



Net Zero Carbon Plan 2030



Organisational and Operational Boundaries

InterQuest Group has decided to use the Financial Control approach for calculating carbon emissions. This is because:

- the Company takes full ownership of all GHG emissions that it can directly influence and reduce.
- the accounting for the GHG emissions is aligned to International Financial Reporting Standards.
- we have access to GHG emissions data and will have greater control over its quality when collecting it from operations they control.
- InterQuest has more ability to demonstrate completeness of reporting as the information needed to determine organisational structure already exists for financial reporting purposes.

Many of the Company's offices are serviced, meaning the business does not have direct control over the utilities (gas, electric, water and waste) supplied into these premises. Data is therefore collected from the landlord and estimated using the square footage of the office space occupied. Where InterQuest does control energy, water and waste supply into offices, data is taken directly from supplier invoices, based upon actual usage.

However, InterQuest does have control over where it chooses to rent or lease, and therefore moving forward, the business will seek to ensure, through contractual rights where reasonably practical, that landlords use renewable energy and sustainable waste suppliers.

The Company does have financial control over its choice of IT systems, telecoms providers, and travel suppliers, therefore our plans include the implementation of the most carbon friendly procurement and operating policies in these areas as outlined below.

In terms of organisational boundaries, InterQuest Group recognises the need to capture all those emissions over which there is operational control, as well as those that may occur outside of the organisation, but which can be influenced by it. These have been broken down into Scope 1, 2 and 3 as per the below:

- Scope 1: company vehicles (historically the Company had a small number of company cars)
- Scope 2: purchased gas and electricity at all offices
- Scope 3: waste recycling, business travel, staff commuting

InterQuest recognises that there will be carbon emissions resulting from their activities that they have very limited control over. Examples of these include:

- emissions generated at client offices where InterQuest Group contractors work.
- emissions generated by suppliers providing services to InterQuest.
- emissions generated by candidates travelling to interviews arranged by InterQuest.

These emissions will remain outside of the organisational boundaries for the purpose of calculating the carbon emissions, however InterQuest will actively work with such suppliers, candidates, and clients to ensure they are using the most environmentally friendly options available and have their own carbon plan in place.

Boundary for carbon emissions reporting:



Baseline Emissions Reporting

Baseline emissions are a record of the carbon emissions that were produced by the Company in a past period prior to the introduction of any reduction strategies. Baseline emissions are thus the reference point against which the Company’s emissions reduction can be measured. InterQuest Group is using 2019 as the baseline year for calculating carbon emissions. The reasons behind this are that:

- the Company was historically formed through the acquisition of multiple technology staffing businesses. During 2018, all London based subsidiaries merged their offices into one flagship HQ to consolidate operations. The emissions data from early 2019 is therefore more readily available and more comparable with the operating structure of the Group today.
- the country went into national lockdown in response to the COVID-19 pandemic in March 2020, and all offices were vacant for most of the year. Data from 2020 would therefore not be a true representation of carbon emissions for an “average” operating year.

The total value of greenhouse gas emissions produced by the Group in the Baseline year of 2019 is as follows (emissions calculated in line with the GHG Protocol Corporate Reporting Standard):

Total Greenhouse Gas Emissions in 2019 (Baseline Year)	Tonnes of CO ₂ e
Scope 1	0
Scope 2	117.3
Scope 3	389.70
Total Annual Gross Emissions	457.20
Carbon Offsets	0

Green tariff	0
Total Annual Net Emissions	507

The detailed breakdown for each scope of emissions in the Baseline year is as follows:

Total Greenhouse Gas Emissions in 2019 (Gross), detailed by Scope (Baseline Year)	Tonnes of CO2e
Scope 1	
Company Vehicles	0
Total Scope 1	0
Scope 2	
Purchased Gas and Electricity	117.3
Total Scope 2	117.3
Significant Scope 3	
Business Travel	130.4
Employee Commuting	209.5
Waste Recycling & Disposal	49.8
Total Annual Gross Emissions	507

Current Emissions Reporting

The most current full reporting period for the InterQuest Group was the year to 31 December 2023. The total value for greenhouse gas emissions for 2023 compared to the Baseline year are shown in the table below.

Total Greenhouse Gas Emissions	Tonnes of CO2e Current (2023)	Tonnes of CO2e Baseline (2019)
Scope 1	0	0
Scope 2	30.30	117.3
Scope 3	124.86	410.7

Total Annual Gross Emissions	155.17	507
Carbon Offsets	0	0
Green tariff	0	0
Total Annual Net Emissions	155.17	507

The detailed breakdown for each scope of emissions in 2023 is as follows:

Total Greenhouse Gas Emissions	Tonnes of CO ₂ e Current (2023)	Tonnes of CO ₂ e Baseline (2019)
Scope 1		
Company Vehicles	0	0
Total Scope 1	0	0
Scope 2		
Purchased Gas and Electricity	30.30	117.3
Total Scope 2	30.30	117.3
Significant Scope 3		
Business Travel	43.09	130.4
Employee Commuting	50.07	209.5
Waste Recycling & Disposal	31.70	49.8
Total Annual Gross Emissions	155.17	507

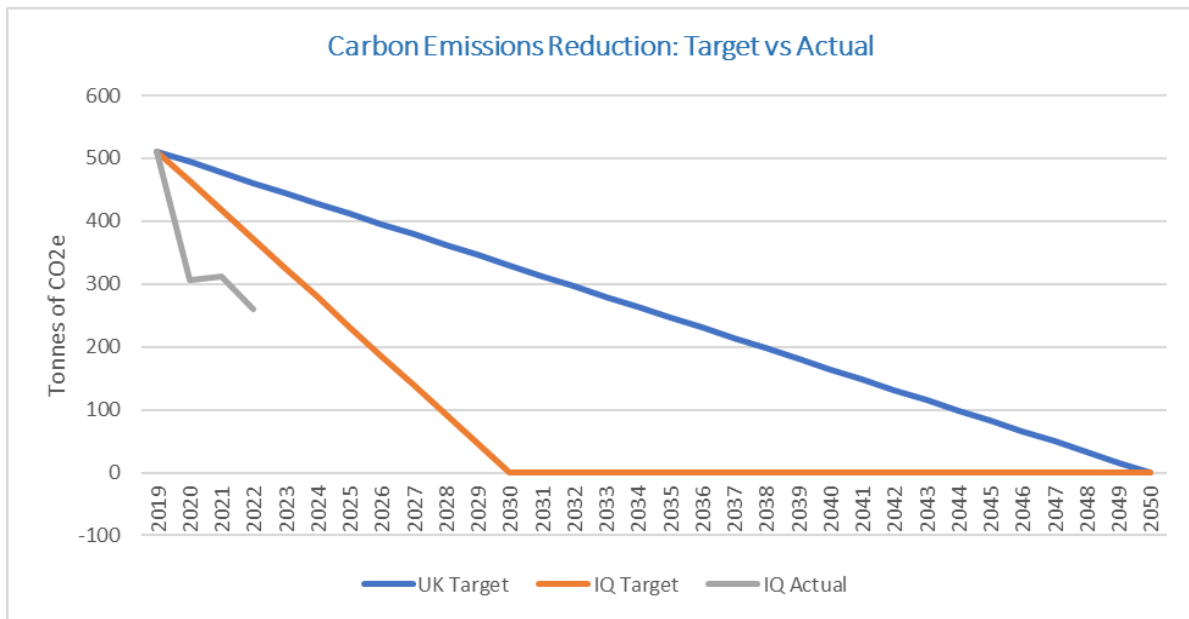
There was a 69.39% reduction in carbon emissions by InterQuest Group in 2023 compared to the Baseline year. Whilst the initial decline in carbon emissions (between 2019 and 2020) was more extreme, 2020 was materially impacted by the COVID-19 lock-down, resulting in a dramatic reduction in staff travel and office occupation from March 2020. Offices were effectively closed for the majority of 2020 and staff travel was negligible once the lock-down measures were imposed.

However, as a result of the lockdown, the Company was forced to bring forward technology enhancements and design new working practices to ensure business could continue to be conducted remotely, without the need to attend an office or client site. As the economies in which the Company operates opened-up in early 2021, many of these flexible working practices remain.

Carbon Emission Reduction Targets

To achieve the target of Net Zero Carbon Emissions by 2030, InterQuest has adopted the following carbon reduction targets which are supported by the initiatives outlined below.

- Within five years (by 2024), the Company will have reduced its Gross Carbon Emissions footprint, on a normalised basis, by 50%.
- By 2030, the Company expects to be Net Carbon Zero.
- Thereafter, the Company will aim to be 'carbon positive' through contributions to carbon offsetting projects.



Carbon Emission Reduction Initiatives

As a professional services company, InterQuest's carbon footprint is primarily comprised of emissions generated through:

- electricity, gas, and water use in our offices.
- waste disposal and recycling.
- travelling to attend client meetings.
- commuting to offices.

For this reason, the greatest areas of opportunity to reduce our environmental impact and achieve our Net Zero 2030 target include procuring energy and supplies from renewable/ sustainable sources and using these resources more efficiently, minimising waste and fostering a culture of sustainability.

Our sustainability commitment focuses on three core areas:

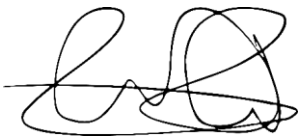
- transferring to fully renewable energy suppliers for all Company offices.
- increasing operational efficiency to reduce emissions and waste.
- engaging our staff, clients, suppliers, and other stakeholders in our mission.

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 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) Standard.

Signed on behalf of InterQuest Group (UK) Limited



Greg Coleshill, Chief Executive Officer

Document Ref.	Version number	Author	Revision description	Date
IQ/EN/PR07	2	Joshua Stodel	Up issued	08/01/2025

Amendments

Issue	Issue Amendments	Date	Issued By
1	First Issue		
2	Reviewed and updated	January 2025	Joshua Stodel