Core-Asset Consulting Limited emission report 1 July 2024 – 25 June 2025

Estimated total emissions

78.32 tonnes CO_2e

Your emission intensity

Emissions per £ revenue	**0.01 kg CO_2e**
Emissions per employee	**1.60 tonnes CO_2e**

Your Scope overview

Powered by EQUIPOISE

Scope 1 - Direct emissions	**1.105 tonnes CO_2e**
Heating of Buildings	1.10 tCO_2e
Scope 2 - Indirect emissions	**4.186 tonnes CO_2e**
Purchased Electricity (Location-Based)	4.19 tCO_2e
Scope 3 - Value chain emissions	**73.03 tonnes CO_2e**
3.1 Purchased Goods and Services	35.84 tCO_2e
3.2 Capital Goods	0.16 tCO_2e
3.3 Fuel- and Energy-Related Activities	1.80 tCO_2e
3.5 Waste Generated in Operations	0.26 tCO_2e
3.6 Business Travel	0.23 tCO_2e
3.7 Employee Commuting & Homeworking	17.36 tCO_2e
3.8 Upstream Leased Assets	17.39 tCO_2e

This report was created using the **Small Business Carbon Calculator v2.0** on **25 Aug 2026**.

Headline emissions rose 7% — but the underlying footprint actually fell.

REPORTED TOTAL FY2024-25

78.32 t CO_2e

▲ 7.2% vs 73.09 t

ON A LIKE-FOR-LIKE BASIS

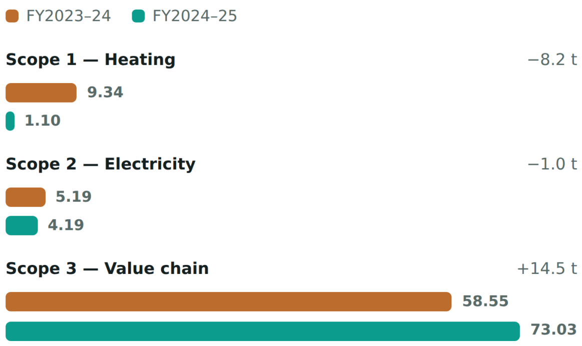
−6.5%

▼ 63.7 t → 59.6 t underlying

The reported increase is an artefact of the carbon calculator moving from v1.2 to v2.0, which introduced a new **Upstream Leased Assets** category worth 17.4 t. Comparing only the categories measured the same way in both years, Core-Asset's footprint **fell about 4.2 tonnes**, driven by lower capital purchases, fuel and electricity.

Emissions by scope

Tonnes CO_2e. Prior year vs current year.



What moved, and why

Reading the two reports side by side.

Scope 3 grew only because v2.0 added Upstream Leased Assets (17.4 t) and a small waste line (0.3 t) — neither existed before.

Scope 1 heating fell from 9.3 to 1.1 t, almost certainly because the leased office's energy was re-mapped into leased assets — a reclassification, not a real cut.

Set those aside and the **genuine trend is downward**.

Underlying reductions (like-for-like drivers)

Change in the categories measured consistently in both years, tonnes CO_2e.

−2.60	−1.45	−1.00	+0.55	+0.37
Capital goods no equipment bought	Fuel & energy-related	Purchased electricity	Commuting & homeworking	Purchased goods & services

Set aside as not comparable (methodology change v1.2 → v2.0)

Shown separately rather than netted, because the new leased-assets figure captures more than heating alone.

9.34 → 1.10
Scope 1 heating — likely re-mapped into leased assets

+17.39
Upstream leased assets — new in v2.0

+0.26
Waste in operations — new in v2.0

1.60 t CO_2e per employee **0.01** kg CO_2e per £ revenue

SME Climate Hub · Equipoise Small Business Carbon Calculator (v1.2 → v2.0). Periods: 1 Jul 2023–30 Jun 2024 and 1 Jul 2024–30 Jun 2025.

Carbon emissions: FY2024–25 performance

Core-Asset Consulting Limited · year to 30 June 2025 · prepared for board / sustainability reporting

Core-Asset Consulting's estimated carbon footprint for the year to June 2025 was **78.32 tonnes CO_2e**, compared with 73.09 tonnes the previous year. On the face of it this is a 7% increase, but the headline overstates the position: the rise is almost entirely attributable to a change in measurement methodology rather than to any growth in the company's activity. The two years were reported using different versions of the SME Climate Hub carbon calculator (v1.2 and v2.0), and the newer version introduced an "Upstream Leased Assets" category, worth 17.4 tonnes, that had no equivalent in the prior year.

Comparing only those categories measured on a consistent basis across both years, the underlying footprint **fell by approximately 4.2 tonnes, or 6.5%**, from 63.7 to 59.6 tonnes CO_2e. This reduction was driven by lower capital expenditure on equipment (down 2.6 tonnes, reflecting no equipment purchases during the year), reduced fuel- and energy-related activity (down 1.4 tonnes) and lower purchased electricity (down 1.0 tonne), partially offset by a small increase in employee commuting and homeworking (up 0.5 tonnes).

Two further movements should be read as accounting reclassifications rather than operational change. Scope 1 emissions from building heating fell sharply, from 9.3 to 1.1 tonnes, at the same time as the new leased-assets category appeared. The most likely explanation is that the energy associated with the company's leased office was re-mapped from direct emissions into the leased-assets line under the updated methodology. Because that category also captures elements beyond heating, the two cannot be netted precisely, and both are therefore reported separately rather than combined.

On an intensity basis, the year records 1.60 tonnes CO_2e per employee and 0.01 kg CO_2e per pound of revenue. The company's most material sources are now employee commuting and homeworking (around 17 tonnes) and the leased office (17.4 tonnes), which together account for the large majority of the value-chain footprint and represent the areas where future reduction effort is likely to have the greatest effect. Business travel remains negligible, at under a quarter of a tonne in each year.

Figures are estimates produced by the SME Climate Hub / Equipoise Small Business Carbon Calculator. Because the calculator version changed between the two years (v1.2 to v2.0), year-on-year comparisons should be read with the methodology change in mind.

Sustainability & Corporate Governance Statement

Corporate Statement | August 2026

Statement Owner	Board of Directors / Senior Management
Version	FY 2026/27
Last Review Date	August 2026
Review Cycle	Annual
Applies To	All Employees, Workers, Candidates, Clients, and Suppliers
Accreditations & Frameworks	EcoVadis (Gold) | ISO 22301 | ISO 27001 | ISO 20400 (target) | SME Climate Hub | APSCo
Related Policies	Environmental Policy | Sustainable Procurement Policy | Modern Slavery Statement | Code of Ethics and Working Standards Policy | Equal Opportunities & Diversity Policy | Anti-Bribery Policy | Whistleblowing Policy

This Statement sets out Core-Asset Consulting's Sustainability & Corporate Governance strategy and action plan for FY 2026/27, incorporating our previous-year achievements and forward objectives across the environmental, social, governance and sustainable procurement areas. It is reviewed and updated annually and supersedes all previous versions.

1. Introduction

Core-Asset Consulting recognises that global sustainability challenges, including climate change, energy efficiency, diversity issues and human rights, are of critical importance and must be addressed. As a preferred supplier and partner of major financial services organisations for which these topics are at the forefront of their priorities, we strive to implement solutions that will add value to all our stakeholders, both internally and externally.

Core-Asset's Sustainability & Corporate Governance framework is built on the view that climate change is a systemic risk to all global economies and all financial markets / clients.

To help us deliver said added value to our employees, candidates, clients, and suppliers, we employ comprehensive risk management policies that include environmental and social risk.

Core-Asset Consulting's Sustainability & Corporate Governance Statement outlines the Company's commitment and approach to identifying and assessing Sustainability & Corporate Governance risks. This Statement incorporates ongoing dialogue with internal and external stakeholders and is an evolving document that we review annually and update to reflect our strategy and key developments.

2. Environmental Impact of Operations

As a small company, our impact on the environment is limited. However, we know that there are always opportunities for improvement to be found, which is why we have implemented a robust internal risk management and audit framework that allow us to identify these opportunities and implement solutions.

2.1 Previous year achievements (FY 2025/26)

- Reported our carbon emissions for FY 23/24.
- Renewed our EcoVadis assessment with an overall score of 80% (Gold / top 5%) with only 1 OFI (reporting on waste).
- Improved the supporting documentation for our reporting effort by carrying out and publishing our carbon footprint assessment results on the SME Climate Hub platform.
- Continued to reduce our digital carbon footprint by encouraging and championing good housekeeping habits.
- Started a data hygiene project through Bullhorn Automation, which will become ongoing.
- Continued to increase staff awareness through training on energy consumption as part of our annual mandatory compliance training – Sustainability and Climate Change.
- Tested and identified gaps in staff understanding of our sustainability policies and processes.
- Donated our old technology equipment to be recycled, which represented the following carbon savings:
    - Total items donated: 164

    - Total weight: 310.4 kgs
    - Total CO_2e savings: 46,988 kgs
    - Equivalent of 3.8 million smartphones being fully charged.
    - 777 trees being planted and grown for 10 years.
    - 119,600 miles driven by a standard car.

- Moved back to our newly refurbished office building (37 Melville Street) with improved building efficiency (insulation, double-glazed windows, efficient heating). The current building energy performance rating is C+, with recommended actions that could take us to rating B.
- Reviewed the Environmental Policy to include AI impact.
- Started a Sustainable Procurement Policy.

2.2 Objectives for FY 2026/27

- Report our carbon emissions for FY 24/25.
- Maintain our EcoVadis assessment score, which will include sustainable procurement scoring.
- Continue our efforts on reducing our digital carbon footprint by raising awareness and encouraging best practice in:
    - Data storage and regular file deletion.
    - Printing
    - Waste management and recycling
- Continue to raise awareness on energy consumption and environmental impact by:
    - Encouraging the use of public transport
    - Raising awareness on the available employee benefits, i.e. Employee Assistance Programme, incentives for increasing healthy habits, etc.
    - Prioritising employee benefits suppliers encouraging healthy habits that also have a positive impact on the environment, i.e. encouraging people to walk or cycle.
- Following the test and gaps identified (accreditations, terminology, DE&I), create an education piece to raise awareness and drive engagement from all stakeholders. Provide additional training to Business Managers and above to give them the knowledge and understanding needed to complete RFPs and hold client meetings.
- Implement initiatives to offset our carbon emissions to help us reach our net zero target (Environmental Czar to be appointed).
- Continue to recycle technology and manage waste sustainably.

- Continue to improve the building's efficiency by working on the recommendations from the energy performance report.

3. Social Wellbeing and Development of Staff

At Core-Asset, we are committed to supporting our employees, candidates, clients, and the wider community by:

- Guaranteeing safe and fair working conditions to our employees – all our Sustainability & Corporate Governance policies are available on our website, including the Modern Slavery Statement, Code of Ethics policies, and Equal Opportunities / Diversity policy.

- Promoting our employees' welfare by providing support for both professional and personal issues – we carry out quarterly workplace assessments and annual desk assessments to make sure we provide an optimal working environment. We also offer an extensive Employee Engagement programme that provides free medical and legal support, as well as counselling.

- Promoting Diversity and Inclusion throughout our recruitment cycle, including through D&I reporting to our clients and internal training. We are also a member of APSCo, a professional trade body representing professional recruiters and guaranteeing professional standards among its members through their code of conduct (available on our website).

- Improving our impact on local communities through our charitable activities and community work. We have ongoing partnerships with Future Asset, Junipers and Career Ready and have been mentoring a Career Ready intern for the second year.

3.1 Previous year achievements (FY 2025/26)

- Worked to increase diversity, equity and inclusion in the financial services sector through initiatives in partnership with Future Asset and Career Ready, including internships and workshops providing guidance on work experience and interview support.

- Recycled our technology (Edinburgh Remakery), which had the following social impact:

    - 56 total devices gifted

    - 13 repair cafes organised

    - 17 community clubs organised

- Continued to provide a safe working environment through regular risk assessments and Health & Safety training.

- Continued to review our Employee Benefits to ensure that we support our employees as much as we can, including by maintaining our Employee Assistance Programme.

- Continued to promote DE&I both internally and externally through our policies and our regular reporting to all stakeholders, as well as annual compliance training.

- Supported clients to increase their understanding of diversity, equity and inclusion through bespoke client DE&I reporting.

- Ran community fundraising initiatives through our Charity Committee, supporting local and national charities.

3.2 Objectives for FY 2026/27

- Investigate reporting on relevant labour and human rights issues (EcoVadis OFI – will need to allocate to a Human Rights / Labour Champion):
  - External assurance to assess the quality and credibility of the qualitative and quantitative information reported by the organisation.
  - Alignment with reporting standards such as GRI Core / Universal / Comprehensive, SASB, etc.
- Diversify our efforts on social mobility by focusing on initiatives raising awareness of ethnicity, disability and an aging working population, by identifying potential partnerships.
- Investigate how to improve accessibility in our processes and on our communication platforms (new website, existing documentation).
- Encourage volunteering initiatives to increase awareness of environmental and social impact by organising a team-building volunteering experience that would have a positive impact within the professional services industry.
- Continue to provide a safe working environment through regular risk assessments and Health & Safety training.
- Continue to review our Employee Benefits to ensure that we support our employees as much as we can, including by maintaining our Employee Assistance Programme.
- Continue to promote DE&I both internally and externally through our policies and our regular reporting to all stakeholders, as well as annual compliance training.

4. Governance & Corporate Social Responsibility

At Core-Asset, we strongly believe in complying with the core principles of social responsibilities:

- **Accountability** – we comply with all financial reporting requirements as mandated by the Income Tax (Earnings and Pensions) Act 2003 (ITEPA 2003) and are working towards reporting on our Diversity & Inclusion stats, as well as our environmental impact (see next steps on our environmental strategy). We have a thorough internal management review process which allows management to respond swiftly to risks and regulatory / industry changes. Employees also attend and participate in industry forums to keep on top of their industry knowledge, i.e. attending the Data Protection Practitioners Conference, being members of relevant professional groups on LinkedIn (Governance Risk & Compliance, Global Diversity and Inclusion, etc.) or attending training / workshops (APSCo's Compliance for the Specialist Workshop, Foundation Recruiter Training).
- **Transparency** – we make our policies available to all our stakeholders on our website and all our processes are reviewed annually by external bodies as part of our ISO audit schedule.

- **Ethical behaviour –** we value excellent employment standards from all our stakeholders, and this is embedded in all our internal policies and processes (i.e. Anti-Bribery Policy, Whistleblowing Policy, Code of Ethics Policy and Modern Slavery Statement), due diligence, and risk assessments.

- **Consideration of all stakeholders' interests –** acting in our employees, candidates, clients, and suppliers' interests is at the heart of everything we do. We are committed to the APSCo Code of Conduct (available on our website for reference), include all the appropriate safeguards for all parties in our Terms and Conditions of Engagement with both clients and candidates, and we have a strict supplier risk assessment process, so we know our suppliers share our ethics and values. It is also part of our core business model to put our clients' and candidates' interests before profits.

- **Respect for the rule of law –** we comply with all industry regulations and strive to anticipate regulatory changes to limit any negative impact to our stakeholders. These regulations include the Equality Act 2010, the Data Protection Act 2018 (DPA) / UK GDPR / the Data Use and Access Act 2022 (DUAA), the Conduct of Employment Agencies and Employment Businesses Regulations 2003, the Employment Agencies Act 1973, the Immigration Asylum and Nationality Act 2006, the Immigration Act 1971, the Income Tax (Earnings and Pensions) Act 2003 (ITEPA 2003), the Agency Workers Regulations 2010 (AWR), the Criminal Finances Act 2017, and the Bribery Act 2010.

4.1 Previous year achievements (FY 2025/26)

- Successfully renewed our ISO 22301 and ISO 27001 certifications.

- Renewed our APSCo membership.

- Continued reporting on our carbon emissions.

- Had our Sustainability & Corporate Governance practices assessed by an external body (EcoVadis) and achieved outstanding ratings in the Ethics area (99%, up from 90% the previous year) and Labour & Human Rights (75%, up from 70% the previous year).

- Conducted our Financial Audit for FY 24/25.

- Improved the structure and content of the Board Meeting Pack to ensure stakeholders are provided with all the relevant information to assess the business' performance and make the necessary strategic decisions.

- Reviewed all our HR policies and procedures as part of our annual audit schedule, including our key policies on ethical behaviours.

- Continued to raise awareness of ethical behaviours and compliance through our policies and annual training, including Information Security, Right to Work Checks, GDPR, DE&I and Modern Slavery.

- Continued to report to our stakeholders on a regular basis through the RCC Committee, Management Reviews and Quarterly Board Meetings.

4.2 Objectives for FY 2026/27

- Renew ISO certifications successfully.

- Renew APSCo membership.

- Renew EcoVadis assessment.
- Report carbon emissions for FY 24/25.
- Review our key policies as part of our annual audit schedule.
- All employees to take the annual compliance training and all new employees to attend the induction training.
- Promote our Sustainability & Corporate Governance strategy and action plan to all our stakeholders (Intranet, website, LinkedIn, PR release, etc.).
- Continue to comply with all relevant legislation.
- Continue to report to all stakeholders on a regular basis.

5. Sustainable Procurement

Core-Asset Consulting is committed to procuring goods and services in a manner that delivers value for money while contributing positively to the environment, to the communities in which we operate, and to the welfare of workers throughout our supply chain.

5.1 Previous year achievements (FY 2025/26)

- This is a new area of focus for Core-Asset, with no prior-year activity to report.

5.2 Objectives for FY 2026/27

- Finalise our new Sustainable Procurement policy.
- Get an assessment on Sustainable Procurement via EcoVadis.
- Review the Supplier Risk Assessment framework to improve due diligence on our supply chain from a sustainability perspective, i.e. asking where data storage is located.
- Implement the recommendations needed to meet ISO 20400 (Sustainable Procurement) standards.

6. Conclusion

In conclusion, while Core-Asset is a small company and has a less significant impact than our larger peers on the economy, the environment and society in general, we recognise that this is not a reason for such issues to be ignored, and therefore we are fully committed to incorporating our Sustainability & Corporate Governance strategy and its core principles in all aspects of our business.

We are a Private Limited Company, wholly owned and managed by invested individuals who work full-time in the company, and this allows us to remain true to our core values and principles:

- **Independent** – Core-Asset Consulting is an independent, privately-owned recruitment company. Our focus is not on the short-term demands of shareholders but on the long-term interests of our candidates and clients.

- **Service not Sales –** We aim to provide clients with the best possible candidates, as opposed to the most actively available. Our focus is on quality, not quantity. This is the philosophy behind our ‘service not sales’ approach to recruitment.

- **Consultative Approach –** We consider important client factors such as business culture, values and teamwork, and link these with a traditional ‘skills-based’ approach to recruitment. We offer candidates a truly consultative approach, both to those actively seeking employment and, even more frequently, to individuals open-minded about their career.

- **High-calibre Consultants –** Our consultants share the company’s core values of respect, reliability, and integrity. We believe our culture of teamwork, personal responsibility and initiative is one of the reasons we deliver such a high-quality service.

- **Professional and ethical –** We are committed to treating all clients and candidates in an ethical, professional, and courteous manner. Our recruitment processes are designed to be robust, consistent, and transparent at all times.

This Statement was last updated in August 2026.