

Rhythm Careers Climate Action Plan 2026–2029

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Plan period: 2026–2029

Next review: September 2027

Policy owner: Mark Nagle, Founder & Director

Sustainability Lead: Claire Wolstencroft

1. Purpose

Rhythm Careers is committed to understanding and reducing the environmental impact of its business and to integrating climate considerations into our operations, decision-making and future growth.

As a remote-first recruitment business, our direct operational footprint is relatively small. However, we recognise that our greatest potential environmental impacts arise through areas such as business travel and home working, digital activity, procurement and the wider supply chain.

This Climate Action Plan sets out the actions Rhythm will take between 2026 and 2029 to measure, manage and reduce its greenhouse gas emissions and to strengthen its approach to climate action.

The plan will be reviewed annually and updated as our understanding of our environmental impacts develops.

2. Our climate commitment

Rhythm is committed to supporting the global ambition to limit global warming to 1.5°C and to taking practical, proportionate action to understand and reduce the greenhouse gas emissions associated with our business.

Rhythm is committed to:

- measuring relevant greenhouse gas emissions annually;
- establishing a robust full-year 2026 emissions baseline;
- identifying the principal sources of our emissions;
- taking practical and proportionate action to reduce emissions;
- reducing unnecessary business travel and encouraging lower-carbon alternatives;

- considering environmental impacts when making significant purchasing and supplier decisions;
- retaining relevant environmental information provided by significant suppliers;
- engaging employees in climate and environmental initiatives;
- improving our understanding of Scope 1, Scope 2 and relevant Scope 3 emissions;
- considering climate-related risks and opportunities as part of business planning; and
- reviewing our progress annually and updating this plan where appropriate.

Our approach recognises that meaningful climate action should be proportionate to the size and nature of our business while demonstrating continual improvement.

3. 2026 baseline

Rhythm has taken a proactive approach to understanding its environmental impact. Given the size and nature of the business, Rhythm is not currently required to undertake formal greenhouse gas emissions reporting. Nevertheless, we have chosen to create and maintain our own emissions calculator to monitor and record our emissions throughout the year. This records relevant activities including home working, business travel, travel associated with company and social events, rail travel, air travel and road travel, and categorises relevant emissions across Scope 1, Scope 2 and Scope 3.

This approach enables Rhythm to build a robust and transparent picture of its emissions and establish an evidence-based full-year 2026 baseline, rather than relying on estimates or a partial picture of our environmental impact. The calculator considers relevant emissions sources including:

- business travel;
- air travel;
- rail travel;
- road travel;
- commuting and home working; and
- other relevant Scope 3 activities.

The calculator has been developed using relevant UK government emissions factors and will be maintained as a working record of Rhythm's emissions.

Use of Giki assessment

In developing this Climate Action Plan, Rhythm also used the Giki Zero business assessment to help identify relevant environmental impacts, areas for improvement and practical opportunities for climate action. The findings from the assessment were considered alongside Rhythm's own emissions data, business activities and operational context when developing the priorities and actions set out in this plan.

The Giki assessment provided an additional source of insight into Rhythm's environmental impact and helped inform the development of actions relating to emissions measurement, business travel, remote and digital working, procurement, employee engagement and wider environmental initiatives. Rhythm will continue to use its own emissions data and annual reviews to assess progress and refine its priorities over time.

2026 emissions position

Rhythm is currently recording its emissions for the 2026 calendar year. As of 31 August 2026, our recorded gross emissions were:

➤ **2.276 tCO₂e (2276 kg CO₂e)**

This figure represents emissions recorded for the period 1 January–31 August 2026 and is therefore a year-to-date figure rather than the final 2026 baseline.

Rhythm will continue to capture relevant emissions through to 31 December 2026. The completed 2026 calendar year will form Rhythm's first full-year emissions baseline, which will then be used to identify emissions-reduction priorities and monitor changes over time.

Target: Complete and review the 2026 full-year emissions calculation by **31 March 27**.

Measure: Completed annual emissions calculation covering relevant Scope 1, Scope 2 and material Scope 3 categories.

Owner: Claire Wolstencroft, Sustainability Lead, with oversight from Mark Nagle, Founder & Director.

4. Emissions measurement and reporting

Rhythm will maintain its emissions calculator as a working record throughout the year.

The calculator will be updated as relevant emissions data becomes available, with particular attention to:

- business travel;
- flights;
- rail journeys;
- road travel;
- employee commuting where relevant;
- home working;
- relevant purchased goods and services; and
- other material Scope 3 emissions identified through the measurement process.

Where appropriate, Rhythm will use recognised UK government emissions factors and update factors when new relevant factors become available.

The annual calculation will provide a consistent basis for comparison between years.

Measurement target

SMART target: Complete and review the 2026 full-year emissions calculation, using the 2026 calendar year as the baseline, and repeat the calculation annually thereafter.

Measure: Annual emissions calculator completed and reviewed.

Owner: Claire Wolstencroft, Sustainability Lead; oversight by Mark Nagle.

Timescale: By **31 March 2027** and annually thereafter.

5. Climate action priorities 2026–2029

Rhythm’s climate action priorities for 2026–2029 are focused on understanding our emissions, setting an evidence-based reduction target, reducing avoidable emissions, supporting lower-carbon choices and embedding climate considerations into our wider business practices.

Priority	Action	Measure / Target	Owner	Timescale
Measure and understand emissions	Complete and review the full-year 2026 greenhouse gas emissions calculation and establish a robust baseline. Continue annual emissions measurement thereafter.	Full-year 2026 emissions calculation completed and reviewed; annual calculation repeated.	Claire Wolstencroft / Mark Nagle	31 March 2027 , then annually
Set a quantified reduction target	Use the completed 2026 baseline to identify the most significant and practical areas for emissions reduction and establish a longer-term GHG reduction target.	Quantified longer-term emissions reduction target and supporting action plan documented.	Claire Wolstencroft / Mark Nagle	30 June 2027
Reduce business travel emissions	Introduce a consistent approach for assessing whether business travel is necessary and whether digital or lower-carbon alternatives are appropriate.	Business travel guidance introduced and applied; annual review of business travel activity and associated emissions.	Claire Wolstencroft / Mark Nagle	From 2027 , with annual review
Increase lower-carbon travel	Apply a rail-first principle for suitable UK and short-distance European business journeys where practical.	Monitor rail journeys alongside air and road travel and review the resulting emissions annually.	Claire Wolstencroft / Mark Nagle	From 2027 , with annual review

Priority	Action	Measure / Target	Owner	Timescale
Support the transition to EVs	Continue providing and promoting Rhythm's EV salary-sacrifice scheme through Octopus.	At least 3 of 7 team members participating in the EV salary-sacrifice scheme by 31 December 2029. Participation recorded and reviewed annually.	Mark Nagle / Claire Wolstencroft	31 December 2029
Consider environmental impacts in procurement	Consider relevant environmental practices when making or reviewing procurement decisions involving significant suppliers and services, where proportionate and practical. Retain relevant environmental information provided by suppliers.	Relevant supplier environmental information retained and environmental considerations documented in procurement decisions where appropriate.	Mark Nagle / Claire Wolstencroft	Ongoing, with annual review
Support biodiversity and nature	Continue supporting credible nature-based restoration initiatives through Carma, including tree planting and kelp restoration, and review opportunities to increase employee engagement with nature and biodiversity.	Nature-based projects supported, contributions made and relevant restoration activity reported by the project provider.	Claire Wolstencroft / Mark Nagle	Ongoing, with annual review
Engage employees	Provide opportunities for employees to participate in climate and environmental activities and contribute to Rhythm's environmental approach.	At least one climate or environmental engagement activity completed each calendar year from 2027.	Claire Wolstencroft / Mark Nagle	Annually, 2027–2029

Priority	Action	Measure / Target	Owner	Timescale
Improve climate knowledge	Provide opportunities for employees to develop their understanding of climate change, sustainability and relevant environmental issues.	At least one climate or sustainability learning or awareness opportunity each year from 2027 .	Claire Wolstencroft / Mark Nagle	Annually, 2027–2029
Review and improve	Review emissions, progress against targets, actions completed, climate-related risks and opportunities, and opportunities for further improvement. Update the Climate Action Plan where appropriate.	Annual climate action review documented and plan updated where required.	Mark Nagle / Claire Wolstencroft	Annually from 2027

These priorities are intended to provide a practical and proportionate framework for Rhythm’s climate action. They will be reviewed annually and may be strengthened as the company’s emissions data, understanding and environmental practices develop.

6. Emissions reduction approach

Rhythm will use the completed 2026 emissions baseline to identify its most significant and practical areas for emissions reduction.

Rather than setting an arbitrary reduction target before a full-year baseline is available, Rhythm will use the 2026 data to understand:

- which emissions sources are most significant;
- which emissions can realistically be reduced;
- which actions are within Rhythm's direct control;
- where supplier engagement may be appropriate;
- where lower-carbon alternatives are available; and
- what level of reduction is proportionate and achievable for the business.

Following completion of the 2026 baseline, Rhythm will establish a quantified longer-term emissions-reduction target.

This target will be supported by practical actions and reviewed annually.

7. Business travel

Business travel is one of the areas where Rhythm can directly influence its environmental impact.

Rhythm will encourage employees to consider whether travel is necessary and whether meetings or collaboration can be undertaken digitally.

Where travel is necessary, lower-carbon options will be considered where practical.

The approach will include:

- considering video meetings as an alternative to travel;
- encouraging rail travel where practical;
- considering rail as an alternative to short-distance flights;
- recording relevant business travel within the emissions calculator;
- improving the quality and consistency of travel data; and
- reviewing travel-related emissions annually.

Rhythm will also consider the environmental impact of travel associated with company activities and events when appropriate.

8. Electric vehicles

Rhythm recognises that road travel can contribute to its overall emissions profile. The company provides an EV salary-sacrifice scheme through Octopus to make electric vehicles more accessible to employees and support a transition towards lower-carbon road transport.

Rhythm will monitor participation in the scheme and encourage eligible employees to consider electric vehicles where they are appropriate for their circumstances.

Target: At least **3 Rhythm team members** participating in the EV salary-sacrifice scheme by **31 December 2029**.

Measure: Number and percentage of team members participating in the EV scheme.

Owner: Mark Nagle, Founder & Director; Claire Wolstencroft, Sustainability Lead.

Baseline: Participation recorded in 2026.

9. Digital-first and remote working

Rhythm operates as a remote-first business.

Remote working and digital collaboration can reduce the need for commuting, office-based infrastructure and unnecessary business travel. Rhythm will continue to use digital tools to support collaboration across its UK, Ireland and US operations.

Rhythm will also consider the environmental impacts associated with digital working, including the lifecycle and use of IT equipment and relevant digital services.

The company will continue to look for practical opportunities to reduce resource use while maintaining effective collaboration and employee wellbeing.

10. Supplier and procurement considerations

Rhythm recognises that some of its environmental impacts occur through its supply chain and purchased services.

Where relevant and proportionate, Rhythm will consider the environmental practices of key suppliers when making or reviewing procurement decisions.

Rhythm will retain relevant environmental information and policies provided by significant suppliers as evidence of these considerations.

Supplier environmental considerations will be proportionate to:

- the operational importance of the supplier;

- the potential environmental impact associated with the service;
- the level of dependency Rhythm has on the supplier; and
- the availability of relevant environmental information.

Where practical, Rhythm will favour suppliers and services that demonstrate credible environmental policies, emissions-reduction activity or other relevant sustainability measures.

Rhythm does not require a formal environmental assessment or scoring process for every supplier. The approach will remain proportionate to the size and nature of the business and the environmental relevance of the supplier or service.

11. Employee engagement

Climate action is supported by employee awareness and participation.

Rhythm will provide opportunities for employees to engage with environmental initiatives through its existing culture and wellbeing activities.

Potential activities include:

- environmental awareness sessions;
- climate or sustainability training;
- employee surveys and idea gathering;
- participation in environmental volunteering;
- active travel initiatives;
- sustainability-focused team activities; and
- sharing practical information about reducing environmental impacts, including at home for remote working and personal usage.

The aim is to make climate action practical and relevant rather than relying solely on formal policy.

12. Biodiversity and nature

Rhythm recognises that climate change and biodiversity loss are interconnected environmental challenges.

Although Rhythm's direct land and biodiversity impact is limited as a remote-first recruitment business, the company will consider opportunities to support nature and biodiversity through appropriate initiatives.

Rhythm already supports nature-based restoration through its partnership with Carma, contributing to tree planting and kelp restoration projects.

This may include:

- supporting credible nature-based projects;
- continuing to support tree planting, kelp restoration and other appropriate nature-based initiatives through Carma;
- considering biodiversity impacts within relevant environmental initiatives;
- encouraging employees to participate in nature-based activities and focusing on such activities for team-building and social events;
- considering biodiversity where relevant to supplier and procurement decisions; and
- reviewing opportunities to incorporate nature considerations into future environmental planning.

Rhythm will continue to monitor its contribution to nature-based initiatives and retain relevant evidence of its activities and contributions.

Biodiversity will therefore be considered as part of Rhythm's wider environmental approach, while the primary focus of this Climate Action Plan remains greenhouse gas emissions and climate action.

Nature and biodiversity activity: Continue supporting credible nature-based restoration initiatives through Carma and review opportunities to increase employee engagement with nature and biodiversity.

Measure: Nature-based projects supported, contributions made and relevant restoration activity reported by the project provider.

Owner: Claire Wolstencroft, Sustainability Lead; oversight by Mark Nagle, Founder & Director.

Timescale: Ongoing, with annual review.

13. Climate-related risks and opportunities

Rhythm recognises that climate change may create both risks and opportunities for the business.

Potential risks include:

- disruption to travel and infrastructure;
- extreme weather affecting employees or business operations;
- changes in environmental regulation;
- increasing expectations from clients, candidates and suppliers;
- changing operating costs; and
- supply-chain disruption.

Potential opportunities include:

- reducing costs through lower resource and travel use;
- strengthening remote and digital working;
- improving employee engagement;
- responding to increasing client and candidate interest in sustainability;
- strengthening supplier standards; and
- developing a more resilient and environmentally responsible business model.

These considerations will be reviewed as part of Rhythm's annual climate action review and wider business planning.

14. Governance and responsibility

Responsibility for Rhythm's climate approach sits with the company's leadership team.

Mark Nagle, Founder & Director, has overall oversight of the Climate Action Plan and its implementation.

Claire Wolstencroft, Sustainability Lead, is responsible for coordinating emissions measurement, maintaining the emissions calculator, monitoring progress against the plan and supporting annual reviews.

Relevant actions may involve the wider Rhythm team, including employees responsible for travel, procurement, operations, marketing and people-related activities, and participating in training and information sessions.

Progress will be reviewed at least annually.

The plan may also be updated during the year where there are significant changes to the business, emissions profile, legislation or relevant climate guidance.

15. Resources, stakeholder engagement and approval

Resources

Rhythm will allocate appropriate human, technical and material resources to implement this Climate Action Plan in a manner proportionate to the size and nature of the business.

Human resources will be provided through the leadership team, with Mark Nagle, Founder & Director, providing overall oversight and Claire Wolstencroft, Sustainability Lead, coordinating emissions measurement, monitoring progress and supporting implementation. The wider Rhythm team will contribute where actions relate to their roles, travel, procurement, environmental initiatives and engagement activities.

Technical resources will include Rhythm's emissions calculator and associated data records, relevant UK government emissions factors, digital collaboration tools and information provided by suppliers. These resources will be reviewed and improved as appropriate.

Material and financial resources will be allocated where required to support practical climate actions, including lower-carbon travel choices, the EV salary-sacrifice scheme, relevant employee engagement activities, environmental initiatives and appropriate supplier or service choices.

Rhythm will review resource requirements as part of its annual climate action review and will adjust its approach where necessary.

Stakeholder engagement

Rhythm recognises that effective climate action benefits from engagement with relevant stakeholders.

Rhythm will engage with:

- **employees**, through environmental awareness, training, surveys, idea gathering and participation in climate and nature-based activities;
- **suppliers and service providers**, by considering relevant environmental information and practices when reviewing significant suppliers and procurement decisions;

- **clients and candidates**, where relevant, by responding to increasing expectations and interest in sustainability within the recruitment and design sectors; and
- **relevant partners and environmental organisations**, where appropriate, through initiatives such as nature-based restoration and environmental activities.

Feedback, ideas and relevant information gathered through these relationships will be considered as part of Rhythm's ongoing climate action and annual review process.

Approval

This Climate Action Plan has been reviewed and approved by **Mark Nagle, Founder & Director**, as the highest governing body of Rhythm Careers.

Approval date: September 2026

The plan will be reviewed annually and formally updated where required, with the published plan reviewed and updated at least every three years.

16. Data quality and continual improvement

Rhythm recognises that its first full-year emissions calculation may identify areas where data quality can be improved.

The 2026 calculation will therefore also be used to identify:

- missing or incomplete data;
- areas where estimates have been necessary;
- opportunities to improve data collection;
- emissions categories requiring further investigation;
- improvements to emissions factors; and
- opportunities to improve the consistency of future annual calculations.

Rhythm will seek to improve the quality and completeness of its emissions data over time.

17. Annual review

Rhythm will conduct an annual review of this Climate Action Plan.

The annual review will consider:

1. total emissions for the previous calendar year;
2. performance against any established emissions-reduction target;
3. progress against the actions in this plan;
4. changes in the business or emissions profile;
5. relevant supplier and procurement considerations;
6. employee engagement and climate awareness;
7. climate-related risks and opportunities; and
8. whether the Climate Action Plan should be amended.

The first full-year review will take place following completion of the 2026 emissions calculation, with the calculation to be completed and reviewed by **31 March 2027**.

The plan will subsequently be reviewed at least annually.

17. Summary of SMART climate actions

Priority	Specific action	SMART target	Measure	Owner	Deadline
1. Measure	Maintain a comprehensive emissions calculator covering relevant Scope 1, Scope 2 and material Scope 3 emissions	Complete and review Rhythm's first full-year emissions calculation for 1 January–31 December 2026 , establishing the 2026 baseline, and repeat the calculation annually	Completed and reviewed annual emissions calculation	Claire Wolstencroft; oversight by Mark Nagle	31 March 2027 , then annually
2. Reduce emissions	Use the completed baseline to identify Rhythm's most significant and controllable emissions sources	Review the 2026 baseline and establish a quantified 2030 GHG reduction target , supported by specific reduction actions	Published/documented reduction target and supporting action plan	Claire Wolstencroft; Mark Nagle	30 June 2027
3. Reduce business travel	Introduce a consistent approach for deciding when business travel is necessary and when digital or lower-carbon alternatives can be used	Implement a business travel decision-making approach and apply it to relevant business travel from 2027 onwards	Guidance implemented; annual review of travel activity and associated emissions	Claire Wolstencroft; Mark Nagle	30 June 2027
4. Increase rail travel	Encourage rail travel instead of flying or driving where it is a practical alternative	Apply a rail-first principle to suitable UK and short-distance European business journeys from 2027	Rail journeys recorded and reviewed against relevant air/road travel	All team members; oversight by Claire Wolstencroft	From 2027; reviewed annually

Priority	Specific action	SMART target	Measure	Owner	Deadline
5. Increase EV adoption	Encourage employees to use Rhythm's EV salary-sacrifice scheme through Octopus	Increase participation to at least 3 of Rhythm's 7 team members by 31 December 2029	Number and percentage of team members participating; baseline recorded in 2026	Mark Nagle; Claire Wolstencroft	31 December 2029
6. Consider supplier impacts	Retain and consider relevant environmental information from significant suppliers when making procurement decisions	From 2026 onwards, retain relevant environmental policies or evidence available from significant suppliers and consider environmental factors when making relevant procurement decisions	Supplier environmental evidence retained; relevant procurement decisions documented where appropriate	Mark Nagle; Claire Wolstencroft	Ongoing; annual review
7. Support biodiversity	Continue supporting credible nature-based restoration through Carma	Continue Rhythm's support for nature-based restoration and review the level and type of support annually, including opportunities for employee engagement	Projects supported, contributions made and relevant restoration outcomes reported by project provider	Claire Wolstencroft; Mark Nagle	Ongoing; annual review
8. Engage employees	Create practical opportunities for employees to participate in climate and environmental activity	Deliver at least one climate or environmental engagement activity per calendar year from 2027	Activity completed and participation recorded where appropriate	Claire Wolstencroft	Annually 2027–2029

Priority	Specific action	SMART target	Measure	Owner	Deadline
9. Improve climate knowledge	Develop employee understanding of climate impacts and practical emissions-reduction actions	Provide at least one relevant climate/sustainability learning or awareness opportunity each year	Training or awareness activity completed	Claire Wolstencroft	Annually 2027–2029
10. Review progress	Monitor delivery of the Climate Action Plan and update actions based on evidence	Complete an annual review covering emissions, progress against targets, actions delivered and opportunities for improvement	Annual review documented and Climate Action Plan updated where necessary	Mark Nagle; Claire Wolstencroft	Annually from 2027

18. 2026–2029 roadmap

2026 — Measure and establish the baseline

- Continue recording relevant emissions throughout the calendar year.
- Maintain and improve the emissions calculator.
- Capture business travel and other relevant Scope 3 activity.
- Retain relevant environmental information from significant suppliers.
- Consider environmental factors within relevant procurement decisions.
- Continue employee engagement with environmental initiatives.
- Complete the 2026 calendar-year emissions data collection by 31 December.

2027 — Baseline, target and action

- Complete and review the full 2026 emissions calculation by 31 March.
- Use 2026 as Rhythm's first full-year emissions baseline.
- Identify the most significant emissions sources.
- Establish a quantified longer-term emissions-reduction target.
- Introduce or formalise business travel guidance.
- Continue consideration of supplier environmental information within relevant procurement decisions.
- Continue employee engagement and climate awareness.
- Review and update this Climate Action Plan.

2028 — Implement and improve

- Continue annual emissions measurement.
- Monitor performance against the emissions-reduction target.
- Implement further reduction measures identified through the baseline.
- Improve data quality and coverage.
- Continue employee engagement and climate awareness.
- Continue to consider relevant supplier environmental information when making procurement decisions.

2029 — Review and strengthen

- Complete the annual emissions calculation.
- Assess progress against the longer-term reduction target.
- Review the effectiveness of actions implemented since 2026.
- Identify further opportunities for emissions reduction.
- Review climate-related risks and opportunities.
- Develop the next climate action plan based on the evidence gathered during 2026–2029.

18. Commitment to continual improvement

Rhythm recognises that climate action is an ongoing process.

The company's approach will therefore develop as better emissions data becomes available, as climate science and best practice evolve, and as new practical opportunities for reducing environmental impacts emerge.

The establishment of a full-year 2026 emissions baseline is the first step in creating a consistent evidence base from which Rhythm can set meaningful reduction targets and monitor progress.

Rhythm is committed to reviewing its performance annually and taking practical, proportionate and measurable steps towards reducing its environmental impact.

Plan owner: Mark Nagle, Founder & Director

Sustainability Lead: Claire Wolstencroft

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