

A close-up photograph of a hand holding a single, vibrant green leaf. The hand is positioned in the lower center of the frame, with the thumb and index finger gently gripping the leaf. The leaf is bright green with visible veins and a slightly serrated edge. The background is a soft, out-of-focus bokeh of green foliage, suggesting a natural, outdoor setting. The overall mood is fresh, clean, and eco-friendly.

Vital

Sustainability Report 2023

“Sustainable development is the development that meets the needs of the present without compromising the ability of future generations to meet their own needs”

– Brundtland Definition, 1987

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CARBON REDUCTION STRATEGY REGULATORY REQUIREMENTS

Introduction

The management of Vital is committed to sustainable development. Concern for the environment is an integral and fundamental part of this commitment. Our goal is Zero Harm, and our aim is to reduce the impact on the environment from our operations.

Vital has committed to Science-Based Targets and aim to have these validated within the next 12 months. Further to this we have committed to reach Net-Zero by 2050.



In delivering sustainable development we recognise that our activities can have both a positive and negative impact on the environment, people and wider communities. In the delivery of our strategic direction, we will ensure that environmental, social and economic impacts are fully considered.

Vital has adopted a systematic approach to environmental management and implemented environmental management systems as specified by ISO 14001.



We will ensure that we make Sustainability a priority and emphasize integration of sustainable thinking and action in the efficient use of resources and acting responsibly in our corporate activities and corporate Governance in order to reduce our impact on our environment and to have a positive impact in our communities.

We will choose behaviours and make decisions that reduce environmental impacts and increase the Social Value of our operations.

We will seek opportunities and make decisions that strengthen our communities. Inform our employees and workers of their corporate Sustainability responsibilities and opportunities. We will measure collate and act upon relevant sustainable development metrics and report performance, actions and future goals to the business. Make decisions that support the long-term profitability of our business. Collaborate with partners and our supply chain to create and implement more sustainable practices including the prevention of Modern Slavery. Collaborate with our clients in the integration of sustainability into their business strategies and practices. Make decisions that support the long-term profitability of our business. Ensure we provide sufficient resources and opportunities for the development of staff through training.

Gareth Morris – Group HSQE Director

Organisational and Operational boundaries

Vital Human Resources has decided to use the Financial Control approach for calculating carbon emissions.

This is because:

- The Company takes full ownership of all GHG emissions that it can directly influence and reduce.
- The accounting for the GHG emissions is aligned to International Financial Reporting Standards.
- We have access to GHG emissions data and will have greater control over its quality when collecting it from operations they control.
- Vital Human Resources has more ability to demonstrate completeness of reporting as the information needed to determine organisational structure already exists for financial reporting purposes.

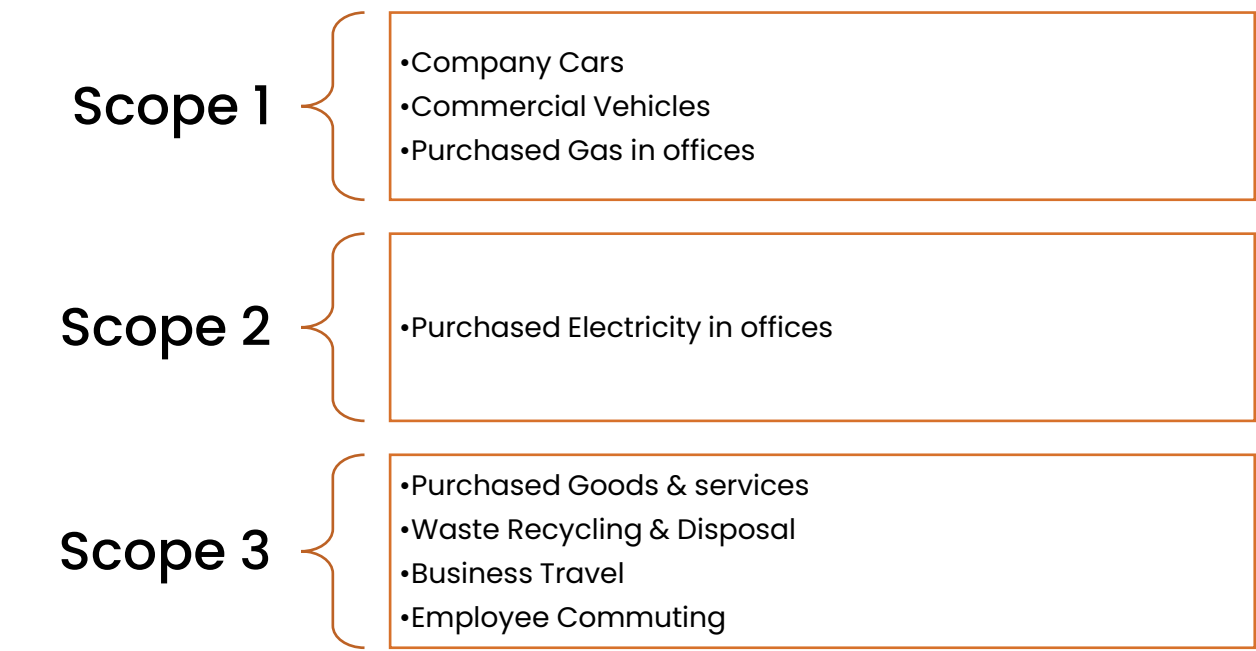
Around half of the Company’s offices are serviced, meaning the business does not have direct control over the utilities (gas, electric, water and waste) supplied into these premises.

Data is therefore collected from the landlord and estimated using the square footage of the office space occupied. Where Vital Human Resources does control energy, water and waste supply into offices, data is taken directly from supplier invoices, based upon actual usage.

We recognise that there will be carbon emissions resulting from activities that we have very limited control over such as emissions generated at client offices where Vital Human Resources contractors work.

These emissions will mostly remain outside of the organisational boundaries for the purpose of calculating the carbon emissions, however Vital will actively work with such suppliers, candidates, and clients to ensure they are using the most environmentally friendly options available and have their own carbon plan in place.

Boundary for Carbon Emissions Reporting

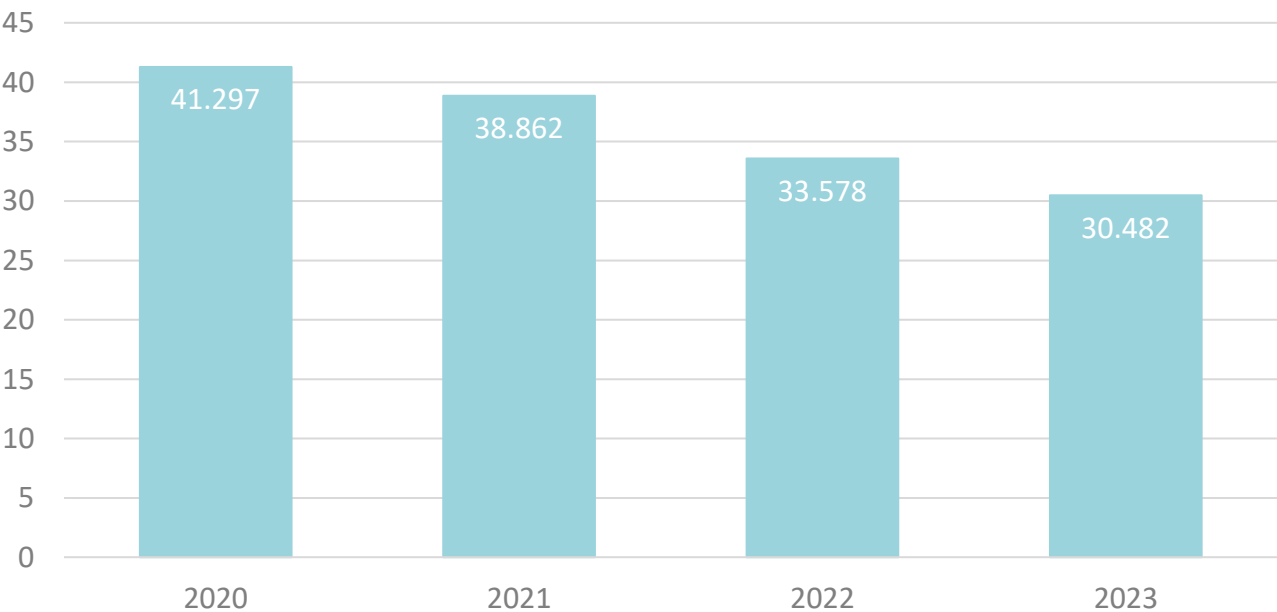




Intensity matrix



Intensity Matrix Tonnes CO2e per million £ turnover



Intensity Matrix (Including Scope 3 business travel only, in line with SECR regulatory reporting)

	2020	2021	2022	2023
Intensity Matrix Tonnes per million £ turnover	41.297	38.862	33.578	30.482
Percentage difference from previous year	N/A	-5.89%	-14.58%	-9.22%



2023 Baseline Emissions



Scope one Emissions in Tonnes CO2e

Gas	91.10
Fleet Diesel	5,059.85
Fleet Petrol	130.57
Total	5,281.52

Scope Two Emissions in Tonnes CO2e

Electricity (Location Based)	80.48
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Scope Three Emissions in Tonnes CO2e

Purchased Goods & Services	1,683.80
Waste Recycling & Disposal	358.82
Business Travel	123.77
Employee Commuting	162.33
Total Scope 3	2,263.84

Total Scope 1, 2 & 3 Emissions	7,625.84
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Society



Employees

223 Employees in Vital in 2023

Vital employs 67 local employees

40 employees living within 5 miles of their office

27 employees living within 5.1 – 10 miles of their office.



Long Service Awards

During 2023 Vital celebrated the following long service awards

2 Employees celebrating 10 years' service

10 employees celebrating 20 years' service



Training

Courses

14 courses were completed by Vital employees in 2023

An additional 19 courses were still in progress at the end of 2023.





Society



Health & Wellbeing

Vital is looking after the health and Wellbeing of its employees. The five elements of the health and wellbeing strategy are:

1. Physical

- Weekly yoga classes
- Vitality Coaches wellbeing programme
- Smart health App
- Gym membership discounts
- Eye care vouchers

2. Emotional

- 24/7 access to the Employee Assistance Programme (EPA)
- Mental Health First aiders
- Thrive wellbeing App

3. Social

- Various departments organised team building events during the year
- A summer conference and dinner was held in September 2023

4. Financial

- Employees assistance programme
- Childcare vouchers
- Cash back plan
- Webinars on financial planning such as a budgeting and savings

5. Work

- Introduction of hybrid flexible working
- RESPECT campaign
- Home Safe, Work Safe, Safety Initiative
- Succession Planning
- Career planning

Economy



Apprenticeships

19 new apprentices started in 2023 at Vital.

Charities

The Morson Group Charities chosen for 2023 were:



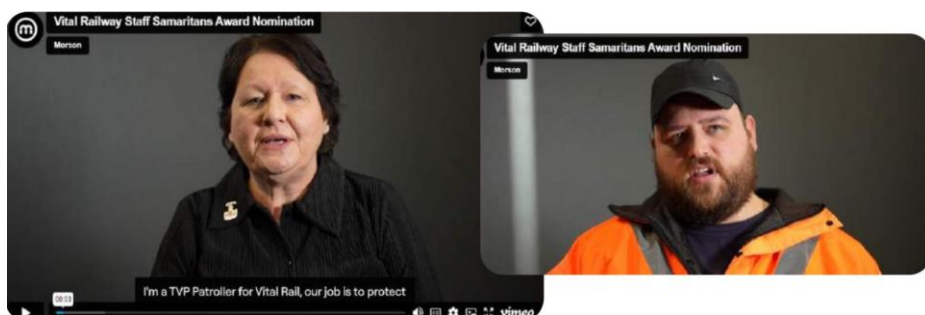
Each charity was given a donation of £100,000



Economy



Community



It's truly inspiring to hear about the important work that our trespass and

vandalism patrollers are doing across the country. We see the dedication and commitment of our staff and how they go above and beyond to make a difference to the safety and security of the public.

Their nominations for the RailStaff Awards in the #Samaritans Lifesaver category highlight the significant impact they've had on the well-being and safety of individuals in their communities.

The recognition by Network Rail and of course by all at Vital, underscore the value of their efforts and the positive impact they're making.

[Click here to watch the nomination video](#)



Vital staff have been working on a key project at Bletchley Super Depot have supported the Kier Group's food bank collection. They have donated food for the local community in support of food banks in Milton Keynes.

An initiatives organised by Combat2Coffee alongside Vital and Network Rail at Liverpool Street Station, during the week leading up to Remembrance Sunday. Providing support to Armed Forces veterans and fostering community engagement through simple yet powerful acts, such as sharing a cup of coffee and having conversations, can make a significant difference.





Carbon Reduction

Vital has ambitious targets to reduce our carbon emissions and work towards Net-Zero through efficiencies.

Our On-going Carbon Reduction targets are:

- Efficient buildings
- Efficient behaviours
- Reduced travel
- Reduced consumption
- Reduced waste

We aim to reduce carbon emissions by:

- The purchase of carbon neutral electricity
- Through the use of ultra-low (Hybrid and electric) vehicles both for company cars
- Through engagement with our supply chain in the development of circular economy
- Through collaborative engagements with clients
- Through on-site power generation derived from carbon neutral sources
- Through the development or and early adoption of emerging technologies

Regulatory Requirements

2021 was the first-year regulatory submission was required for the Streamlined Energy Carbon Reporting (SECR) based on 2020 data.

The SECR submission based on the data from 2023 has been processed and submitted

Data from 2022 was collated for submission under ESOS Phase 3 which is due August 2023

The following will form part of the regulatory requirements for data collection in 2024 for submission in 2025

- Streamlined Energy Carbon Reporting (SECR)
- Task Force on Climate-Related Financial Disclosures (TCFD)