



**Hays Travel: sustainability and net-zero**



# What does net zero mean to Hays Travel?

**We have committed to achieving net-zero carbon emissions across our UK operations by 2030.**

Being 'net-zero' means that no greenhouse gases will be emitted to the atmosphere because of our activities.

To achieve net-zero we must remove as many carbon emissions as we can across all three scopes. We will then manage any remaining emissions through certified offsetting activities.



# What does net zero mean to Hays Travel?

The three 'scopes' are:

- **Scope 1 emissions:** direct emissions from our activities, like the fuel used by our boilers or company vehicles.
- **Scope 2 emissions:** emissions from the energy we buy, such as electricity for our retail branches and offices.
- **Scope 3 emissions:** indirect emissions from sources we do not own or control, such as activities by businesses supplying goods and services to us, including business travel.



# What is offsetting?

Offsetting helps organisations to balance any emissions that are outside of their direct control, by supporting effective projects that reduce emissions somewhere else.

Offsetting is like crowdfunding for climate action and involves supporting large-scale Certified Emission Reduction projects that are working to reduce emissions and benefit communities.



# Our progress

- We have reduced our reliance on fossil fuels by buying all our electricity from renewable sources.
- Our retail enhancement programme is improving energy efficiency in our branches and minimising wasted energy.
- Our recycling programme is embedded business wide.
- We have developed a comprehensive net-zero roadmap to guide our sustainability initiatives and activities.

*Even small actions at scale will help us achieve our net zero target...*

# How we will reach net-zero...



## Our strategy for achieving net-zero status includes:

- Harnessing renewable energy by installing rooftop solar generation at our head office.
- Phasing out our use of gas across all retail and office sites and moving to sustainable alternatives, such as renewably sourced electricity.
- Providing comprehensive energy awareness training to all colleagues.
- Adopting sustainable policies throughout our operations to minimise scope 3 emissions.



# OUR JOURNEY TO NET ZERO

