

CARBON REDUCTION PLAN

Publication Date:	August 2023
Review Date:	August 2024
Policy review schedule:	Every 12 months (as a minimum)
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Commitment to achieving Net Zero

CareJoy Healthcare Ltd is committed to achieving Net Zero emissions by 2040.

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: 2023	
Additional Details relating to the Baseline Emissions calculations.	
2023 is our first year of reporting. As a recruiter of healthcare professionals for temporary roles in the NHS and the private sector across the UK, it was identified that the main emissions were to occur from energy consumption in our main office and for travel for both our agency staff and office staff to and from work.	
Baseline year emissions: 2023	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	2.6 tonnes
Scope 2	9.8 tonnes
Scope 3 (Included Sources)	91 tonnes. Categories Measured - Upstream transportation and distribution, Waste generated in operations, Business travel, Employee and Agency Workers commuting, Downstream transportation and distribution. Business Travel (not using owned/leased Vehicles), Business Hotel or Event Activities, Inbound Delivery of Goods (not using your organisations

	vehicles), Outbound Delivery of Goods (not using your organisations vehicles)
Total Emissions	103.4 tonnes.

Current Emissions Reporting

Reporting Year: 2023	
EMISSIONS	TOTAL (tCO_{2e})
Scope 1	2.6 tonnes
Scope 2	9.8 tonnes
Scope 3 (Included Sources)	91 tonnes. Categories Measured - Upstream transportation and distribution, Waste generated in operations, Business travel, Employee and Agency Workers commuting, Downstream transportation and distribution. Business Travel (not using owned/leased Vehicles), Business Hotel or Event Activities, Inbound Delivery of Goods (not using your organisations vehicles), Outbound Delivery of Goods (not using your organisations vehicles)
Total Emissions	103.4 tonnes.

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to **75 tonnes tCO_{2e} by August 2028**. This is a reduction of 27%.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline. The carbon emission reduction achieved by these schemes equate to 3.1 tCO₂e, a 3% reduction against the 2023 baseline and the measures will be in effect when performing the contract.

Over the last 12 months these include:

- The introduction of a company-wide 'bike to work' scheme to encourage a reduction of car based commuting.
- An increase in the use of working from home strategies.
- Conversion of company car fleet to electric.

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

- Introduce
- More localised recruitment to support reduced travel times
- Further use of working from home strategies
- Update our supply chain to encourage the use of carbon neutral providers for delivery, uniforms and technology supplies in particular
- Work towards a 100% digital / paperless office environment
- Requiring office staff / agency staff only to travel by public transport

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



Date:16/08/23.....