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Carbon reduction plan

Supplier name: Jobsgopublic Limited

Publication date: 24/04/2026

Reporting period: 1 November 2024 to 31 October 2025

Compliance: Procurement Policy Note 006 (PPN 006)

Commitment to achieving Net Zero

Jobsgopublic Limited (JGP) is committed to achieving Net Zero greenhouse gas emissions across its UK operations by 2040, ten years ahead of the UK Government's statutory 2050 target.

Bringing this commitment forward reflects both the relatively small and largely controllable nature of our emissions footprint, and our role as a supplier to UK public sector organisations who are themselves working to ambitious local Net Zero targets, many for 2030 to 2040.

JGP has been certified as a Carbon Neutral Business by Carbon Neutral Britain every year since November 2023. Our most recent certification covers the period January 2026 to December 2026 (Certificate No. BCNB-06009), with our 2024/25 emissions of 20.83 tCO₂e offset through the Carbon Neutral Britain Woodland Fund™ portfolio of internationally certified projects.

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction is measured.

Baseline year: 2021/22 (1 November 2021 to 31 October 2022)

Baseline emissions total: 24.24 tCO₂e

Scope	Emissions (tCO ₂ e)
Scope 1 (Direct emissions)	0.00 (no company vehicles in baseline year)
Scope 2 (Indirect energy)	1.43
Scope 3 (Other indirect, included sources)	22.81
Total baseline emissions	24.24

Note: Baseline figures have been reconciled to the latest measurement undertaken by Carbon Neutral Britain in January 2026, which uses ISO 14064-1:2018 and the GHG Protocol Corporate Standard. The original 2023 publication of this plan contained transcription errors in the baseline scope split which have been corrected here. The total baseline figure of 24.24 tCO₂e is unchanged.

Current emissions reporting

Reporting year: 1 November 2024 to 31 October 2025

Current emissions total: 20.83 tCO₂e

Scope 1 (Direct emissions)

Source	Emissions (kg CO ₂ e)
Stationary or mobile combustion source	0
Mains gas	0
Company owned / leased vehicles	2,770.24
Refrigerant gas loss recharge	0
Total Scope 1 (tCO₂e)	2.77

Scope 2 (Indirect energy)

Source	Emissions (kg CO ₂ e)
Total organisation energy usage on site	0
Total electric vehicle energy usage	0
Total Scope 2 (tCO₂e)	0.00

Scope 3 (Other indirect, included sources)

Source	Emissions (kg CO ₂ e)
Total organisation energy usage, working from home	9,612.90
Staff commuting (not using owned / leased vehicles)	4,430.59
Upstream transportation and distribution (well to tank)	2,246.58
Business travel (not using owned / leased vehicles)	1,742.56
Business hotel or event activities	23.00
Waste generated in operations	0
Downstream transportation and distribution	0
Organisation water usage	0
Total Scope 3 (tCO₂e)	18.06

	Total (tCO ₂ e)
Total emissions 2024/25	20.83

Year-on-year emissions trajectory

Reporting year	Total emissions (tCO ₂ e)	Change vs baseline
2021/22 (Baseline)	24.24	—
2022/23	20.51	-15.4%
2023/24	22.16	-8.6%
2024/25 (Current)	20.83	-14.1%

JGP has reduced its absolute emissions by 14.1% from baseline. Intensity ratios for 2024/25 are 1.39 tCO₂e per FTE and 13.88 tCO₂e per £1m turnover.

Emissions remain dominated by Scope 3, accounting for 86.7% of the 2024/25 total. The largest single source is the additional energy consumed by staff working from home (9.61 tCO₂e), followed by staff commuting (4.43 tCO₂e) and well-to-tank emissions (2.25 tCO₂e).

Carbon Neutral status

Carbon Neutral status has been awarded to JGP for the period January 2026 to December 2026, certified by Carbon Neutral Britain (Certificate No. BCNB-06009). Total 2024/25 emissions of 20.83 tCO₂e have been offset via the Carbon Neutral Britain Woodland Fund™, supporting AAA rated projects including:

- Project 2154: Blue Carbon Mangrove Restoration, Pakistan
- Project 3029: Wind Power in Maharashtra, India
- Project 3859: Orinoco River Basin Conservation and Reforestation, Colombia
- Project 3889: Community Forest Programmes and Education, Tanzania

Offsets are certified to the Verra Verified Carbon Standard (VCS), the Gold Standard Voluntary Emission Reductions (VER), and the United Nations Certified Emission Reductions (CER) programmes.

Emissions reduction targets

In line with the UK Government's Net Zero by 2050 commitment under the Climate Change Act 2008, and JGP's own commitment to bring this forward to 2040, the following interim and long term targets have been adopted:

Milestone	Target year	Target (tCO ₂ e)	Reduction vs baseline
Baseline	2021/22	24.24	—
Current performance	2024/25	20.83	-14.1%
50% reduction (Science Based)	2030	12.12	-50%
75% reduction (interim)	2035	6.06	-75%
Net Zero	2040	0.00 residual	-100%

To remain on a straight-line trajectory to 50% reduction by 2030, JGP must reduce annual emissions by approximately 1.74 tCO₂e per year between 2024/25 and 2030. To then reach Net Zero by 2040, a further reduction of approximately 1.21 tCO₂e per year is required from 2030 onwards.

In line with PPN 006 guidance, JGP commits to publishing an updated Carbon Reduction Plan annually, with a refreshed measurement undertaken by Carbon Neutral Britain each year using ISO 14064-1:2018 and the GHG Protocol Corporate Standard.

Carbon reduction projects

Completed actions since baseline

JGP has implemented the following carbon reduction measures since the 2021/22 baseline year:

- Permanent transition to a fully remote, work from home operating model, eliminating office energy use and removing commuting for the majority of staff.
- Reduction in headcount and operational footprint, reflecting a leaner, fully distributed delivery model.
- Transition of both company vehicles to fully electric models, completed after the 2024/25 reporting period closed. This is expected to remove the 2.77 tCO₂e of Scope 1 emissions reported for 2024/25 in the next reporting cycle, with a much smaller volume of electricity consumption captured under Scope 2.
- Continuous offsetting of total annual organisational emissions via Carbon Neutral Britain since November 2023, maintaining annual Carbon Neutral certification.
- Adoption of a virtual-first meeting culture for internal collaboration and the majority of client engagement, supported by Slack, Google Meet, and Zoom.

Planned and ongoing reduction measures

In addition to maintaining the actions above, JGP commits to the following measures across the period to 2030, prioritised against the largest avoidable emissions sources identified in the 2024/25 measurement (working from home energy, staff commuting, and business travel):

Working from home energy (largest single emissions source)

- Introduce a working from home renewable energy support scheme, encouraging and where appropriate supporting staff to switch to verified 100% renewable electricity tariffs at home.
- Provide energy efficiency guidance to all staff covering laptop power management, monitor settings, and home heating during working hours.
- Move all company-issued IT equipment to refurbished or extended-life devices wherever specification allows, reducing embodied carbon over time.

Staff commuting and business travel

- Introduce a Cycle to Work scheme and an electric vehicle salary sacrifice scheme, making lower carbon transport more affordable for staff.
- Maintain a virtual-first travel policy. Where in-person travel is necessary, default to rail over air, direct routes, and economy class.
- Improve commuting and travel data collection so that future reductions can be measured accurately at the individual journey level.

Digital and supply chain emissions

- Work with our hosting and infrastructure partners to ensure server workloads are run in lower carbon cloud regions, and to monitor the carbon intensity of our compute and AI inference usage as it grows.
- Engage our key suppliers (including Elysium and our hosting providers) to confirm they have published Carbon Reduction Plans aligned with PPN 006, or are working towards this.
- Build supplier carbon credentials into procurement decisions for new technology, data, and service contracts.

Governance and culture

- Hold an annual carbon awareness moment with all staff, reviewing the latest emissions report and reduction commitments.
- Track intensity ratios (tCO₂e per FTE and per £1m revenue) alongside absolute emissions, so that organisational growth or contraction does not mask underlying performance.
- Review this Carbon Reduction Plan annually, with formal sign-off by the CEO.

Largest avoidable emission sources (2024/25)

The three largest avoidable emission sources in the current reporting period are:

- Working from home energy use: 9.61 tCO₂e (46.1% of total emissions)
- Staff commuting: 4.43 tCO₂e (21.3% of total emissions)
- Business travel (not using owned / leased vehicles): 1.74 tCO₂e (8.4% of total emissions)

Together these three sources account for 75.8% of total emissions, and the reduction measures above are primarily targeted at these areas.

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 use the appropriate UK Government emission conversion factors for greenhouse gas company reporting (DESNZ / DEFRA 2024 v1.1 and 2025 v1.0).

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements where applicable, 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.

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

Signed on behalf of the supplier:



Steven Doyle

Managing Director

Jobsgopublic Limited

24/04/2026

References

1. GHG Protocol Corporate Standard: <https://ghgprotocol.org/corporate-standard>
2. UK Government conversion factors:
<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>
3. Corporate Value Chain (Scope 3) Standard: <https://ghgprotocol.org/standards/scope-3-standard>
4. PPN 006 guidance:
<https://www.gov.uk/government/publications/ppn-006-taking-account-of-carbon-reduction-plans-in-the-procurement-of-major-government-contracts>