becoming **climate positive** we have adopted the following carbon reduction targets.

- Reduce our **scope 1 and 2** emissions by **30%** by 2030
- Reduce our **scope 3** emissions by **50%** by 2030
- Reduce our **total** emissions by **40%** by 2030

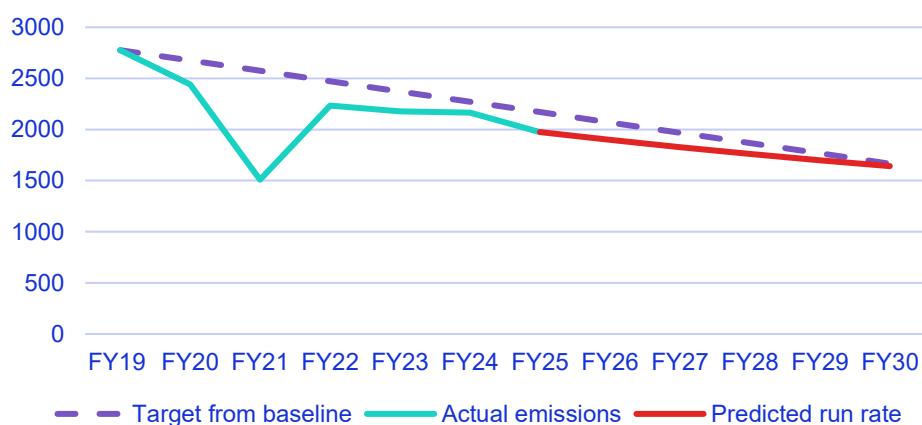
Progress against these targets can be seen in the graphs provided.

In FY25, Reed measured an 9% decrease (190 tCO2e) in total carbon emissions compared to the previous financial year (FY24), and an overall reduction by 29% (809 tCO2e) from our FY19 baseline.

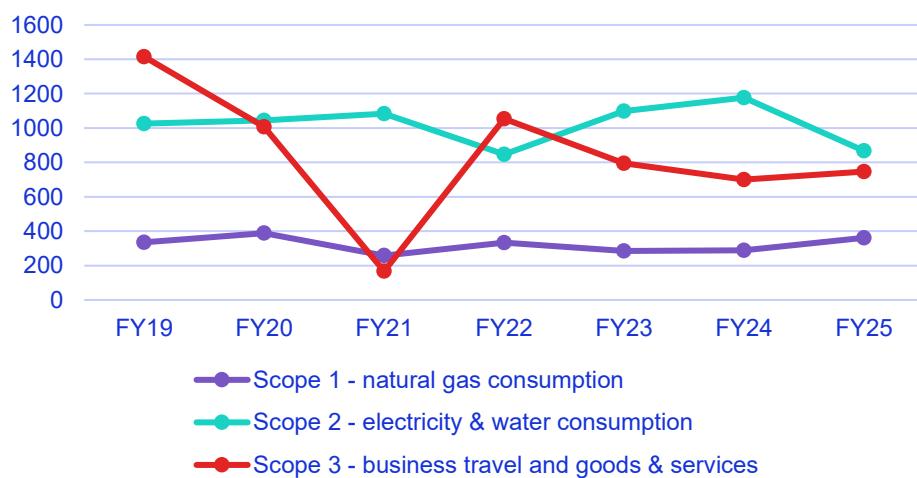
When reviewing the emissions breakdown, the company has achieved a 15% reduction in Scope 2 emissions compared to its 2019 baseline. Even more impressively, Scope 3 emissions have already been cut by 46%, placing Reed well ahead of schedule to exceed its goal of reducing overall emissions by 40% by 2030.

Looking forward, Reed will continue to drive environmental responsibility by focusing on reducing business travel emissions. This includes championing sustainable alternatives to car travel, reinforcing our commitment to a greener future.

Future GHG Emissions: FY25 run rate vs target



Breakdown of emissions by scope



# Previous Carbon Reduction Projects

The following environmental management measures and projects have been completed, implemented or continued since the 2018/19 baseline.

2005:

Reed becomes the first UK recruitment company to become CarbonNeutral®



2005

2012:

Reed plants 6,000 trees in Oxfordshire to mark the Queen's Diamond Jubilee.



2010

2012

2018:

Bottled water coolers replaced with plumbed in coolers, resulting in 83% decrease in carbon footprint associated with water solutions.

2023:

Reed Environment launches to aid businesses in the race to Net Zero.

Launch of Sustainability Committee to oversee sustainability strategy and make key decisions.

ROL won 'Best Use of Sustainability Engineering in a Project' in the DevOps Awards.

2025:

**Multiple campaigns were released internally across the companies to encourage sustainable decision making, such as using public transport for business meetings.**

**Reed sponsored 'Earth Raise', an event launched as a landmark annual environmental campaign in the UK and raising millions more for our planet.**

2010:

RSR awarded ISO 14001 status (internationally recognised environmental management standard)



2017

Beehives with 20,000 bees installed on the roof of Reed.co.uk in Covent Garden.

2018

2022:

Reed launches electric dreams EV scheme to support co-members with sustainable travel.

Reed support reforestation and plant 70,000 native trees in England in celebration of The Queen's Platinum Jubilee.



2022

2023

2024:

Our new HR system in 2024 has the travel hierarchy built into expense process.

2024

2025

# Future commitments & 'ESOS' action plan



The below details Reed's specific commitments to ensure we are successful in reaching our climate targets. Some of these measures are the result of our internal strategy review, whilst the others were identified through our 2024 Energy Savings Opportunity Scheme ('ESOS') audit.

Energy Saving Category	Measures	Target date	How did we identify this measure?	Estimated energy savings (kWh/year)	How did we estimate these savings?	2025 action plan update
Co-member behavioural change	Release guidance across the business on reducing single use plastics and incorporate this guidance into our procurement policies.	5/12/27	Through internal strategy review	690,907	Estimated savings are derived from our ESOS phase 3 assessment.	Guidance has been released; however, this remains an ongoing commitment to education.
	Educate co-members on sustainable business travel and include sustainable travel as part of our environmental training.		Through internal strategy review & ESOS Phase 3 recommendations			Campaigns have been run internally; however, business travel will become a focus in 2026.
	Continue to support co-members to commute sustainably through our electric vehicle and cycle to work scheme.		ESOS Phase 3 recommendations			These schemes have continued in 2025.
	Reduce number of hours heating or air-conditioning is used within the office.					Educational campaigns have been run internally; however, this remains an ongoing commitment to education.
Controls improvements	Continue to support biodiversity and ecosystems through charitable contributions and reduced paper consumption.	5/12/27		209,059	Estimated savings are derived from our ESOS phase 3 assessment.	The Reed Foundation pledged £1M to the Green Match Fund this year, directly supporting 50 environmental charities.
	We will ensure all electricity contracts under our control are from verified, renewable sources.		Through internal strategy review			Reed currently have 100% renewable electricity contracts under our control.
	Ensure co-members have suitable facilities to reduce their landfill waste.					In 2025, Reed introduced food waste bins to our offices.
Long term investments	Continue to replace remaining tube lighting with LED upon every office refurbishment.	5/12/27	Through internal strategy review & ESOS Phase 3 recommendations	10,955	Estimated savings are derived from our ESOS phase 3 assessment.	This is an on-going commitment.
	Develop a pragmatic environmental plan to make our offices as energy efficient as possible and consider sustainability when making decisions on leases.	5/12/25				Phase 1 has been completed.



# Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 standard and uses the appropriate Government emission conversion factors for greenhouse gas 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) 9.

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

## Signed on behalf of Reed Global Limited



Jennifer May  
Chief Customer Officer

### Date

24<sup>th</sup> November 2025

