Carbon Reduction Plan

DYNAMIS ENTERPRISES LIMITED

Company number: 05712607
Registered Address: 2 Exeter Close, Manchester, England, M12 4AW
Operations address: 2 Exeter Close, Manchester, England, M12 4AW
FTE – 10 (Full-Time Employees); 100 placed (agency) workers
Reporting Period: 1st August 2025 – 31st July 2026
Baseline Year: 1st August 2025 – 31st July 2026 (first reporting year)

Commitment to Achieving Net Zero

DYNAMIS ENTERPRISES LIMITED is committed to achieving Net Zero greenhouse gas (GHG) emissions by 2050 in alignment with the UK Government's legislative target under the Climate Change Act 2008 (2050 Target Amendment) Order 2019.

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

Baseline Emissions Footprint (2025/26)

The baseline year for this Carbon Reduction Plan is 1st August 2025 – 31st July 2026. As this is the organisation's first emissions inventory, the baseline and current reporting period are the same.

Baseline Year Emissions (2025/26):

Scope / Category	2025/26 (1 Aug 2025 – 31 Jul 2026) tCO_2e
Scope 1 – Direct Emissions	0.00
Scope 2 – Purchased Electricity (location-based)	1.68
Scope 3 – Cat 1 Purchased Goods & Services	6.46

Scope / Category	2025/26 (1 Aug 2025 – 31 Jul 2026) tCO_2e
Scope 3 – Cat 2 Capital Goods	10.33
Scope 3 – Cat 4 Upstream T&D	0.00 (N/A)
Scope 3 – Cat 5 Waste	0.60
Scope 3 – Cat 6 Business Travel	0.11
Scope 3 – Cat 7 Commuting (incl. WFH)	164.53
Scope 3 – Cat 8 Upstream Leased Assets	0.00
Scope 3 – Cat 9 Downstream T&D	0.00 (N/A)
Scope 3 – Cat 10–15	0.00
Total Scope 3	**182.35**
Grand Total (All Scopes)	**184.03**

All mandatory PPN 006 Scope 3 categories were screened and reported on a consistent basis. Categories 4 and 9 are confirmed not applicable as the identified business operations involve no inbound or outbound freight — the organisation is a recruitment/placement business with no physical product distribution.

Emissions Trend

As 2025/26 is the organisation's first reporting year, no prior-year baseline exists. Variance analysis against a fixed baseline will begin from the 2026/27 reporting year. The table below establishes the 2025/26 baseline for future comparison.

Scope / Category	2025/26 (1 Aug 2025 – 31 Jul 2026) tCO_2e	% of Total
Scope 1 – Direct Emissions	0.00	0.0%
Scope 2 – Purchased Electricity	1.68	0.9%
Cat 1 – Purchased Goods	6.46	3.5%
Cat 2 – Capital Goods	10.33	5.6%
Cat 3 – Fuel & Energy	0.00	0.0%
Cat 4 – Upstream T&D	0.00 (N/A)	0.0%
Cat 5 – Waste	0.60	0.3%
Cat 6 – Business Travel	0.11	0.1%
Cat 7 – Commuting	164.53	89.4%
Cat 9 – Downstream T&D	0.00 (N/A)	0.0%
Total Scope 3	**182.35**	**99.1%**
Grand Total (All Scopes)	**184.03**	**100%**

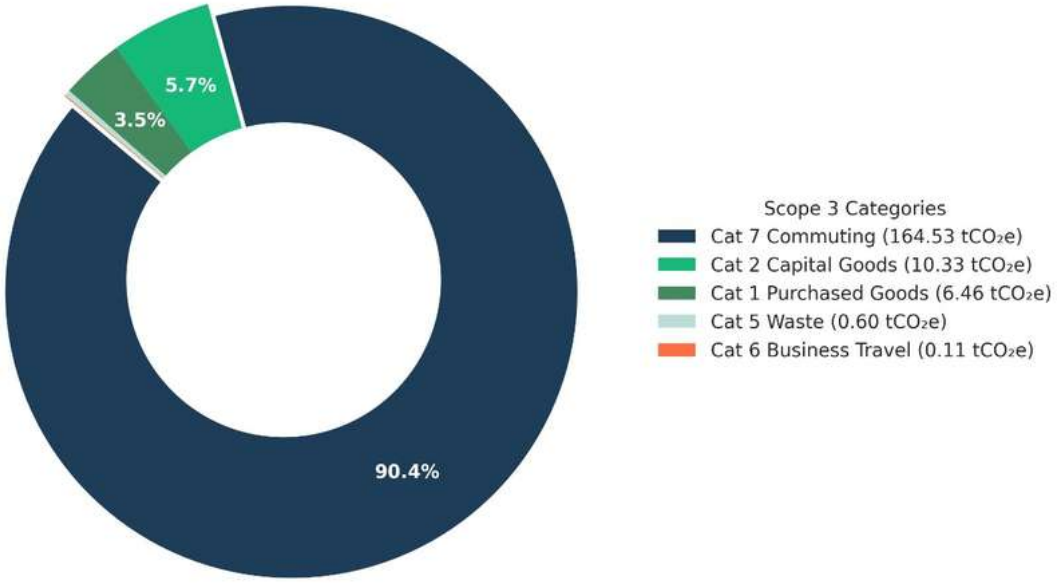
Cat 6 includes hotel stay (2025/26: 0.11 tCO_2e). Cat 7 includes work-from-home (2025/26: 0.32 tCO_2e).

Current Emissions Footprint (2025/26)

Reporting Period: 1st August 2025 – 31st July 2026

Scope	2025/26 (1 Aug 2025 – 31 Jul 2026) tCO_2e	% of Total
Scope 1	0.00	0.0%
Scope 2	1.68	0.9%
Scope 3	182.35	99.1%
Total	**184.03**	**100%**

2025/26 Baseline Scope 3 Breakdown (182.35 tCO_2e Total)



Emissions Intensity

Emissions intensity expresses emissions relative to a business metric, enabling like-for-like comparison year on year and against peers, independent of changes in headcount or activity.

Intensity Ratios (2025/26):

Intensity Metric	Basis	Value
Total emissions per FTE (office staff)	184.03 tCO_2e ÷ 10 FTE	**18.40 tCO_2e/FTE**
Total emissions per total workforce (FTE + placed)	184.03 tCO_2e ÷ 110 people	**1.67 tCO_2e/person**
Scope 1+2 emissions per FTE	1.68 tCO_2e ÷ 10 FTE	**0.17 tCO_2e/FTE**
Scope 3 emissions per FTE	182.35 tCO_2e ÷ 10 FTE	**18.24 tCO_2e/FTE**
Commuting emissions per person (FTE + placed)	164.53 tCO_2e ÷ 110 people	**1.50 tCO_2e/person**
Purchased Goods emissions per £ spend	6.46 tCO_2e ÷ £49,959.33	**0.13 $kgCO_2e$/£**
Capital Goods emissions per £ spend	10.33 tCO_2e ÷ £24,805.01	**0.42 $kgCO_2e$/£**
Emissions per £1,000 turnover	Turnover not disclosed in inventory	—

Interpretation: Because Dynamis is a recruitment/placement business, the dominant driver of intensity is commuting per person (1.50 tCO_2e/person), reflecting the 100 placed workers travelling to client sites. The high "per office FTE" figure (18.40 tCO_2e/FTE) is a function of the small office headcount (10) supporting a much larger placed workforce (100); the "per total workforce" figure (1.67 tCO_2e/person) is the more representative intensity metric for this business model. The **total emissions per total workforce (1.67 tCO_2e/person)** is recommended as the primary intensity KPI for target-setting and year-on-

year tracking. Intensity metrics will be recalculated annually alongside absolute emissions.

Note on intensity targets: The near-term and long-term targets in the following section are set on an **absolute** basis (aligned with SBTi SME methodology). Intensity metrics are reported for transparency and benchmarking and are not the basis of the formal targets.

Interpretation of Emissions Profile

Total reported emissions for the 2025/26 baseline year are 184.03 tCO_2e. As this is the first reporting year, there is no year-on-year change to report; the inventory establishes the reference point against which future reductions will be measured.

Scope 1 emissions are nil, reflecting no company-owned vehicles and no reported refrigerant top-ups. Scope 2 emissions are minimal (1.68 tCO_2e), based on a CIBSE TM46 benchmark estimate of 9,500 kWh for a 100 m^2 office. Scope 3 accounts for 99.1% of total emissions.

The key drivers of the 2025/26 footprint are:

1. **Commuting (Primary Driver):** Category 7 commuting represents 164.53 tCO_2e — 89.4% of total emissions and 90.2% of Scope 3. This is driven by the 100 placed (agency) workers travelling to client sites, with the balance from 10 FTE office staff and work-from-home. The agency-placement business model means commuting is the dominant material category.
2. **Capital Goods:** Category 2 contributes 10.33 tCO_2e (5.6%), reflecting spend-based estimation of fixed asset purchases.
3. **Purchased Goods:** Category 1 contributes 6.46 tCO_2e (3.5%), including water supply, based on procurement spend and per-capita water estimates.
4. **Waste and Business Travel:** Category 5 waste (0.60 tCO_2e) and Category 6 business travel/hotel (0.11 tCO_2e) are minor contributors.

The 2025/26 inventory provides the first complete picture of current emissions, with all mandatory Scope 3 categories screened. Future reduction strategies will focus particularly on Commuting (Category 7), which represents the company's largest source of emissions, alongside continued attention to Capital Goods and Purchased Goods.

Emissions Reduction Targets (SBTi-Aligned)

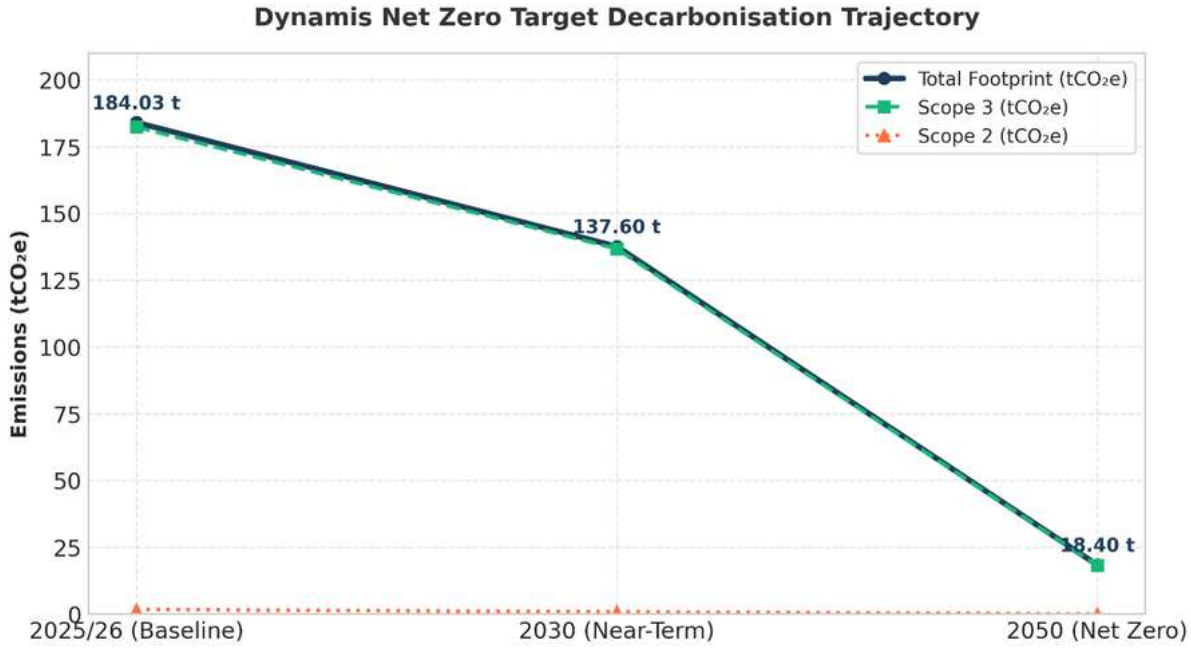
DYNAMIS ENTERPRISES LIMITED has adopted science-based reduction targets aligned with the Science Based Targets initiative (SBTi) methodology for SMEs.

Near-Term Targets (by 2030):

Scope	Baseline (2025/26)	2030 Target	Absolute Reduction
Scope 1	0.00 tCO_2e	0.00 tCO_2e	— (already nil)
Scope 2	1.68 tCO_2e	0.84 tCO_2e	50%
Scope 3	182.35 tCO_2e	136.76 tCO_2e	25%
Total	**184.03 tCO_2e**	**137.60 tCO_2e**	**25.2%**

Long-Term Target (Net Zero by 2050):

Scope	Baseline (2025/26)	2050 Target	Absolute Reduction
Scope 1	0.00 tCO_2e	0.00 tCO_2e	— (already nil)
Scope 2	1.68 tCO_2e	0.00 tCO_2e	100%
Scope 3	182.35 tCO_2e	≤18.24 tCO_2e	≥90%
Total	**184.03 tCO_2e**	**≤18.40 tCO_2e**	**≥90%**



Emissions Reduction Projects

1. Commuting Decarbonisation (Targeting 164.53 tCO_2e)

Initiative	Description	Anticipated Reduction	Timeline
Commuting Survey	Conduct annual staff travel survey covering both office and placed workers to establish actual modal split and distances, replacing assumed averages	Improved data accuracy; baseline for modal-shift targets	Q1 2027, annually thereafter
Modal Shift – Active Travel	Investigate Cycle to Work scheme and promote walking/cycling for short commutes	5–10% of car commuting miles	Q2 2027
Public Transport Incentives	Encourage bus and rail use through season-ticket loans	5–10% of car	Q3 2027

Initiative	Description	Anticipated Reduction	Timeline
	and route planning support for placed workers	commuting miles	
EV Salary Sacrifice	Investigate feasibility of an EV salary sacrifice scheme for employees	Transition from petrol/diesel commuting	Q3 2027
Flexible/Hybrid Working	Continue flexible and hybrid arrangements where operationally appropriate to reduce unnecessary commuting	Maintain reduced commuting levels	Ongoing
Client-Site Proximity	Where practical, match placed workers to client sites closer to their home location to reduce commute distances	5% of placed-worker commuting miles	2027 onwards

2. Purchased Goods Decarbonisation (Targeting 6.46 tCO_2e)

Initiative	Description	Anticipated Reduction	Timeline
Supplier Engagement	Engage key suppliers on their own emissions reductions and request carbon data	10% of Category 1 emissions	2027 onwards
Spend Optimisation	Review procurement practices to avoid unnecessary purchases	5–10% of Category 1 emissions	2027–2030
Sustainable Packaging	Increase recycled and recyclable packaging; reduce single-use	2–5% of Category 1	2027–2028

Initiative	Description	Anticipated Reduction	Timeline
	plastics	emissions	
Product Lifecycle	Where appropriate, encourage repair, reuse and extension of equipment life rather than unnecessary replacement	5–10% of Category 1 emissions	2027–2030

3. Capital Goods Decarbonisation (Targeting 10.33 tCO_2e)

Initiative	Description	Anticipated Reduction	Timeline
Asset Life Extension	Extend useful life of IT hardware and office equipment through maintenance and refurbishment	10–15% of Category 2 emissions	2027–2030
Sustainable Procurement	Include environmental criteria in fixed-asset purchasing decisions	5–10% of Category 2 emissions	2027 onwards
Refurbished Equipment	Where appropriate, procure refurbished IT hardware rather than new	5% of Category 2 emissions	Q2 2027

4. Energy Efficiency (Targeting Scope 1 & 2 – 1.68 tCO_2e)

Initiative	Description	Anticipated Reduction	Timeline
Renewable Electricity Tariff	Move to a renewable electricity tariff when the current supply contract expires	100% of Scope 2 (1.68 tCO_2e)	2027

Initiative	Description	Anticipated Reduction	Timeline
LED Lighting	Energy-efficient LED lighting has already been installed across the office	Maintain reduced electricity consumption	Completed
Heating Efficiency	Doors and windows have been replaced to improve thermal efficiency	Reduced heating demand	Completed
Heating Controls	Thermostatic radiator valves installed to provide greater control of office heating	Improved heating efficiency	Completed
Smart Metering	Install smart meters to replace benchmark estimates with actual consumption data	Improved data accuracy	Q2 2027

5. Waste Reduction (Targeting 0.60 tCO_2e)

Initiative	Description	Anticipated Reduction	Timeline
Waste Contractor Engagement	Obtain waste contractor reports to verify disposal methods	Improved data accuracy	Q2 2027
Recycling	Maintain and promote recycling streams already established within the office; encourage correct waste segregation	10% reduction in landfill waste	Q3 2027

Initiative	Description	Anticipated Reduction	Timeline
Digital Working	Continue established digital-first working practices, minimising printing and paper consumption	Maintain low levels of office paper waste	Q4 2027

6. Business Travel Decarbonisation (Targeting 0.11 tCO_2e)

Initiative	Description	Anticipated Reduction	Timeline
Travel Hierarchy Policy	Continue using Microsoft Teams for customer, supplier and internal meetings where physical attendance is not necessary	5% of business travel miles	Ongoing
Journey Consolidation	Where practical, coordinate customer and site visits geographically or sequentially to reduce unnecessary mileage	5% of business travel miles	Q1 2027
Modal Shift – Rail	Continue using rail for appropriate journeys where operational requirements make this practical	5% of long-distance car miles	Q2 2027
Eco-Driving Training	Train all staff who drive for business	5–10% fuel efficiency improvement	Q2 2027

Dynamis Net Zero Decarbonisation Pathway

Year	Milestone
2025/26	Baseline Established (184.03 tCO_2e); first complete inventory
2026/27	First annual review; commuting survey design; supplier engagement begins
2027	Implementation Phase Starts; Travel Hierarchy & Route Optimisation; 100% Renewable Electricity Tariff; smart metering
2030	Near-Term Target (137.60 tCO_2e); Scope 2 (−50%), Scope 3 (−25%)
2035	Employee Vehicle Transition: Target for 70% of employee vehicles used for business
2050	Net Zero Target (≤18.40 tCO_2e); ≥90% Absolute Reduction across all Scopes

Environmental Management Measures

DYNAMIS ENTERPRISES LIMITED operates under an environmental management framework aligned with ISO 14001 principles. The following measures will be applied when performing contracts:

1. **Travel Planning:** All project delivery plans will include a travel assessment, identifying opportunities for virtual attendance, journey consolidation, and low-carbon transport modes.
2. **Site Waste Management:** Waste generated on client sites will be segregated for recycling wherever possible, with waste contractor reports obtained to verify diversion rates.
3. **Procurement:** Suppliers will be asked to demonstrate their own carbon reduction commitments and will be evaluated on environmental criteria.

4. **Continuous Improvement:** Annual reviews of emissions performance against targets will inform updates to this CRP.

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 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: 

Name: ___Joel Igenoza

Position: _Director

Date: ____09/11/2026

Appendix A: Glossary of Terms

Term	Definition
CRP	Carbon Reduction Plan
tCO_2e	Metric tonnes of carbon dioxide equivalent
Scope 1	Direct emissions from owned/controlled sources
Scope 2	Indirect emissions from purchased electricity
Scope 3	All other indirect value chain emissions
PPN 006	Procurement Policy Note 006 – UK government guidance on carbon reduction in procurement
SBTi	Science Based Targets initiative
GHG	Greenhouse Gas
DESNZ	Department for Energy Security and Net Zero
FTE	Full-Time Equivalent

Appendix B: Emission Factors Used (2025)

All emissions calculations have been undertaken using the UK Government Greenhouse Gas Reporting: Conversion Factors 2025, published by the Department for Energy Security and Net Zero (DESNZ). These factors are the authoritative source for UK businesses preparing GHG reports under the Streamlined Energy and Carbon Reporting (SECR) framework.

Appendix C: References

Category	Factor	Unit	Source
Electricity (Grid)	0.177	kg CO_2e/kWh	DESNZ 2025
Water Supply	0.1913	kg CO_2e/m^3	DESNZ 2025
Wastewater Treatment	0.17088	kg CO_2e/m^3	DESNZ 2025
Upstream Transport	0.20317	kg CO_2e/t.km	DESNZ 2025
Business Travel (Car)	0.27848	kg CO_2e/mile	DESNZ 2025
Commuting (Car)	0.27848	kg CO_2e/mile	DESNZ 2025
Commuting (Bus)	0.16713	kg CO_2e/mile	DESNZ 2025
Commuting (Train)	0.05707	kg CO_2e/mile	DESNZ 2025
Commuting (Taxi)	0.23916	kg CO_2e/mile	DESNZ 2025
Commuting (WFH)	0.33378	kg CO_2e/day	DESNZ 2025
Hotel Stay	11.2	kg CO_2e/night	DESNZ 2025
Waste (Landfill)	446.18	kg CO_2e/tonne	DESNZ 2025
Downstream Transport	0.20317	kg CO_2e/t.km	DESNZ 2025

References

Source	URL / Description
UK Government GHG Conversion Factors 2025	https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2025
PPN 006: Technical Standard	https://www.gov.uk/government/publications/ppn-006-taking-account-of-carbon-reduction-plans-in-the-procurement-of-major-government-contracts/ppn-006-technical-standard-for-completion-of-carbon-reduction-plans-html
PPN 006: Guidance	https://www.gov.uk/government/publications/ppn-006-taking-account-of-carbon-reduction-plans-in-the-procurement-of-major-government-contracts/ppn-006-guidance-on-taking-account-of-carbon-reduction-plans-adopting-and-applying-conditions-of-participation-html
Environmental Reporting Guidelines	https://www.gov.uk/government/publications/environmental-reporting-guidelines-including-mandatory-greenhouse-gas-emissions-reporting-guidance
SBTi Corporate Net-Zero Standard	sciencebasedtargets.org
ISO 14064-1:2018	GHG quantification and reporting at organisation level
ISO 14001:2015	Environmental Management Systems