Carbon Reduction Plan

Reporting period: Oct-2024 to Oct-2025

Location: First Floor, 9 Marshalsea Road

Published: 20 October 2025

IVY ROCK PARTNERS LTD is committed to net zero scope 1, 2 & 3 emissions by 2050

As a specialist public sector recruitment agency, Ivy Rock Partners is committed to cutting emissions across our operations and supplier network and to reporting progress openly as we move towards net zero.

We have developed a detailed plan for reducing carbon emissions, aligning with the protocols set by the Science-Based Targets initiative (SBTi) and ISO Net Zero Guidelines (IWA 42:2022). This document is our roadmap to reach net zero, outlining the strategic measures and initiatives we will implement to reach this goal.

Our emissions

Reporting Year: 2024	CO_2e tonnes	
Scope 1	0.406	'Direct' emissions, including fuel for heating plus fuel used by vehicles.
Scope 2	1.973	'Energy' emissions from electricity used in our buildings and to charge electric fleet vehicles.
Scope 3	33.917	'Indirect' emissions that occur across the value chain and outside of our direct control.
Total	36.3	Carbon equivalent in tonnes

This is the first year of reporting carbon emissions. In future years, we'll show how we've reduced carbon from these baseline figures.

Here's our emissions breakdown...

Of our 33.9 tonnes of associated Scope 3 emissions, the following subset are detailed:

Category	Reporting year: 2024	CO_2e tonnes	
4	Upstream transport & distribution	0.034	Emissions from transporting purchased goods and materials from suppliers, plus courier services
5	Waste	0.009	Waste generated by the business
6	Business travel	1.536	Personal travel by air, rail, car
7	Employee commuting	12.5	Employee commuting emissions
9	Downstream transport & distribution	0.75	Emissions associated with shipping products to customers

Over the past year, we have moved to a larger office space in London Bridge. Our headcount of employees have remained steady, however we have more employees who live outside of London and commute into the office twice a week.

Our decarbonisation plan

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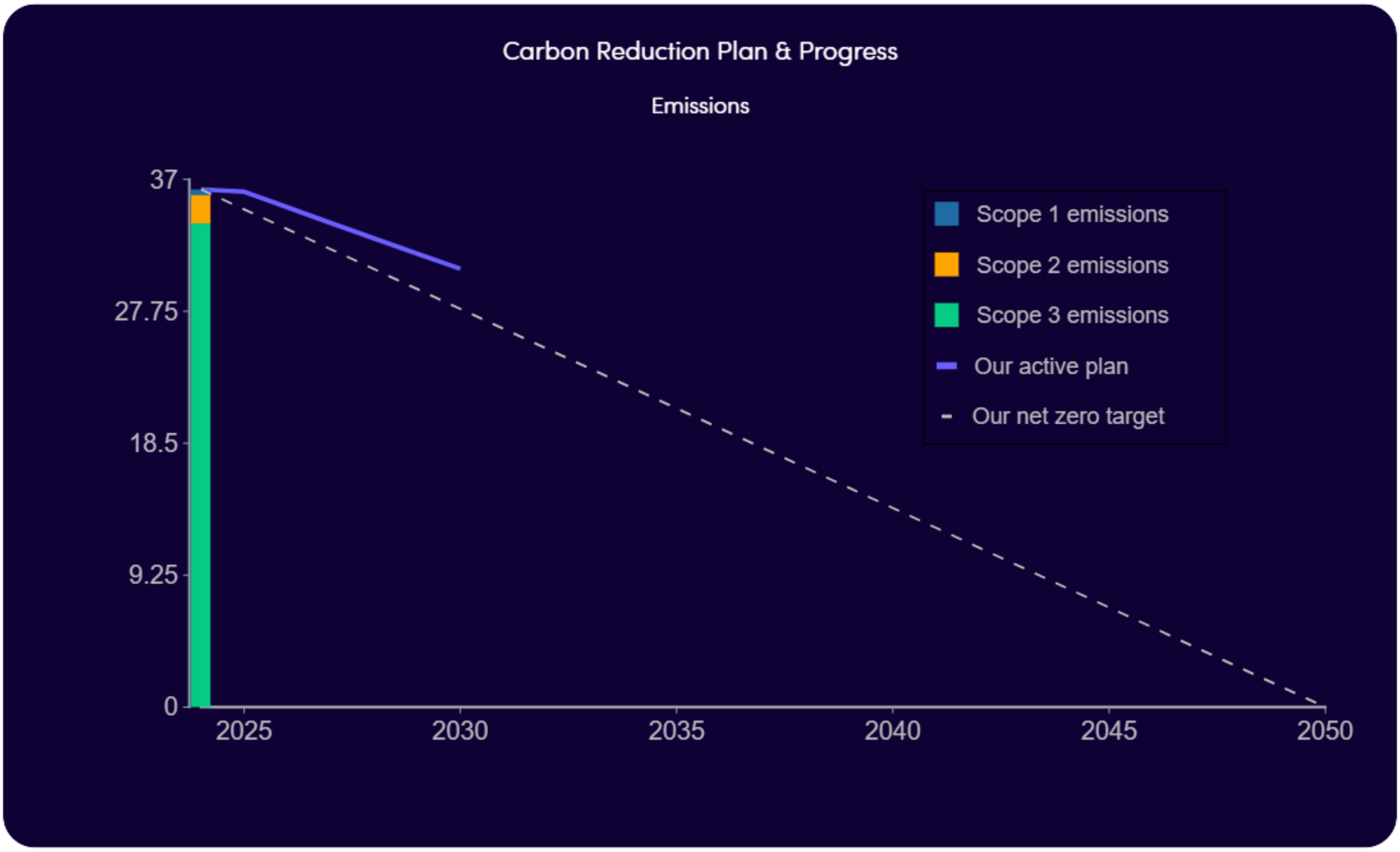
We're on track to achieve an overall carbon reduction of 9% in the next five years by tackling direct sources of carbon emissions (31% reduction) and by working with our suppliers (8% reduction). Through these changes we aim to reduce our carbon footprint from 36.3 tonnes to 32.9 tonnes by 2030.



Upcoming Initiatives

Cutting carbon isn't just about investing in new technology, it's also about changing behaviours and habits. We plan to engage our entire workforce in carbon reduction through the following initiatives:

We will review our processes to minimise material waste

The carbon emissions associated with home working have been included. To help reduce emissions we will work with our team to explore energy saving measures in the workplace and the home.

We'll look to reduce our downstream transport emissions by reviewing our processes .

To lower our electricity use, we'll explore the following measure actions: installing more LEDs; installing more energy-saving controls . To reduce our total energy use, we'll look to: review our processes to reduce energy waste; enable more staff to become 'energy champions'; ring-fence budget to fund these initiatives and technologies . By exploring 'time-of-use' tariffs and working to change our operations, we hope to increase the proportion of lower carbon electricity used.

As part of our carbon reduction journey we will be improving the way we measure and report our carbon emissions. We will work with suppliers to reduce the carbon associated with our supply chain. We will review our procurement processes in order to better select lower carbon services. review our main procured services and look to reduce the carbon associated with them. We will engage our landlord to explore how we can work together in order to lower the carbon emissions associated with the building we rent.

Declaration

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[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2]. 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[3].

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

Signed on behalf of IVY ROCK PARTNERS LTD

Katharyn Natynczuk, Director of Operations

Date: 20-10-2025

[1] https://ghgprotocol.org/corporate-standard

[2] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

[3] https://ghgprotocol.org/standards