



Premier recruitment consultancy specialising in the Social Work, Education, and Healthcare sectors across the UK.

**3D Recruitment Limited**

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## PPN 006 – Carbon Reduction Plan

Supplier Name: **3d Recruit Limited**

Publication date: 19/12/2025

### Introduction

a premier, independently owned recruitment consultancy specialising in the Social Work, Education, and Healthcare sectors across the UK. Founded in 2000, the company has built a formidable reputation over nearly 25 years by adhering to its core values of Determination, Dependability, and Delivery—the "3 Ds" that form the bedrock of its operations.

Headquartered in Battle, East Sussex, 3D Recruit distinguishes itself through a deeply consultative and caring approach, matching fully safeguarded and qualified professionals with Local Authorities, NHS Trusts, and schools. By combining extensive sector-specific knowledge with innovative technology—most notably through their bespoke recruitment app—they streamline the journey for both candidates and clients. This commitment to innovation was recently recognised with the "New Directions" 1066 Business Award, highlighting their ability to navigate market changes through strategic pivots and digital excellence.

At its heart, 3D Recruit is a values-driven organisation that fosters a "work family" culture. This internal ethos translates into external success, ensuring the highest standards of safeguarding and service delivery. Whether supporting overseas candidates entering the UK teaching profession or partnering with local authorities for critical social care provisions, 3D Recruit remains dedicated to its mission: having the right people in the right places, working together to deliver innovative services to the public sector and improve outcomes for the communities they serve.

### Commitment to achieving Net Zero

The most recent report from the Intergovernmental Panel on Climate Change (IPCC), AR6, described the severe consequences of a failure to prevent global temperature rise below 1.5°C. The recently concluded COP26 made clear that to limit global warming at 1.5°C, carbon emissions need to halve by 2030 and drop to net zero by the middle of the century for the best chance to avoid the worst impacts of climate change.

**As a responsible business 3d Recruit Limited is committed to become net-zero by 2050.**

This report sets out a net-zero roadmap, detailing the strategies we have put in place to achieve this goal.

## Scope Of Works

We have used current UK commercial energy averages and the 2024 UK Government GHG Conversion Factors to provide a robust estimate. Emissions for utilities (Gas, Electricity, Water) have been estimated using a spend-based methodology from the annual service charge (£5,000), applying the 2024 UK Government GHG Conversion Factors.

To ensure clarity and provide a reliable year-on-year comparison, the periods covered by this report are:

- **Baseline Period:** 04/2024 – 03/2025
- **Reporting Period:** 04/2024 – 03/2025

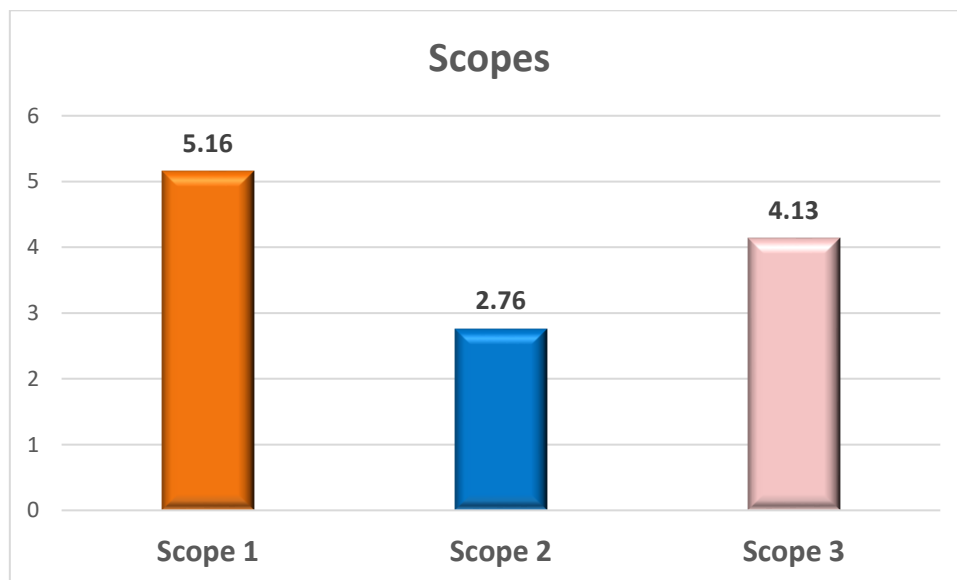
## Sites In Our Estate

Site	Estate size (sqft)	% of total estate size	Description	Tenure
<b>Head Quartered in East Sussex</b> Regent House, Mitre Way, Battle, East Sussex, England, TN33 0BQ	2,260	100%	Commercial Office	Leased
<b>Registered Address:</b> Regent House, Mitre Way, Battle, East Sussex, England, TN33 0BQ	0	0	Registered address.	
Total applicable estate size (excludes out of scope properties)	2,260	100%		
Number of sites	1			

## Baseline Carbon Footprint 04/2024 – 03/2025

FYE 2024 - 2025 is the first year where we have a complete GHG inventory, including the five Scope 3 categories required for PPN 006 compliance. Reasonable assumptions are made in calculating the Scope 3 emissions for this period – not all of scope 3 has been calculated at this time, this is a work in progress.

Emissions	Total (tCO <sub>2</sub> e) for reporting period
Scope 1	5.16
Scope 2	2.76
Scope 3	4.13
<b>Total emissions</b>	<b>12.05</b>



## Emissions Breakdown

Baseline Year: 2024/25	
EMISSIONS	TOTAL ( )
Scope 1	5.16
Scope 2	2.76
Scope 3 (Included Sources)	4.13
Sources included:	Cat 4: Upstream transport (0.00)  Cat 5: Waste generated (0.00)  Cat 6: Business travel (3.34)  Cat 7: Employee commuting/Homeworking (0.77)  Cat 9: Downstream transport (0.00)
<b>Total Emissions</b>	<b>12.05</b>

## Description of methodologies and data used

Utility	Activity Data (Estimated)	2024 Conversion Factor	Emissions (kg CO <sub>2</sub> e)	Emissions (tCO <sub>2</sub> e)
Electricity	12,245 kWh	0.22499 (Scope 2)	2,755.0 kg	2.76
Gas	28,225 kWh	0.18285 (Scope 1)	5,160.9 kg	5.16
Water	135 m3	0.149 (Scope 3)	20.1 kg	0.02
Activity	Actuals			
Hotel Stays	4 Nights	15.12 (UK average)	60.5 kg	0.06
Business Mileage	12,000 Miles	0.273 (Average Car)	3,276.0 kg	3.28
Homeworking	52 Days/Staff	0.297 (per day/staff)	See Note	See Note

## Reporting / Submission year 04/2024 – 03/2025

Since this is our initial Carbon Reduction Plan our submission year and data is the same as Baseline year.

## Emissions Reduction Targets

To continue our progress towards achieving Net Zero, 3D Recruit Limited has adopted the following carbon reduction targets in alignment with the **SBTi (Science Based Targets initiative) Corporate Net-Zero Standard**.

We have committed to a **1.5°C ambitious pathway**, ensuring our reduction rates meet the global requirements for climate stability.

### Near-Term Targets (2025–2030)

3D Recruit Limited commits to reduce absolute Scope 1, Scope 2, and mandatory Scope 3 GHG emissions by **21% by 2030** from a 2024/25 baseline year.

- This represents a linear annual reduction of **4.2%**.
- **Interim Milestone:** We project that total emissions will decrease to **9.52 tCO<sub>2</sub>e** by 2030.

### Long-Term Targets (2030–2050)

3D Recruit Limited commits to reduce absolute Scope 1, 2, and 3 emissions by **90% by 2050** from a 2024/25 baseline year.

- The remaining 10% of residual emissions that cannot be eliminated through operational changes will be neutralised using high-quality carbon removals to reach **Net Zero**

## Carbon Reduction Initiatives

### Carbon Reduction Projects (Enhanced for SBTi Compliance)

To meet these near-term and long-term targets, 3D Recruit Limited will implement the following:

#### Immediate Operational Changes (Next 12–24 Months):

- **Energy Decarbonisation:** Transitioning from spend-based utility estimation to direct smart-metered data to identify and eliminate energy "leakage" in office operations.
- **Active Commuting:** Introduction of a "Cycle to Work" scheme and enhanced support for public transport to reduce the Scope 3 Category 7 footprint.

### Strategic Long-Term Initiatives:

- **Supply Chain Engagement:** By 2030, 3D Recruit aims for 50% of its "Tier 1" suppliers (IT hardware, stationery, and professional services) to have set their own SBTi-aligned targets.
- **Fleet Transition:** A total phase-out of Internal Combustion Engine (ICE) vehicles for any business-related mileage by 2035.
- **Digital Innovation:** Further development of the 3D Recruit App to automate compliance and payroll, aiming for a "Zero-Paper" operational status by 2028.

## 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<sup>7</sup> 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, 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 and is a work in progress as data is currently being collated to one central system.

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

**Signed:** *ben arnold*

**Name:** Ben Arnold

**Position:** Managing Director

**Date:** 18<sup>th</sup> December 2025