



July 24, 2025

Positive Business Certificate

This certificate has been granted to Elias Recruitment





About Elias Recruitment

Elias Recruitment is a leading specialist in legal executive search and consulting for legal recruitment across Australia, with experienced consultants in Sydney, Newcastle, Melbourne, Perth and Brisbane.

Business Details

Industry	Employment & recruitment services
Company Size	1 - 10
Offices	NSW
Website	https://www.eliasrecruitment.com/



Elias Recruitment's Positive Impact

First emission measurement: March 19, 2024

Using CarbonInvoice, Elias Recruitment first measured their carbon footprint in March 19, 2024. To do this, they connected their financial business data to the CarbonInvoice App and provided additional information about their business required for measurement.

Measurement Approach

CarbonInvoice uses a proprietary Multi-Layered Categorisation and Calculation Approach to programatically measure scope 1, 2, and 3¹ emissions using industry-standard, and region-specific, spend-based Emissions Factors. Spend-based emissions factors are used rather than activity-based emissions factors as they are better at estimating indirect and Scope 3 emissions, and can be applied against a business' complete spend to give a more complete carbon footprint.

CarbonInvoice uses a combination of financial spend and business data including, location of the business, number of employees, % of employees that work from home, to calculate the businesses carbon footprint. All categorisation is done according to the Greenhouse Gas (GHG) Protocol.

CarbonInvoice maintains a connection to Elias Recruitment's accounting software ledger(s) - this allows CarbonInvoice to automatically provide CO2e data at the invoice level; and allows Elias Recruitment to mitigate their emissions at the invoice level.



Climate Action - Native trees funded: 386

After having their emissions measured, Elias Recruitment started funding native trees to mitigate these emissions. CarbonInvoice coordinates the purchase and funding of trees with Carbon Positive Australia, an Australian charity that has restored over 5,000 ha of land with over 6 million trees & captured almost 650,000 tonnes of carbon, working with landholders, communities & organisations.

Since March 19, 2024, Elias Recruitment has funded 386 native Australia trees in Western Australia. Over a 50 year period, these trees are estimated to sequester the equivalent of 32,240.20 kg/CO₂e.²

In the next 12 months Elias Recruitment is forecast to fund 120.00 trees.

Why Native Trees?

Elias Recruitment is committed to taking climate action to mitigate their emissions. Elias Recruitment believes in funding the planting of native trees as a contribution to this.

These are new additional trees that would have otherwise not been planted. Not only do they help mitigate Elias Recruitment's emissions but they also help strengthen biodiversity and support local eco-systems to thrive.

Carbon neutral means that any CO₂e released into the atmosphere from a company's activities during a specified period is balanced by an equivalent amount being removed for that period - this is most commonly done through *carbon offsets*. Conventional *carbon offsets* also use *avoided emissions* where one person or entity pays another not to emit.

CarbonInvoice does not grant Elias Recruitment any *carbon offsets*, and any carbon sequestered happens over the life time of the trees funded³. Using CarbonInvoice does not make Elias Recruitment *carbon neutral* or enable them to claim *carbon neutrality*.

Instead, Elias Recruitment is committed to taking climate action now to leave a positive impact on our future and planet.



About the certification

What is a Positive Business

Positive Businesses are independent businesses who are committed to sustainability leadership and take immediate action on important challenges to make a lasting positive impact in the world. They know that Small & Medium Businesses contribute 30%+ of global greenhouse gas emissions ⁴. To address this challenge and show leadership they take climate action which makes a positive impact on the world. They are proud participants of the Positive Business Movement.

- Start their journey by measuring. They calculate their carbon footprint using internationally accepted methods, in line with the the Greenhouse Gas Protocol Inventory (source). They continue to do this for the lifetime of their business.
- Take action by mitigating. They fund native trees in one or multiple locations around Australia.
- Share their information and actions. They display transparent and accountable actions to clients, suppliers, employees and their network. Sharing their journey is a way for them to inspire other businesses to follow their lead and join this journey.
- Positive businesses know that by offering the best service and doing the right things they will be the ones who survive and thrive.

Positive Badge



The Positive Business badge is a designation that a business has taken positive action with CarbonInvoice™.

To receive this badge, businesses have to:

- Have their carbon footprint measured through the Multi-Layered Categorisation and Calculation Approach adopted by CarbonInvoice described above
- Communicate they're a positive business through their [Positive Business Profile](#)



Footnotes

[1] Note, Scope 3 downstream emissions - indirect emissions that result from the use or disposal of a business's products or services - are not included

[2] On average, it takes 8-9 trees funded through Carbon Positive Australia to mitigate 1 tonne of CO₂e. This varies based on species, soil conditions and rainfall. CarbonInvoice takes a conservative approach and uses 12 trees per tonne in its calculations.

[3] CarbonInvoice measures the mitigation of emissions through absorption over a 50 year period.

[4] British Business Bank, 'Smaller businesses and the transition to net zero', 2021