PINEAPPLE PARTNERS

Carbon Reduction Plan

Title of Policy Document **Issue Date and Version**	Carbon Reduction Plan January 2026 (Version 1)
Author / Department	Executive Management Team
Signed off by	 Director
Next review date	January 2027
Distribution	All services
First issue date	January 2026

1. Commitment to achieving Net Zero

Pineapple Partners, operated by Cucumber Logistics Ltd, is committed to achieving Net Zero greenhouse gas emissions by 2050, with meaningful reductions well before then. This plan follows the structure of Procurement Policy Note 06/21 and will be updated and republished annually.

2. Baseline emissions

2026 is the first full reporting year under this plan for Cucumber Logistics Ltd, and therefore our baseline. Baseline measurement is being compiled in line with the Greenhouse Gas Protocol Corporate Standard and the UK Government's conversion factors for company reporting, covering Scope 1 (direct emissions, we operate no company vehicles or combustion plant, so this is expected to be nil), Scope 2 (purchased electricity for our office), and the required Scope 3 categories, principally business travel, commuting, and purchased goods and services. Figures will be published in the next annual issue of this plan.

3. Where our emissions come from

As an office-based recruitment business, our footprint is dominated by a small number of sources: electricity and heating for premises; staff commuting and business travel; and the indirect footprint of purchased services, chiefly IT and cloud services. That concentration is helpful: a few good decisions cover most of our impact.

4. Carbon reduction projects

- Premises: energy-efficient lighting and heating controls, with equipment switched off out of hours, and renewable-tariff electricity as contracts allow.

- Travel: video-first client and candidate meetings; public transport preferred for necessary journeys; remote and hybrid working reducing commuting at source.
- Waste and paper: digital-by-default processes across recruitment and compliance, recycling in the office, and WEEE-compliant disposal of equipment.
- Supply chain: preferring suppliers with credible environmental commitments, and cloud providers running on renewable energy.
- Awareness: environmental responsibility included in staff induction, and this plan reviewed with the whole team annually.

5. Governance, monitoring and sign-off

Emissions data and project progress are reviewed annually by the Executive Management Team, and each annual update of this plan reports progress against baseline. This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and its associated guidance, and has been reviewed and signed off by the board of Cucumber Logistics Ltd.