



mpi
recruitment redefined

Carbon Reduction Plan

January 2026

MPI Limited

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Commitment to achieving Net Zero

MPI Limited (MPI) is committed to achieving Net Zero by 2035 by cutting emissions at source and removing at least a 90% of emissions across the whole organisation. The remaining emissions will be counterbalanced. MPI is already Carbon Neutral as it offsets an equivalent amount of carbon for the amount it produces each year.

This Carbon Reduction Plan provides a benchmark, details progress made to date and outlines our future plans.

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 and have been interpreted as follows:

Scope 1 emissions referred to in this plan are emissions from fossil fuels used by its company cars and gas. (Burn)

Scope 2 emissions referred to in this plan are indirect GHGs released from the energy purchased from electricity suppliers. (Buy).

Scope 3 emissions in this plan are emissions related to business travel only. (Indirect).

Baseline Year Emissions: 2022 (01 January – 31 December 2022)

The baseline emissions footprint of the greenhouse gases produced prior to the introduction of any strategies to reduce emissions was undertaken in 2019 (62.5tCO₂e). The baseline in the carbon reduction plan was adjusted in 2022 to 77.06tCO₂e to encompass the Telford branch. A serviced office in Bristol, occupied by a single employee has been incorporated into the calculation, combining data from 01 January – 31 December 2025 with the 2022 baseline. Direct metering is not available for the serviced office, however the building's electricity is from renewable sources, so no Scope 2 emissions have been added to the baseline. An estimate of 0.10tCO₂e has been made for the natural gas that is used, based on the room size, heating schedule and typical output of a serviced-office environment. The net zero target has been extended to 2035 since the 2 additional offices have been added.

This will be the reference point against which emission reductions will be measured in the future.

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	51.02
Scope 2	17.3
Scope 3	8.84 MPI's Scope 3 sources encompass business travel only including air, rail, taxis, buses and personal car business mileage at this time.
Total Emissions	77.16

Current Emissions Reporting

Reporting Year: 2025 (01 January – 31 December 2025)

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	33.53
Scope 2	0.00
Scope 3 (Included Sources)	<p>15.47 MPI's Scope 3 sources encompass business travel including air, rail, taxis, buses and personal car business mileage and home workers only currently.</p> <p>Upstream transportation and distribution - not relevant Explanation: MPI Limited primarily provide our clients with services and solutions rather than goods and as such, transportation and distribution of goods are not relevant to our business.</p> <p>Waste generated in operations - not relevant Explanation: Due to the services nature of our business, waste generation is not a material source of GHG emissions.</p> <p>Business travel = 15.42tCO₂e Breakdown of sources: Air travel (inc. WTT) = 3.27tCO₂e Rail travel (inc. WTT) = 0.72tCO₂e Taxi travel (inc. WTT) = 0.0tCO₂e Rental/Personal cars (inc. WTT) = 1.16tCO₂e Company cars (WTT not included in Scope 1) = 10.27 Home workers (inc. WTT) = 0.05tCO₂e</p> <p>Employee commuting - not relevant Explanation: Employee-funded commuting is not within MP Limited's operational boundary/control and is not generally in scope for our environmental measurement programme. Most employees live locally to our offices and/or work from home. In some instances where employee commuting is reimbursed by MPI Limited, it is included in our Scope 3 methodology as Business Travel.</p> <p>Downstream transportation and distribution - not relevant Explanation: As a service-related company, we do not transport or distribute any products to consumers.</p>
Total Emissions	49.00

The total carbon footprint has increased by 83.80% from the previous year. As can be seen above, the greatest increase has come from Scope 1 company car emissions and Scope 3 business travel. This is partly due to increased business development activities undertaken to bolster a downturn in sales, but also due to Well to Tank (WTT) greenhouse gas emissions now being included in the calculation covering emissions caused during the production, transportation and distribution of fuel. The emissions from the Bristol office have also been included.

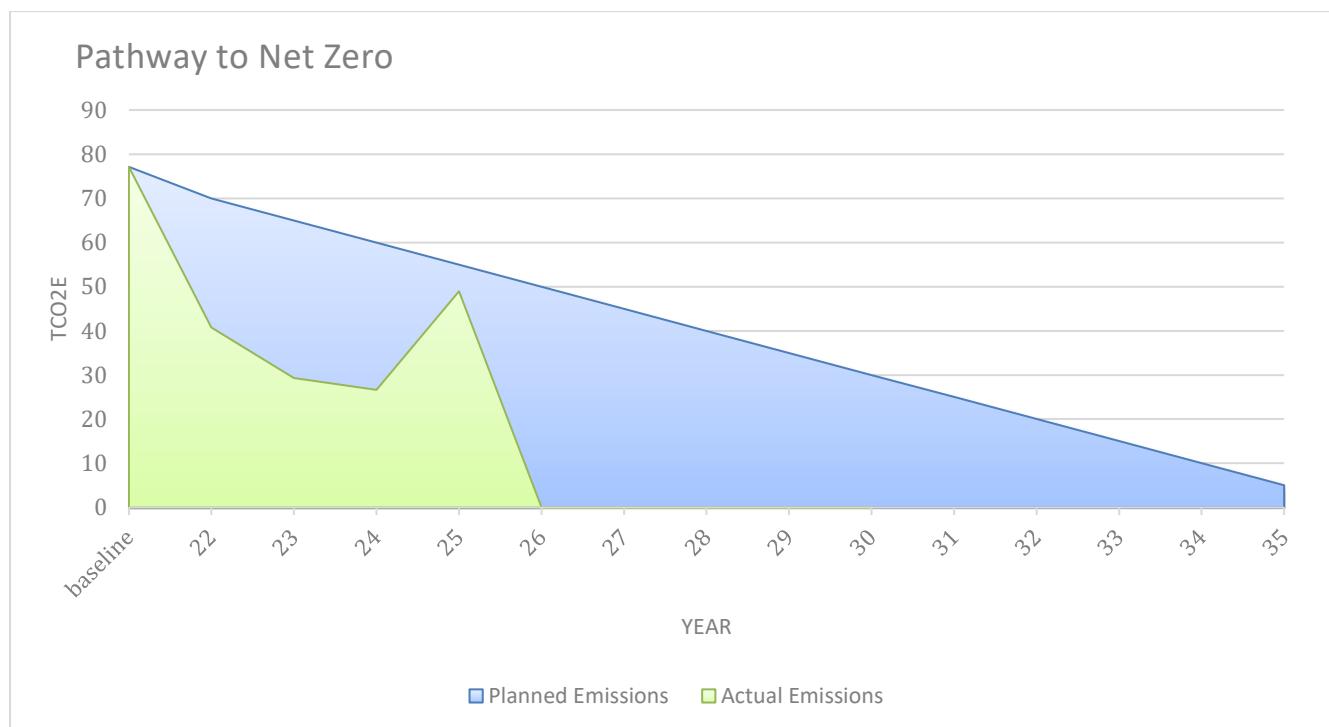
Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

Next 4yrs to 2030: Target of 60% carbon reduction from the baseline to 30tCO₂e.

Period to 2035: Target of 100% carbon reduction to Net Zero.

To continue our progress towards achieving net zero, we have adopted the following carbon reduction targets and progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed:

- Implemented an EMS and gaining certification to ISO14001 in 2020
- Signed up to the Supply Chain Sustainability School and attaining gold level
- Head Office transitioned to 100% renewable energy in October 2021
- Telford office transitioned to 100% renewable electricity in May 2023
- 119 solar panels installed at head office in March 2023 providing up to 45kWp
- Introduced recycling and waste reduction measures, resulting in a total of 25.97 tonnes of paper and mixed recycling being diverted from landfill since 2020

- Introduced paper consumption targets leading to a reduction from 435 reams of A4 paper in 2019, equivalent to 26 trees, to 75 reams or 4.4 trees in 2025.
- Purchased paper from WildHearts to ensure purchased paper came from sustainable sources being Rainforest Alliance, FSC and EU Ecolabel certified, as well as supporting key social impact strategies
- Commenced the transition of the company fleet from fossil fuel to hybrid and EV cars (12 cars, 5 of which are hybrid and 2 electric)
- Installed 2 electric vehicle charging points at Head Office
- Offsetting residual carbon each year since 2020 through a 'tree buddying' programme that for each tree we pledged to be planted in the UK, one tonne of CO2 is offset through a Verified Carbon Standard project, to guarantee the carbon offsetting. These projects have met REDD+ and Climate Adaptation and Biodiversity Gold Level
- Commenced a one for one tree planting programme with JUST ONE Tree in 2025, whereby a minimum of one tree is planted for each individual placed by MPI annually.

Future Carbon Reduction Initiatives

In the future we hope to implement further measures such as:

- Offsetting 2025's residual carbon and each year until MPI achieves net zero business operations carbon without offsetting, which is targeted for 2035
- Continuing to transition our fleet of company cars to hybrid and electric vehicles where possible
- Communicating, engaging and training our employees in sustainability, waste management and carbon reduction
- Monitoring business travel and implementing reducing non-essential travel where possible
- Ensuring energy continues to come via self-generated and renewable energy source contracts
- Installing electric vehicle charging points wherever possible.

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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of MPI Limited:

Name: Adam Webb

Signed:

Position: Commercial, Quality and Sustainability Director

Date: 27 January 2026