



# Carbon Reduction Plan

November 2023

Name: Health Care Resourcing Group (HCRG) Ltd

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## Commitment to achieving Net Zero

Health Care Resourcing Group (HCRG) Ltd is committed to achieving Net Zero emissions by 2050, as per the government target. We continue to work toward our implementation plan which will allow us to bring this target further forward. All emissions reported and future plans include the entities under HCRG's operational control.

## 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: to 31 June 2022

#### Additional details relating to the Baseline Emissions

HCRG began collecting emissions data in accordance with the Streamlined Energy and Carbon Reporting (SECR) requirement for our financial year ending 31 June 2020. In accordance with these requirements, we have Scope 1 and 2 emissions for two reporting years and have used the first of these years as our baseline. Full Scope 3 data has not been collected or reported for these two years as this was not required but, as per reporting guidance, vehicle emissions have been included in Scope 3 calculations. Data has been gathered from hire car companies, plus personal car usage for business purposes has been taken from our expenses claim system. This represents a partial report against Scope 3 category 6, Business Travel.

We have used the Current Emissions Reporting Year for year ending 30<sup>th</sup> June 2022 as a baseline for Scopes 1, 2 and 3 but as organisational changes are due in 2024, we intend to recalculate our baseline emissions to reflect a full year of our usual operations.

#### Baseline year emissions: to 31 June 2022

| Emissions                  | Total (tCO <sub>2</sub> e)   |
|----------------------------|--|
| Scope 1                    | - gas combustion: 43.00<br>- fuel consumed for own transport: 1,009.00             |
| Scope 2                    | - electricity purchased: 124.00  |
| Scope 3 (Included Sources) | - fuel consumed for transport not owned by the company (business travel)<br>174.00 |
| <b>Total Emissions</b>     | <b>1,350</b>   |

## Current Emissions Reporting

*Reporting year: to 30<sup>th</sup> June 2023*

| Emissions                   | Total (tCO2e)  |
|-----------------------------|--|
| Scope 1                     | - gas combustion: 39.00<br>fuel consumed for own transport: 979.00                 |
| Scope 2                     | - electricity purchased: 135.00  |
| Scope 3 (Included Sources*) | - fuel consumed for transport not owned by the company (business travel)<br>136.00 |
| <b>Total Emissions</b>      | <b>1289</b>  |

## Changes in the business

The organisation has seen several changes over the past year, with growth in headcount through organic growth and new contract wins. Having identified a number of gaps in our 2021/22 data we have worked with colleagues to build a more comprehensive data set, including emissions from WEEE waste and additional leased asset data such as data centres. Furthermore, for transparency and aligned reporting purposes, hotel stays have been included in Category 6 business travel. These factors mean our scope 3 emissions have increased for 2022/23.

## Emissions reduction targets

We have made the commitment to be net zero by 2050. This includes emissions in scope, including gas, electricity, business travel and staff commuting. We will be net zero across our remaining scope 3 emissions, including our supply chain, transport and distribution, waste and electrical use of our leased assets by 2050. We plan to put interim targets in place to ensure sufficient progress is made and will work towards aligning with the Science Based Target Initiative in future.

## Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2022 baseline. Whilst we understand these projects have led to a reduction in carbon emissions, we are unable to quantify the extent as we no longer have a like for like scenario due to various business acquisitions. Re-baselining in 2023/24 will enable us to quantify the measures in effect.

### Completed Carbon Reduction Initiatives

- Continued to work in partnership with Greener Energy Futures and TEMWA Carbon Balance
- Published our Net Zero Roadmap which outlines our approach to reducing emissions and sets out our plans for future projects.
- Built sustainability into procurement processes and including Environment and Net Zero questions as part of tender process; the first set of tenders have been evaluated based on their environmental credentials.
- Recycled over 560 electronic items.
- Continue to work toward a “Hybrid” approach to working for 70% of our staff, which supports homeworking and brings a reduction in the amount of carbon generated through employee commuting.
- Recruited a Green Sustainability Manager to provide support in the business which will include self-service advice in the form of online reports, guides, and blog articles.
- Facilitated, where possible, a recycling scheme in buildings.
- Advocated for the use of green energy suppliers to buildings in which we are a tenant
- Had environmental considerations as a priority for refurbished offices including reusing and recycling furniture.
- Increased numbers on our cycle to work scheme, with salary sacrifice available to support the purchase of a bicycle and any accessories.
- Planted the equivalent of 1,321 trees through our confidential waste provider to begin to offset carbon emissions.

## Planned Carbon Reduction Initiatives

Over the next 12 months we plan to build on our existing knowledge and understanding by implementing the following projects:

- Identify gaps in scope 1, 2 and 3 reportable carbon emissions and establish methodology for capturing any missing data sources and recalculate baseline emissions for 2023/24.
- Redevelop a roadmap for achieving net zero to include:
  - achievable GHG reduction targets that support our staff in achieving their targets
  - measure and report progress
  - Incorporate new acquisitions
  - identification of cost-effective emission reduction opportunities and commitment to required changes in operations to deliver them
  - identification and management of climate-related risks to our business
- Set product level carbon emissions reduction targets and recommend that these are embedded into performance management goals
- Provide support for our businesses in understanding the carbon impact of services
- To look into options for staff to complete Carbon literacy training (via Positive Planet online)
- Look into engaging with a partner to help assist with our Net Zero Road map (e.g Flotilla)
- Continue internal communications about the importance of the Net Zero and engage in ways to encourage colleagues to commit to making changes

## Declaration and Sign Off

**This Carbon Reduction Plan is completed in compliance with [PPN06/21 as published by the Cabinet Office June 2021](#). This document will be reviewed and updated annually in line with the HCRG Annual Report and Accounts. It will reflect any changes in organisational structure and take account of the efforts made to reduce our emissions over time to achieve net zero by 2050**

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol. 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 (where available) in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3).

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Chief Executive Officer

Ian Munro:

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Ian Munro  
Chief Executive Officer  
1 November 2023

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Chief Operations Officer

Giles Ruddle:

X 

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Giles Ruddle  
Chief Operations Officer  
1 November 2023