

carbon reduction plan.



This is the carbon reduction plan for Randstad UK Holding Ltd (Randstad Solutions Ltd, Randstad Public Services Ltd, Randstad HR Solutions Ltd, Pareto Law Ltd and Randstad Sourceright Ltd)

Publication date: April 2026

Commitment to achieving Net Zero

Randstad is committed to achieving Net Zero emissions by 2050.

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: 2019	
Additional Details relating to the Baseline Emissions calculations.	
We continue to develop and make improvements on the quantity and diversity of data we are able to gather for Scope 3. This currently includes Aeroplane travel, other business travel, purchased goods and services, employee commuting and fuel & energy related activities. As a supplier of labour rather than a manufacturer, producer or supplier of products, our upstream and downstream transportation and distribution emissions are negligible and are therefore not currently included in our figures.	
Baseline year emissions	
Emissions	Total (tCO₂e)
Scope 1	1,258
Scope 2	510
Scope 3	1,936
Total emissions	3,704

Current Emissions Reporting

Reporting Year: 2025



Emissions	Total (tCO₂e)
Scope 1	232
Scope 2	0
Scope 3	2,719
Total emissions	2,951

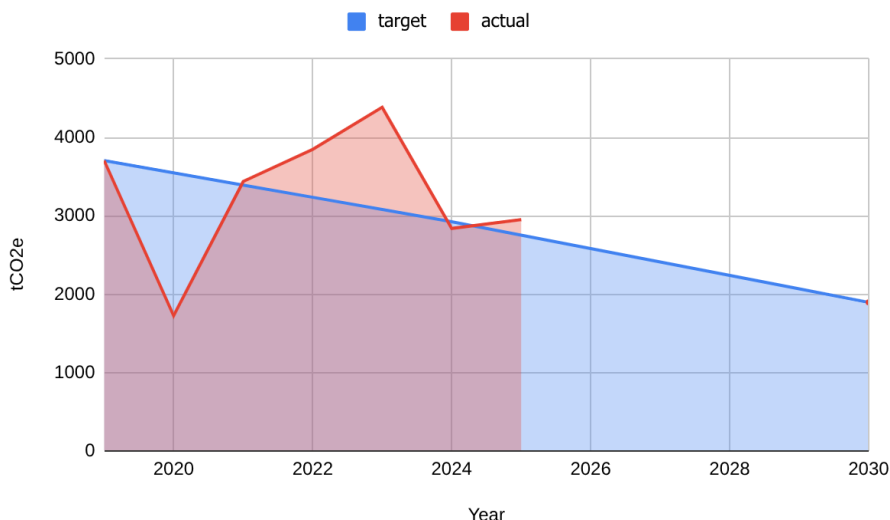
Emissions reduction targets

We project that total carbon emissions will decrease over the next five years to 1,896 tCO₂e by 2030. The aim is a reduction of over 57% on our scope 1 and 2 figures (for 2025 we have exceeded this and achieved a 87% reduction of our scope 1 and 2 emissions). This is largely driven by our increase in 100% electric vehicles for our fleet, moving to 100% renewable energy in our offices and engaging with our major suppliers on their net zero commitment. However the rise in scope 3 figures is driven by employee commuting data from our Ireland operations. This data was captured via localised employee surveys, which identified a reliance on long-distance travel. We are optimistic that 2026 data will show a downward trend in average mileage as commuter behaviours evolve, facilitating further progress toward our reduction targets.

It should be noted that the significant reductions in emissions in 2020 is not a true reflection of our usual operational emissions. This was mainly driven by the shift to working remotely and the associated sharp reduction in office usage and travel as a result of the global COVID-19 pandemic.

Randstad's road to Net Zero takes an organic flow of emission reduction into account and ensures we start ambitious to create space for future growth. An ambitious start in our move to electric vehicles, energy efficient buildings, use of renewable energy and our sustainable travel policy will lead to a higher reduction than the required SBTi minimum.

Carbon reduction: projected v actual



The graph demonstrates that our net zero strategies are starting to show results. We are confident this will continue and we will hit or exceed our reduction targets.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and the 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. We continue to develop and make improvements on the quantity and diversity of data we are able to gather for Scope 3. It should be noted that our 2019 baseline data did not include 'purchased goods and services', which has since been incorporated into our current reporting. The differential in Scope 3 data is primarily due to this expanded data set; however, when compared on a like-for-like basis, our best estimate is that we have achieved an approximate 30% reduction in Scope 3 emissions.

This Carbon Reduction Plan has been reviewed and agreed by the UK Board of Directors.

Signed on behalf of Randstad

Kajetan Slonina
 Managing Director, Randstad UK&I
 April 2026