

# CARBON REDUCTION PLAN

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| Publication Date:       | 7 <sup>th</sup> October 2024    |
| Review Date:            | 30 <sup>th</sup> September 2025 |
| Policy review schedule: | Every 12 months (as a minimum)  |

## Commitment to achieving Net Zero

Ace 24 Healthcare Ltd is committed to achieving Net Zero emissions by 01/12/2048.

## 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.

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| <b>Baseline Year: 2024</b>                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                           |
| <b>Additional Details relating to the Baseline Emissions calculations.</b>                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                           |
| 2024 is our first year of reporting. As a recruiter of healthcare professionals for temporary and permanent roles in the NHS and the private sector across the UK, it was identified that the main emissions we occur is from energy consumption in our main office and for travel for both our agency staff and internal office employees to and from work. |                                                                                                                                                                                                                                                                                                                                           |
| <b>Baseline year emissions: 2024</b>                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                           |
| <b>EMISSIONS</b>                                                                                                                                                                                                                                                                                                                                             | <b>TOTAL (tCO<sub>2</sub>e)</b>                                                                                                                                                                                                                                                                                                           |
| <b>Scope 1</b>                                                                                                                                                                                                                                                                                                                                               | <b>20 tonnes</b><br>Internal Employee travel                                                                                                                                                                                                                                                                                              |
| <b>Scope 2</b>                                                                                                                                                                                                                                                                                                                                               | <b>3.9 tonnes</b><br>Category Measured by energy use in the office.                                                                                                                                                                                                                                                                       |
| <b>Scope 3<br/>(Included Sources)</b>                                                                                                                                                                                                                                                                                                                        | <b>137.196 tonnes.</b><br>Categories Measured - Upstream transportation and distribution, Waste generated in operations, Agency Workers commuting, Downstream transportation and distribution.<br><br>Business Travel (not using owned/leased Vehicles), Business Hotel or Event Activities. This also includes cloud-based data storage. |
| <b>Total Emissions</b>                                                                                                                                                                                                                                                                                                                                       | <b>161.096 tonnes.</b>                                                                                                                                                                                                                                                                                                                    |

## Current Emissions Reporting

| Reporting Year: 2024          |                                                                                                                                                                                                                                                                                                                                           |
|-------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| EMISSIONS                     | TOTAL (tCO <sub>2</sub> e)                                                                                                                                                                                                                                                                                                                |
| Scope 1                       | <b>20 tonnes</b><br>Internal Employee travel                                                                                                                                                                                                                                                                                              |
| Scope 2                       | <b>3.9 tonnes</b><br>Category Measured by energy use in the office.                                                                                                                                                                                                                                                                       |
| Scope 3<br>(Included Sources) | <b>137.196 tonnes.</b><br>Categories Measured - Upstream transportation and distribution, Waste generated in operations, Agency Workers commuting, Downstream transportation and distribution.<br><br>Business Travel (not using owned/leased Vehicles), Business Hotel or Event Activities. This also includes cloud-based data storage. |
| <b>Total Emissions</b>        | <b>161.096 tonnes.</b>                                                                                                                                                                                                                                                                                                                    |

## 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 three years to **141.096 tonnes tCO<sub>2</sub>e by October 2027**. This is a reduction of 12.4%, we will achieve this by internal employees working from homes and having virtual meetings.

## Carbon Reduction Projects

### Carbon Reduction Initiatives

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

- Transition towards low forms carbon of transport (i.e. electric vehicles)
- 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
- Moving cloud-based storage to a net neutral storage provider
- Installing PIR lighting in our offices to reduce electricity use, and continuing use of LED lightbulbs throughout.

### **Commitment to Achieving Net-Zero in Alignment with ISO 14001 and PAS 2060 standards.**

We are committed to achieving net-zero emissions by December 2044 this will be aligned to the principles outlined by ISO 14001, the international standard for Environmental Management Systems and also with PAS 2060. We understand that PAS 2060 Carbon Neutrality is the internationally applicable specification for demonstrating carbon neutrality. Verification to PAS 2060 provides a recognised method of substantiating our business's genuine claims of being carbon neutral.

## 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<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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<sup>3</sup>.

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:

**Nicole Tshuma - Director**

Date: 7<sup>th</sup> October 2024

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<sup>1</sup><https://ghgprotocol.org/corporate-standard>

<sup>2</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>3</sup><https://ghgprotocol.org/standards/scope-3-standard>