



Sustainability at Proactive Personnel 2025



Driving Sustainability Forward: Our Environmental Achievements and Goals 2024-2025

We're proud to share the latest steps we've taken to reduce our environmental impact and operate more responsibly across our business. As part of our broader sustainability strategy, we've set ambitious targets, trained our teams, updated policies and invested in technologies that help us reduce our carbon footprint.

Recognised Progress: EcoVadis Assessment

Earlier this year, we were assessed by EcoVadis, a globally respected platform that evaluates companies' environmental, ethical, and social practices. We received an overall score of 57/100, including a strong score of 70/100 for environmental performance – demonstrating our serious commitment to sustainability.

Key areas for growth, such as sustainable procurement and emissions monitoring, are now top of our improvement agenda.

Solar Power, Recycling & Smarter Energy Use

Some of our most impactful achievements over the past year include:

- A 5% reduction in electricity usage across our offices.
- Installation of a 40.49 kWp solar PV system at our Head Office in February 2025, expected to cut CO₂ emissions by 7 tonnes annually. (Funded by the UK Government)
- A 14.84% reduction in gas consumption, well above our 5% target.
- Segregated dry mixed recycling collections launched at all branches from April 2025.
- Smarter office practices, including double-sided printing, reduced paper use and phased reductions in disposable items.

Greener Transport and Company Fleet Changes

We've also made excellent progress in transforming our fleet:

- As of March 2025, 46.5% of our cars are electric and 34.88% are plug-in hybrid.
- Our business travel emissions dropped from 7.7 tonnes in 2023 to just 3.67 tonnes in 2024.
- Our aim is to reach 50% fully electric vehicles in our fleet by April 2025.
- We're reviewing installation of EV charging points at additional offices and promoting public transport and car-sharing.

Policy Updates and Staff Training

Sustainability is a shared responsibility, and we've taken internal steps to support long-term cultural change:

- We have rolled out sustainability training to employees across the business, helping staff at every level understand their role in our environmental goals.
- We've introduced a Sustainable Procurement Policy, guiding how we assess suppliers and products based on their environmental credentials.

Targets We're Working Toward

We've set measurable, time-bound targets across several key areas:

- From our baseline figures in December 2023, we will reduce CO2 emissions from our electricity usage by 30% and gas use by 18% by December 2030.
- From our baseline figure in December 2023, we will reduce the CO2 emissions generated by using cars on company business by 55% by December 2030.

Funded by the UK Government through the UK Shared Prosperity Fund

We are proud to note that the installation of solar panels at our Head Office was made possible through support from the UK Shared Prosperity Fund. This fund aims to build pride in place and increase life chances across the UK by investing in communities, local businesses, and skills development.

As required under the UK Shared Prosperity Fund branding and publicity guidelines, we have appropriately acknowledged the fund's contribution on-site and across our communications, and we remain committed to upholding the standards set by the programme.

To learn more about the UK Shared Prosperity Fund, visit: <https://www.gov.uk/government/publications/uk-shared-prosperity-fund-prospectus>



Funded by
UK Government

Join Us on the Journey

We're proud of the changes we've made—and even more excited for what's ahead. Sustainability is at the core of how we grow, operate and serve our clients. If you'd like to learn more about our environmental goals or collaborate on green initiatives, we'd love to hear from you.

