

Carbon Reduction Plan

Supplier name: ManpowerGroup (including Manpower UK Limited, Experis Limited, Brook Street (UK) Limited and Right Management Limited)

Publication date: 4 October 2022

ManpowerGroup is committed to achieving Net Zero emissions by 2045.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2018	
Additional Details relating to the Baseline Emissions calculations	
Although these are our baseline calculations, we recognise that the data collection processes in place at the time were not as robust as they are today, and we're improving and adapting in this area continuously. Therefore, we may change our baseline emissions date to an alternative year over the coming months as this may not be an accurate reflection of our emissions for that year.	
Note re. upstream transportation and distribution: as a service industry we do not manufacture, produce, transport or store, but going forward we plan to capture this in our conversations with our supply chain in our Scope 3 emissions data.	
Baseline year emissions: 2018	
EMISSIONS TOTAL (tCO2e)	EMISSIONS TOTAL (tCO2e)
Scope 1	631
Scope 2	697
Scope 3 (Included Sources)	2,414 This figure includes the following sources: <ul style="list-style-type: none">• Business travel• Fuel and energy related activities• Waste generated in operations
Total Emissions	3,742

Current Emissions Reporting

Reporting year: 2021	
EMISSIONS TOTAL (tCO2e)	EMISSIONS TOTAL (tCO2e)
Scope 1	2,001*
Scope 2	281
Scope 3 (Included Sources)	508 This figure includes the following sources: <ul style="list-style-type: none"> • Business travel • Fuel and energy related activities • Waste generated in operations
Total Emissions	2,790

*Refrigerants added to Scope 1

Emissions Reduction Targets

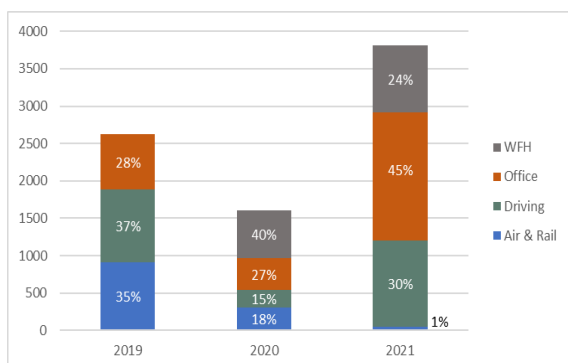
ManpowerGroup is committed to reducing Scope 1 and Scope 2 emissions by 60% by 2030 and Scope 3 emissions by 30% by 2030.

Our 2030 emissions targets are independently validated by SBTi and align with the goals of the Paris Climate Agreement, confirming our planned reductions to limit warming to 1.5°C above pre-industrial levels – the latest and most aggressive recommendations of the Intergovernmental Panel on Climate Change (IPCC).

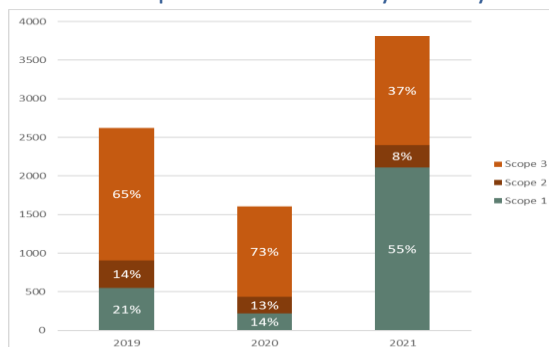
Of the more than 4,200 companies in the G20 that have set climate targets, we are proud to be among the 20% verified by SBTi.

Breakdown of Scope 1, 2 & 3 emissions over the past three years:

GHG Emissions (tCO2e) by Scope



GHG Footprint Breakdown by Activity



Carbon Reduction Projects

In the future we hope to implement further measures, such as:

Our ambitious targets to cut greenhouse gas emissions is the latest milestone in our Climate Action Plan. We are committed to measuring and reducing full value-chain impact — a key part of our goal to reach net zero by 2045 or sooner <https://library.manpowergroup.eu/story/working-to-change-the-world-2022/page/1>

To achieve our UK Climate Action Plan by 2030, we have identified five main areas of focus where we can have the largest impact in reducing our emissions. We have already started work with these items across our UK brands:

- Increasing Renewable Energy – our goal is to move >75% of all offices to renewably sourced electricity by 2030 to reduce our Scope 2 emissions
- Electrifying Our Fleet – by introducing a salary sacrifice scheme for our employees and replacing current vehicle fleet for EVs and hybrid models wherever possible to reduce our Scope 1 emissions
- Decarbonizing our Commute – we are innovating to help people access work whilst reducing their environmental footprint by leveraging flexible, hybrid work models and thinking of new, more sustainable ways to get to work when people do have to commute
- Minimizing Business Travel – by rethinking our travel habits to continue to harness the learnings and savings from the pandemic to reduce our Scope 3 emissions
- Engaging Suppliers – to reduce the Scope 3 emissions impact of goods and services purchased by ManpowerGroup

Moving forward, we will develop our data collection, and our engagement with our landlords, supply chain and partners to provide additional transparency into our Scope 1,2 and 3 emissions.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting .

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard .

Signed on behalf of the Supplier:



Date: 4 October 2022