

Key Healthcare Staffing Ltd

Carbon Reduction Plan

Company Overview:

Key Healthcare Staffing Ltd specialises in the recruitment of temporary and permanent staff for registered services in the healthcare sector. We work closely with our clients in Nursing Homes, Supported Living, Hospitals, Mental Health, and Operating Theatres to provide a range of opportunities tailored to the specific needs and expertise of our candidates. Our commitment is to deliver the most suited location, shift pattern, and pay rate in line with each candidate's specialisation and experience.

Our Carbon Reduction Vision:

As part of our dedication to social responsibility and environmental stewardship, Key Healthcare Staffing Ltd is committed to significantly reducing our carbon footprint and achieving Net Zero emissions by the year 2040. We recognise the critical importance of addressing climate change and are taking proactive steps to reduce our greenhouse gas emissions across all aspects of our operations.

Our Approach:

To fulfill our commitment to carbon reduction, we have developed a comprehensive Carbon Reduction Plan. This plan outlines our strategy for achieving Net Zero emissions and includes specific, measurable targets and actionable steps. Our approach is grounded in transparency, accountability, and continuous improvement.

Key Components of Our Carbon Reduction Plan:

1. Baseline Emissions Reporting:

- Establishing a detailed baseline emissions report for the year 2023 to serve as a reference point for tracking progress.

2. Emission Reduction Targets:

- Setting ambitious yet achievable targets to reduce emissions by 20% by 2025, 50% by 2030, 75% by 2035, and reaching Net Zero by 2040.

3. Scope 2 Emissions:

- Reducing office electricity consumption through energy efficiency measures and transitioning to renewable energy sources.

4. Scope 3 Emissions:

- Encouraging energy-saving practices for staff working from home.
- Promoting virtual meetings, carpooling, and the use of public transportation to minimise business travel emissions.
- Implementing a comprehensive waste management program to reduce, reuse, and recycle.

5. Monitoring and Reporting:

- The Directors are responsible for annually updating the carbon reduction plan and tracking progress through key performance indicators (KPIs).
- Engaging stakeholders, including staff and clients, to ensure transparency and gather feedback to continuously improve our practices.

Our Commitment:

Key Healthcare Staffing Ltd is not only focused on delivering high-quality staffing solutions but also on making a positive impact on the environment. We believe that through our commitment to carbon reduction and sustainable practices, we can contribute to the broader efforts to combat climate change and create a better future for the communities we serve.

By integrating these values into our core operations, we aim to lead by example in the healthcare staffing industry, demonstrating that it is possible to achieve business success while being environmentally responsible. Our journey towards Net Zero is a testament to our dedication to sustainability, and we are excited to share our progress with all our stakeholders.

1. Net Zero Commitment

Key Healthcare Staffing Ltd is committed to achieving Net Zero emissions by the year 2040. This commitment involves a comprehensive approach to reducing carbon emissions across all scopes of activity, including direct operations, energy consumption, and business travel.

2. Baseline Emissions Reporting

The baseline emissions reporting for Key Healthcare Staffing Ltd covers the period from **January 1, 2023, to December 31, 2023**. This reporting serves as the reference point for tracking the progress of emission reduction efforts.

Scope 1 Emissions:

- **Activity:** Due to restrictive business processes no emissions identified.

Scope 2 Emissions:

- **Activity:** Head Office Electricity Consumption
 - **Country:** UK
 - **Unit:** kWh
 - **Year:** 2023
 - **Emission Factor:** 0.207074 kg CO₂e/kWh
 - **Total Units:** 943.4 kWh
 - **Total Emissions:** 195.354 kg CO₂e (0.195354 t CO₂e)

Scope 3 Emissions:

- **Activities:**
 - **Homeworking (Office Equipment + Heating)**
 - **Number of Staff Working from Home:** 3
 - **Total Working Days in a Year:** 255
 - **Year:** 2023
 - **Emission Factor:** 0.33378 kg CO₂e per day
 - **Total Emissions:** 255.343 kg CO₂e (0.255343 t CO₂e)
 - **Business Travel (Medium Car)**
 - **Total Distance in a Calendar Year:** 1500 miles
 - **Emission Factor:** 0.269016 kg CO₂e per mile
 - **Total Emissions:** 403.524 kg CO₂e (0.4035 t CO₂e)

3. Submission Year Jan – Dec 2023

The Submission Year emissions reporting for Key Healthcare Staffing Ltd covers the period from **January 1, 2023, to December 31, 2023**. Since it is our first reporting the baseline and submission year figures are same.

Scope 1 Emissions:

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Scope 2 Emissions:

- **Activity:** Head Office Electricity Consumption
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 - **Unit:** kWh
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4. Emission Reduction Targets

To achieve Net Zero by 2040, Key Healthcare Staffing Ltd has set the following interim reduction targets:

- **2025:** Reduce total emissions by 20% from the baseline year.
 - **2030:** Reduce total emissions by 50% from the baseline year.
 - **2035:** Reduce total emissions by 75% from the baseline year.
 - **2040:** Achieve Net Zero emissions.
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5. Emission Reduction Strategies

Scope 2 Reduction Strategies:

1. Energy Efficiency:

- Implement energy-efficient lighting and equipment in the office.
- Conduct regular energy audits to identify and address inefficiencies.

2. Renewable Energy:

- Transition to renewable energy sources for office electricity.
- Install solar panels where feasible to generate on-site renewable energy.

Scope 3 Reduction Strategies:

1. Homeworking:

- Promote energy-saving practices among staff working from home.
- Provide energy-efficient equipment to remote workers.

2. Business Travel:

- Encourage the use of virtual meetings to reduce the need for travel.
- Promote carpooling and the use of public transportation.
- Invest in hybrid or electric vehicles for necessary business travel.

Waste Management:

- Implement a comprehensive recycling program.
 - Reduce paper usage by transitioning to digital documentation and communication.
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6. Monitoring and Reporting

The Directors are responsible for updating the carbon reduction plan annually. Key performance indicators (KPIs) will be established to track progress, and annual reports will be generated to ensure transparency and accountability. This will include:

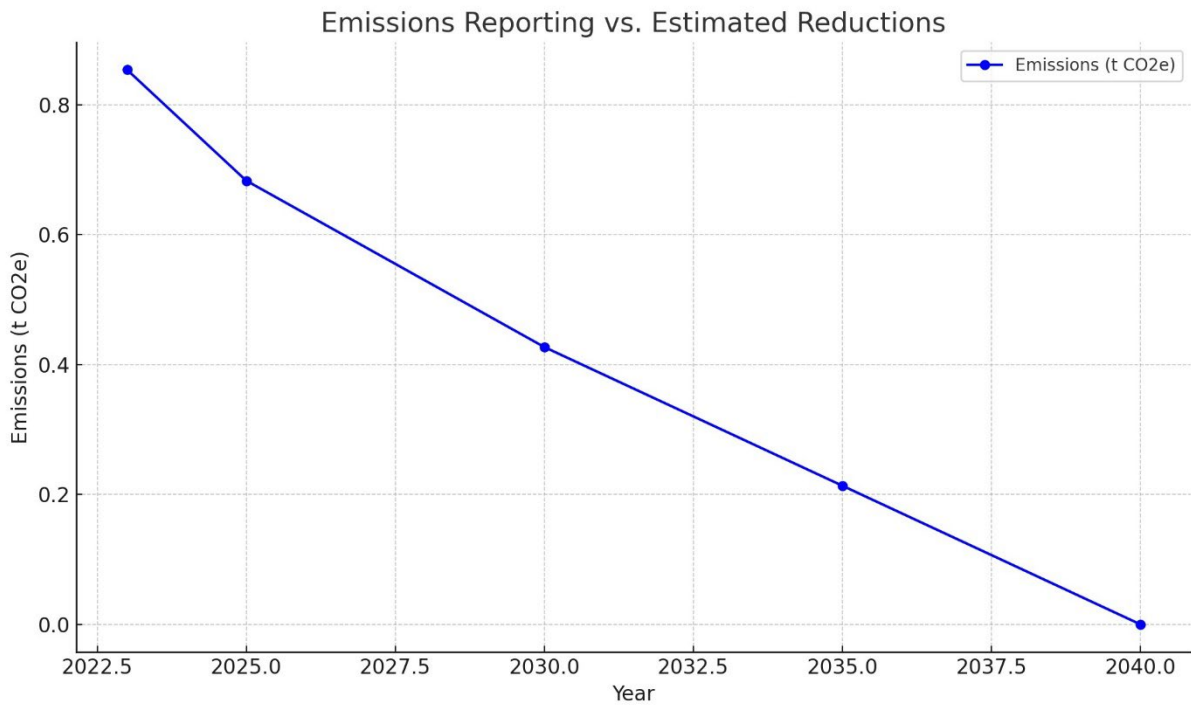
- Annual measurement of emissions across all scopes.
- Regular review of reduction strategies to ensure they remain effective.
- Engagement with stakeholders to incorporate feedback and improve practices.

By adopting these strategies and committing to regular monitoring and reporting, Key Healthcare Staffing Ltd aims to significantly reduce its carbon footprint and contribute to global efforts to mitigate climate change.

Here is the graph illustrating the emissions reporting versus the estimated reductions over the years:

- **2023 (Baseline):** 0.854197 t CO₂e
- **2025 (20% Reduction):** 0.6833576 t CO₂e
- **2030 (50% Reduction):** 0.4270985 t CO₂e
- **2035 (75% Reduction):** 0.21354925 t CO₂e
- **2040 (100% Reduction / Net Zero):** 0.0 t CO₂e

This graph visually represents our commitment to reducing emissions over time, leading up to our Net Zero goal by 2040.



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 reporting](#)².

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 Key Healthcare Staffing Ltd:

Jarrood Hill

Jarrood Hill
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Date: ...18/07/2024.....

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

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

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