UK & Ireland Carbon Reduction Plan

2026

Overview

Supplier Name: Adecco Group UK & Ireland
Publication Date August 2026
Current Emissions Reporting: 1st January 2025- 31st December 2025

Adecco Group UK & Ireland is committed to achieving Net Zero greenhouse emissions by 2050.

This Carbon Reduction Plan outlines:

- Our 2019 baseline emissions
- Our 2024 and 2025 carbon footprints
- Our active and passive reduction assumptions
- Our completed and planned carbon reduction initiatives
- Our approach to carbon offsetting
- Our governance and reporting standards

This Plan covers the following legal entities across Adecco, LHH and Akkodis business units:

- Adecco UK Limited
- Adecco Ireland Limited
- Ajilon (UK) Limited
- Ajilon UK Limited Ireland Branch
- Akkodis UK Limited
- Badenoch & Clark Limited
- Badenoch & Clark trading as LHH Recruitment Solutions
- Lee Hecht Harrison Penna Limited
- Lee Hecht Harrison Ireland Limited
- Modis Europe Limited trading as “Akkodis”
- Modis International Limited trading as “Akkodis”
- Office Angels Limited
- Penna Plc
- Pontoon Europe Limited
- Roevin Management Services Limited
- Spring Technology Staffing Services Limited

Baseline Emissions Footprint

Baseline emissions represent the first full year of reported greenhouse gas emissions and form the reference point for all future reductions. 2019 was the first year of reported Carbon Emissions data. Therefore, 2019 data represent the Adecco Group UK&I Baseline Emissions

Baseline Year: 2019	
Additional Details relating to the Baseline Emissions calculations.	
2019 was the first year of reported Carbon Emissions data. Therefore, 2019 data represents the Adecco Group UK&I Baseline Emissions, against which it measures efforts towards achieving net zero.	
Baseline year emissions:	
EMISSIONS	***TOTAL (tCO2e)***
Scope 1	***206.58***
Scope 2	***650.97***
Scope 3 **(Included Sources)**	**3990.70** **Upstream Transportation and Distribution: 0** (Adecco does not have any upstream or downstream emissions) **Waste Generated in Operations: 0** Waste was not assessed in 2019, as it was not required at the time. Due to immateriality, relating to current footprint as per GHG protocol, this has not been retrospectively estimated. **Business Travel:** 1739.07 **Employee Commuting:**1082.83 (Adecco Group UK&I did not report on this element for 2019 but this has been retrospectively estimated*. **Downstream Transportation and Distribution: 0** (Adecco Group UK&I does not have any upstream or downstream emissions)
Total Emissions	***4848.24*** *(Location and Market Based same)* *In accordance with the market-based reporting hierarchy and GHG protocol we have carried out a recalculation of baseline emissions in the data above due to material additions. The market-based electricity and location-based electricity emissions however remain the same. This is because the location-based value has been used as proxy due to the lack of supplier specific emissions for market-based reporting to be retrospectively calculated.

Prior Year Emission Reporting

Reporting Year: 2024	***Assessment Period: 1st January 2023 -31st December 2023***
EMISSIONS	***TOTAL (tCO2e)***
Scope 1	*30.25*
Scope 2	273.98 (Location Based), 265.75 (Market Based)
Scope 3 ***(Included Sources)***	***Upstream Transportation and Distribution: 0 Downstream Transportation and Distribution: 0*** *(Our carbon reporting and assessment has been more aligned to SECR [Streamlined Energy & Carbon Reporting] and therefore primarily focused on scopes 1 & 2 GHG [Green House Gas] and partial Scope 3 emissions.* *We increased our assessment for 2024 to include commuting & homeworking for our colleagues.* **Waste Generated in Operations:** 0.19 **Business Travel:** 1566.06 (Market Based) **Employee Commuting:** 1,330.56
Total Emissions	***3742.43 tCO2e (Location Based) 3688.33 (Market Based)*** Adecco Group UK&I offset all unabated emissions for the 2024 reporting year against scope 1, 2 and part scope 3 through certified, high-integrity carbon offset projects aligned with global Net Zero principles.

Current Emission Reporting

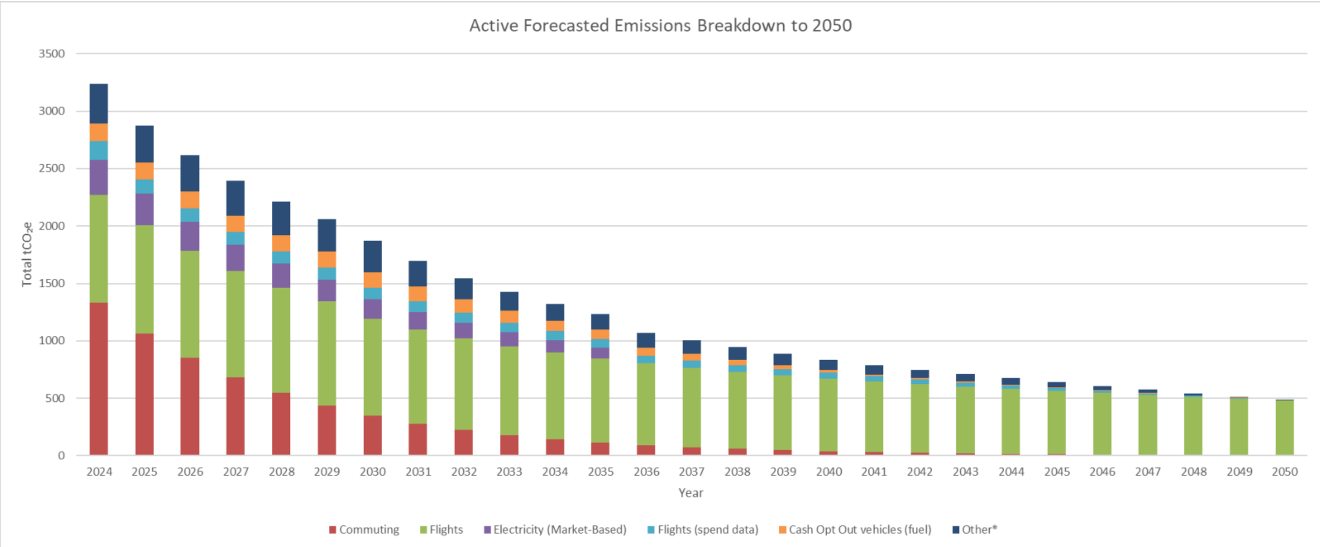
Reporting Year: 2025	**_Assessment Period: 1st January 2024 -31st December 2024_**
EMISSIONS	**_TOTAL (tCO2e)_**
Scope 1	_82.65_
Scope 2	248.97 (Market Based)
Scope 3 **_(Included Sources)_**	**144,861.26 (Market Based)** **Upstream Transportation and Distribution: 0** **_Downstream Transportation and Distribution: 0_** (Adecco does not have any upstream or downstream emissions) **_Waste generated in operation was 30.81 tCO2e_** **Business Travel:** 1341.32 _tCO2e_ (Market Based) **Employee Commuting:** 1,321.43 tCO2e. 2025 is the first year Adecco Group UK&I conducted a full supply chain assessment in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard. Emissions from supply chain account for 98% of total market-based emissions. This change introduces: • Purchased Goods & Services (139,074.70 tCO_2e) • Capital Goods (3,028.36 tCO_2e) • Full spend-based emissions factors • Weighted averages for £38.4m of unclassified spend This increase is expected and correct when transitioning from partial Scope 3 reporting to full value-chain reporting. Offsetting Statement (2025) Adecco Group UK&I is currently in the process of offsetting Scope 1, 2 and part scope 3 emissions for the 2025 reporting year, using certified projects that meet ISO 14068-1 principles for credible carbon neutrality.
Total Emissions	**_145,192.88 tCO2e (Market Based)_**

Emission Reduction Targets

Our reduction pathway combines active reductions and passive reductions (e.g., grid decarbonisation).

Active Reduction Assumptions

- 5% annual increase in sites using 100% renewable electricity until full coverage by 2035
- 100% removal of natural gas emissions by 2050
- 50% reduction in domestic/short-haul flights by 2030
- Rail as default for domestic/short-haul travel from 2027
- Full transition to non-fossil-fuel company cars by 2033



Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented in the UK and Ireland since the 2019 baseline:

Completed carbon reduction initiatives included:

- Portfolio optimisation and improved floor-space efficiency
- Transition of sites to greener energy tariffs
- Energy efficient lighting across all sites
- Centralised energy monitoring
- Economy – class policy for flights under 6 hours

The carbon emission reduction achieved by these schemes to date equates to 1202.49 tCO_2e, or 25% reduction from the 2019 baseline year, based on its absolute emissions. Measures will be in effect when performing the contract to further reduce carbon emissions.

Future Carbon Reduction Initiatives

Adecco operates a strategic Environmental Committee supported by tactical sub-groups to oversee carbon reduction projects, reporting and compliance. This enables us to progress carbon reduction project initiatives and associated activity. The current roadmap for carbon reduction projects includes:

- Business travel reduction (i.e., road, air, sea) -Rail to be default for domestic and short haul flights 2027.
- 50% reduction (on 2019 baseline) in domestic & short haul flights by 2030.
- Exploration of Sustainable Aviation Fuel (SAF) airline partnerships with company travel providers.
- Full transition to non-fossil -fuel company cars by 2033.
- Behavioral change programmes to support low-carbon choices. Shifting colleague behaviors towards low – carbon choices.
- Supplier engagement programme targeting high- impact SCI categories.

Governance

This Carbon Reduction Plan has been completed in accordance with:

- PPN 06/21
- GHG Protocol Corporate Standard
- GHG Protocol Scope 3 Standard
- SECR requirements
- Government GHG Conversion Factors

Emissions have been reported using recognised methodologies and verified conversion factors.

Declaration and Sign Off

This carbon reduction plan relates solely to Adecco Group UK and Ireland entities, and supplements Adecco Group global carbon reporting. Variances when compared to Adecco Group global reporting may exist due to different reference periods and differences in scope.

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

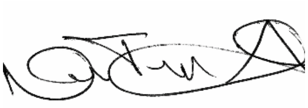
Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and use the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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 approved as detailed below.

Signed

Date: 26th August 2026



Niki Turner- Harding

Country Head, Adecco Group UK & Ireland

1 https://ghgprotocol.org/corporate-standard
2 https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
3 https://ghgprotocol.org/standards/scope-3-standard