



# Carbon Reduction Plan 2024

## Introduction

**Pure Care Services Ltd**, a leading healthcare recruitment agency in the UK, is dedicated to reducing our carbon footprint and promoting a sustainable future. In line with our commitment to environmental responsibility, we have developed an initial Carbon Reduction Plan, providing estimates and projections for the year 2024. As part of our ongoing efforts, we will continuously refine our data and reporting in the years ahead. Our long-term objective is to achieve Net Zero emissions by 2040.

## Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases (GHG) 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. Our baseline carbon footprint assessment has calculated emissions across scopes 1, 2 and 3 for the current reporting year 2024. These figures establish our starting point for measuring progress towards our targets.

## Emissions Reduction Targets

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

- Recycling
- Digitalised timesheets
- Working from home strategies

## Reasons for Zero Reporting

As a healthcare recruitment agency, we are committed to sustainability and reducing our carbon footprint. For the Scope 3 categories where we have reported zero emissions, the following explanations outline their applicability to our business, or when we expect to calculate and report emissions from these categories.

### Purchased Goods and Services

- **Reason for Zero Reporting:** As a service-based agency, our operations do not involve significant procurement of physical goods. The purchased services we use, such as software and office supplies, do not currently have emissions data that we can track comprehensively. In the future, we plan to work with our suppliers to assess their carbon footprints and incorporate this into our reporting within the next cycle.

### Capital Goods

- **Reason for Zero Reporting:** Our capital goods, such as office furniture and IT equipment, are minimal and represent a small part of our overall operations. As a result, we have not yet calculated emissions for this category. We are in the process of developing a system to account for these emissions, which we anticipate will be integrated into our reporting in the next financial year.

### Fuel- and Energy-Related Activities

- **Reason for Zero Reporting:** The energy we use is already covered under Scope 2 emissions. Therefore, this category is not applicable to us at this time, though we will continue to monitor this area as our operations evolve.

## Upstream Transportation and Distribution

- **Reason for Zero Reporting:** As a recruitment agency, we do not handle physical products that require transportation or distribution from suppliers, making this category not applicable to our business.

## Business Travel

- **Reason for Zero Reporting:** Due to a shift toward remote and virtual operations, business travel has been significantly reduced. Consequently, business travel emissions were minimal during the reporting period. As travel patterns return to normal, we will begin tracking and reporting these emissions in upcoming cycles.

## Leased Assets (Upstream)

- **Reason for Zero Reporting:** At present, we do not lease any significant upstream assets relevant to our operations, making this category non-applicable.

## Working from home

- **Reason for Zero Reporting:** As part of our Carbon Reduction Plan, we would like to clarify that none of our staff work from home during the reporting period. Therefore, emissions related to home working practices are not applicable and have been reported as zero. Our operational model requires all employees to work onsite, which eliminates any emissions that would typically arise from home office energy use or commuting from home. However, should this arrangement change in the future, we will ensure to track and report any associated emissions accordingly.

## Our Plan

### Year 1:

- Calculate baseline emissions.
- Switch to 100% renewable energy.
- Implement office energy and waste reduction practices

### Year 2-3:

- Expand operations with energy-efficient design.
- Adopt electric vehicles and telecommuting policies.
- Reduce waste generation by 20% through recycling programs.

### Year 4-5:

- Aim for a 20% reduction in total emissions.
- Scale up our carbon reduction efforts as we grow, focusing on renewable energy, efficient logistics, and sustainable supply chains.
- Offset unavoidable emissions through certified carbon offset programs.

We anticipate that carbon emissions will initially increase before declining over the next 5 years, due to the recent contracts our business have received. **We project that carbon emissions will decrease over the next 5 years to 3 tCO<sub>2</sub>e by 2029, this is a reduction of 30%.**

This target represents an ambitious yet achievable goal that aligns with our commitment to environmental responsibility and sustainability. We recognise that reducing our carbon emissions is a

critical step toward our ultimate objective of achieving Net Zero by 2040. To ensure accountability and transparency, we will regularly monitor and report our progress in meeting this target and making necessary adjustments to our strategies to achieve our goals.

## Carbon Reduction Projects – Completed Carbon Reduction Initiatives

- Continuing to minimise any printed materials by implementing online solutions where possible
- Continue utilising paper waste and shredding services that recycle paper as waste or shredded material
- Continue using Royal Mail exclusively, as they have now deployed electric trucks and vans nationwide
- Continue to enhance staff awareness of electric vehicles and actively promote carpooling and the use of energy-efficient public transport
- Continue donating or recycling old office furniture and equipment to organisations such as schools or local families

<b>Publication Date:</b>	01/09/2024
<b>Review Date:</b>	31/08/2025
<b>Policy review schedule:</b>	Every 12 months

### Commitment to achieving Net Zero

Pure Care Services Ltd is committed to achieving Net Zero emissions by **2040**.

### Baseline Year: 2024

2024 is our first year of reporting. As a healthcare professional recruiter for temporary staff for the NHS and Private sector.

### Baseline Year Emissions: 2024

EMISSIONS		TOTAL tCO <sub>2</sub> e
<b>Scope 1 – Direct Emissions</b>	<i>Our business processes and operations do not fall under Scope 1 emissions, and we have confirmed the absence of any emission sources within this scope. Nevertheless, we will continue to monitor for any potential emissions in this category.</i>	<b>0.0000</b>
<b>Scope 2 – Indirect Emissions</b>	Electricity (Head office)	<b>0.173</b>
	Gas (No gas at premises)	<b>0.0000</b>
	Water	<b>0.0000</b>
<b>Scope 3 -</b>	Waste generated in operations –	<b>0.105</b>
	Upstream transportation & distribution –	<b>0.0000</b>

	Downstream transportation & distribution –	0.0000
	Business Travel –	0.0000
	Commuting (round trip to location) –	1.11
	Work from home –	0.0000
	<i>Considering our initial assessment and the lack of precise data, we have utilised industry averages to establish a baseline for emissions.</i>	
<b>Total Emissions</b>		<b>1.388</b>

Current Emissions Reporting Year: 2024		
EMISSIONS		TOTAL tCO <sub>2</sub> e
<b>Scope 1 – Direct Emissions</b>	<i>Our business processes and operations do not fall under Scope 1 emissions, and we have confirmed the absence of any emission sources within this scope. Nevertheless, we will continue to monitor for any potential emissions in this category.</i>	0.0000
<b>Scope 2 – Indirect Emissions</b>	Electricity (Head office)	0.173
	Gas (No gas at premises)	0.0000
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	Downstream transportation & distribution –	0.0000
	Business Travel –	0.0000
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	<i>Considering our initial assessment and the lack of precise data, we have utilised industry averages to establish a baseline for emissions.</i>	
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## Declaration and Sign Off

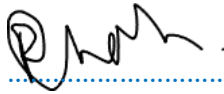
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

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.

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:**

A handwritten signature in black ink, appearing to read "Rahet Shah", positioned above a horizontal dotted line.

**Rahet Shah**

**Director**

Dated: 1<sup>st</sup> September 2024