

Carbon Reduction Plan

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Organisation Name: HERITAGE STAFFING SERVICES LIMITED

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Company Registration Number: 08963028

Heritage Staffing Limited operates in the health and social care staffing sector, primarily providing high-quality staffing solutions for healthcare providers. We understand the importance of sustainability and are committed to reducing our carbon footprint as part of our corporate responsibility to contribute to a healthier environment. Our carbon reduction strategies are integral to our operational planning and support long-term sustainable business practices.

Commitment to Achieving Net Zero

Heritage Staffing Limited is committed to achieving **Net Zero** greenhouse gas (GHG) emissions by 2050 across all our UK operations. This commitment follows the guidelines set by the UK Government's Climate Change Act 2008 (2050 Target Amendment), as well as the **NHS Net Zero Supplier Roadmap**. We understand the importance of mitigating climate change and reducing our environmental impact. As part of our commitment to this target, we are integrating sustainability into our business strategy, aligning with national and global efforts to tackle the climate crisis. Our goal is to integrate climate action into all aspects of our business, from operations to recruitment and beyond, ensuring that we contribute positively to the achievement of Net Zero targets.

Baseline Emissions Footprint

Our baseline emissions data is from **2022**, which provides a snapshot of our emissions before significant reductions were put into place. This data serves as the benchmark against which we measure our progress and effectiveness of implemented reduction strategies.

Baseline Emissions (2022):

- **Scope 1 (Direct):** 6.2 tCO₂e

These emissions come from direct company activities such as the fuel used by our fleet of vehicles. At the time of reporting, our fleet consisted primarily of diesel vehicles, with most emissions from long-distance travel for staff visits and administrative tasks.

- **Scope 2 (Energy Indirect):** 2.4 tCO₂e

These emissions stem from the electricity consumed by our office premises. Our office buildings use traditional grid electricity, which is partly sourced from non-renewable

energy. This is an area of significant focus as we move towards more sustainable alternatives.

- **Scope 3 (Other Indirect):** 14.1 tCO₂e

Scope 3 includes all other emissions that are indirectly linked to our business operations but outside of our direct control. These emissions are from staff commuting, business travel, procurement of services and goods, and waste generation. We noted that commuting and business travel represented a large share of Scope 3 emissions, contributing significantly to our overall footprint.

Total Emissions:

22.7 tCO₂e (Total for Scope 1, 2, and 3)

This baseline allows us to understand where the largest sources of emissions are, giving us a clear target for future reductions.

Current Emissions Reporting

In 2024, we undertook our first comprehensive reporting of carbon emissions for the most recent year, which allowed us to track the success of our early reduction measures and identify areas for improvement. Our emission reductions in 2024 reflect the efforts we've made to cut down on energy consumption and implement sustainable practices across all departments.

Emissions for Reporting Year (2024):

- **Scope 1:** 5.5 tCO₂e

A reduction in direct emissions was achieved primarily through a smaller fleet and more efficient route planning. As we transition more of our staff to using public transport or company-provided electric vehicles, we expect this number to decrease further.

- **Scope 2:** 1.9 tCO₂e

The reduction in Scope 2 emissions came as a result of energy-saving initiatives, such as the installation of LED lighting and more energy-efficient heating systems in the office. Moving forward, we plan to switch to 100% renewable electricity sources.

- **Scope 3:** 11.3 tCO₂e

The reduction in Scope 3 emissions was mainly due to staff adopting hybrid working models and using virtual meetings instead of in-person travel. Furthermore, we've begun sourcing more of our supplies from local or more sustainable vendors, reducing the carbon impact of our procurement activities.

Total Emissions:

18.7 tCO₂e (Total reduction of **17.6%** from the baseline)

We will continue to monitor our emissions annually to ensure we stay on track to meet our reduction targets.

Carbon Reduction Targets

To meet our **Net Zero** ambition by 2050, we have set measurable and actionable emissions reduction targets across all scopes. Our targets are aligned with the UK Government's climate targets and aim to significantly reduce our carbon impact over the next 25 years. These targets are reviewed annually, with progress tracked through both quantitative emissions data and qualitative measures such as employee engagement and sustainable procurement practices.

Carbon Reduction Milestones:

- **By 2025:** We aim to reduce our Scope 1 and 2 emissions by **25%**, focusing on reducing fuel consumption through the adoption of hybrid/electric vehicles, optimising travel routes, and shifting our energy use to renewable sources.
- **By 2030:** Aiming for a **50%** reduction in overall emissions compared to 2022 levels, with a significant focus on minimising Scope 3 emissions. This will be achieved by further reducing staff commuting, increasing telehealth visits, and adopting more efficient technology platforms.
- **By 2040:** We plan to reduce emissions by **80%** by strengthening our sustainability efforts across all sectors, particularly in supply chain emissions, through further engagement with low-carbon suppliers.
- **By 2050:** Heritage Staffing Limited will achieve **Net Zero** emissions, ensuring that all direct and indirect emissions are neutralised, and we offset any residual emissions through verified carbon credits or other offsetting schemes.

Carbon Reduction Measures

Heritage Staffing Limited has already initiated several key measures to reduce our carbon footprint and we are committed to expanding these efforts as we progress towards our Net Zero target. Below are the initiatives we have undertaken:

Implemented Measures:

- **Transition to Digital:** We have transitioned from paper-based records to digital care platforms such as **eMAR** and **PASS by Everylife technology**. This change alone has resulted in a reduction of approximately 2 tonnes of CO₂ annually by eliminating paper waste and reducing printing needs.
- **Energy Efficiency:** In our office spaces, we've installed **LED lighting** and motion sensors, which cut electricity consumption by 15%. We also use energy-efficient heating systems and smart thermostats to regulate energy use.
- **Fleet Optimisation:** Through better scheduling and route optimisation software, we have reduced unnecessary travel for our care staff, minimising fuel consumption and lowering carbon emissions from the fleet.
- **Flexible Working:** A significant number of our office staff now work remotely, reducing the need for commuting and office energy use. This has contributed to a reduction in both our Scope 1 and Scope 3 emissions.

Planned Measures:

- **Electric Vehicles (EVs):** We plan to transition all company vehicles to electric or hybrid models by 2026, with a fleet-wide goal of reducing Scope 1 emissions by 50% over the next 5 years.
- **Renewable Energy Transition:** We will switch all office energy contracts to **100% renewable** sources by 2026, significantly reducing Scope 2 emissions.
- **Green Procurement:** We are working closely with our suppliers to ensure the goods and services we purchase are sourced from sustainable and low-carbon suppliers. This includes encouraging our vendors to adopt carbon reduction strategies and track their emissions.

Emissions Reporting Standards

We align with the **Greenhouse Gas (GHG) Protocol** Corporate Standard for emissions reporting. The GHG Protocol provides a robust and globally recognised framework for measuring and managing greenhouse gas emissions. Additionally, we follow **UK Government Streamlined Energy and Carbon Reporting (SECR)** regulations, which require UK companies to report their energy usage and carbon emissions. Our data is reported in an open and transparent manner, ensuring full accountability and enabling us to measure our progress accurately over time.

Declaration and Sign-Off

This Carbon Reduction Plan is formally signed off by the management team at Heritage Staffing Limited, ensuring that we are committed to taking action in support of the Net Zero targets.

Signed: 

Position: **Registered Manager**

Date: 14 April 2025