



# Carbon Reduction Plan 2024

Supplier name: One Care Solution Ltd

Publication date: 31/12/2024

## Commitment to achieving Net Zero

One Care Solution Ltd is committed to achieving Net Zero emissions by 2050

## 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.

<b>Baseline Year: 2021/2022 (01/04/2021 – 31/03/2022)</b>	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
As a recruiter and provider of medical professionals to private healthcare organisations in the UK, we found that the largest emissions would come from consumption of energy across our organisations.	
<b>Baseline year emissions:</b> 239.93 Tonnes	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	0 due to no company owned/leased vehicles and or fuel/gas emissions within the reporting period
<b>Scope 2</b>	92.92
<b>Scope 3 (Included Sources)</b>	148.02 Business Travel (not using owned/leased Vehicles), Business Hotel or Event Activities, Inbound Delivery of Goods (not using your organisations vehicles), Outbound Delivery of Goods (not using your organisations vehicles)
<b>Total Emissions</b>	239.93 Tonnes



## Current Emissions Reporting

Reporting Year: 2023/2024 (01/04/2023 – 31/03/2024)	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	0 - due to no company owned/leased vehicles, and/or combustion sources during the reporting period.
Scope 2	214.06 - All Scope 2 emissions occurred from electricity consumption within the reporting period.
Scope 3 (Included Sources)	181.59 - The main Scope 3 emissions occurred from staff commuting. Other emissions occurred from the energy consumption of staff working at home. These emissions were attributed to 'additional' energy consumption that would not have otherwise occurred at home, waste, business travel, business hotel stays, water usage, inbound and outbound deliveries, transmission, and distribution losses and well to tank.
Total Emissions	395.65 Tonnes

## Emissions reduction targets

As an environmentally responsible company, One Care Solution is committed to addressing the challenges of climate change and reducing our carbon footprint. While we acknowledge that we did not meet our carbon reduction targets in 2023 due to the growth of our business, we are unwavering in our commitment to achieve net-zero carbon emissions by 2050. This plan outlines the strategies and steps we will take to accomplish this ambitious goal.

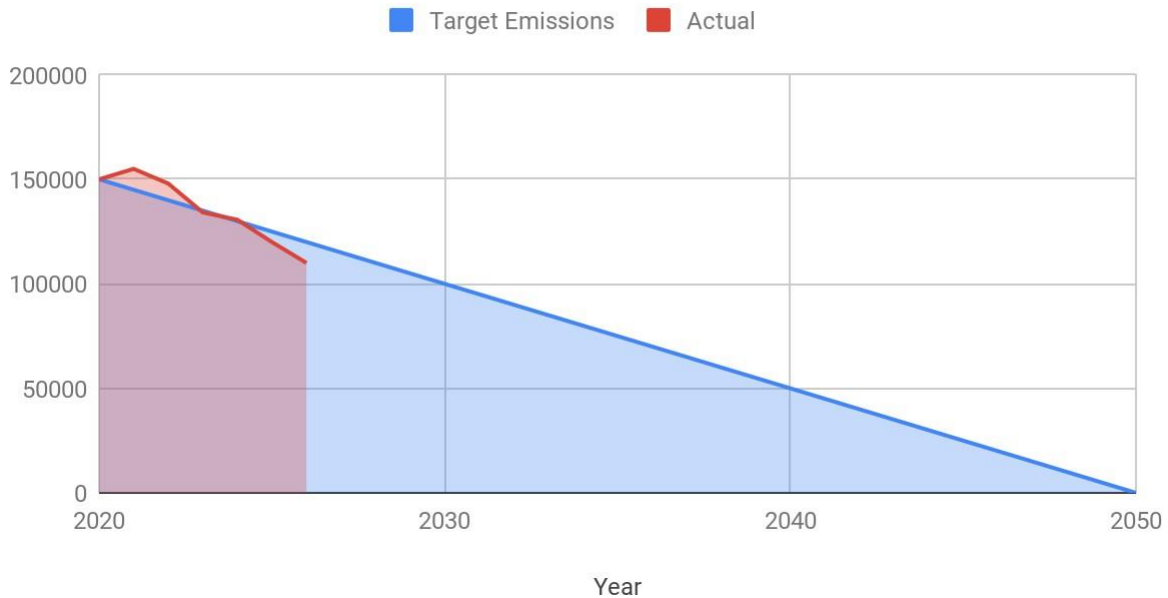
In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to 356.09 tCO<sub>2</sub>e by 2030. This is a reduction of 10%.

The aim of the graph highlighted how much we are aiming to reduce the amount of CO<sub>2</sub> from now until 2050.

Progress against these targets can be seen in the graph below:

## Carbon Reduction: Projected vs. Actual



## Carbon Reduction Projects

### Completed Carbon Reduction Initiatives

#### Short-Term Mitigation Actions (2023-2025):

Recognising the importance of immediate action, we will focus on implementing short-term mitigation strategies to jump-start our carbon reduction efforts. These actions may include:

- Upgrading to energy-efficient technologies across facilities.
- Optimising supply chain logistics to reduce transportation emissions.
- Enhancing waste reduction and recycling initiatives.

#### Long-Term Transformation (2025-2035):

During this phase, we will undergo a transformative process aimed at reshaping our business operations and culture to align with sustainable practices:

- Implement sustainable procurement policies to encourage suppliers to reduce their emissions.
- Invest in research and development to develop innovative low-carbon products and solutions.

While striving for internal emissions reductions, we acknowledge that some emissions may be difficult to eliminate entirely. For this reason, in March 2023, One Care Solution Limited offset their carbon footprint to become certified as a Carbon Neutral Business by Carbon Neutral Britain. As certification awarded by an external organisation, it provides assurance that the carbon neutral claim is robust and credible, following calculation using the ISO 14064 and GHG Protocol Emissions Standard principles of relevance, completeness, consistency, transparency, and accuracy. Carbon Neutral Status has been awarded to the



organisation for a period of 12 months.

### **Employee Engagement and Training:**

Our employees are essential to the success of this plan. We will provide ongoing training on carbon reduction practices, fostering a culture of sustainability across all departments and levels of the organisation. We will encourage employees to contribute ideas and initiatives that support our carbon reduction goals.

## **Carbon Reduction Projects**

### **Completed Carbon Reduction Initiatives**

Since the 2021 baseline, we have successfully implemented a range of environmental management measures and carbon reduction projects, appropriate to the scale of our operations as a small recruitment agency. These initiatives have been focused on energy efficiency, behavioural changes, and operational adaptations to reduce our carbon footprint.

Key measures completed include:

- **Adoption of LED and PIR Lighting Controls:** Upgraded lighting within the office to energy-efficient LED fixtures, coupled with Passive Infrared (PIR) sensors to minimise unnecessary usage.
- **Office Occupancy Management:** Limited the number of staff working within the office at any given time, contributing to lower energy consumption.
- **Reduction in Company Travel:** Significantly reduced business travel and flights through the adoption of virtual meeting tools and remote engagement strategies.
- **Carbon Offsetting:** Invested in reputable carbon offset programs to mitigate emissions that could not be immediately eliminated.

### **Impact Achieved:**

These initiatives have collectively resulted in a **2.03% reduction in carbon emissions** against our 2021 baseline.

### **Future Carbon Reduction Plans**

We remain committed to continuous improvement in our environmental performance and intend to build on the progress achieved to date. Future measures include:

- **Enhanced Remote Working Capabilities:** Further reduce travel-related emissions by strengthening our infrastructure and policies for hybrid and remote work.
- **ISO 14001 Certification:** Work towards achieving ISO 14001 certification to formalise and improve our environmental management systems.
- **Sustainable Commuting Initiatives:** Promote and incentivise the use of public transport, carpooling, and cycling among staff.
- **Improved Recycling and Waste Management:** Expand and formalise office recycling programs to reduce landfill waste and its associated emissions.
- **Paperless Operations:** Continue transitioning to digital documentation, e-signatures, and cloud storage to support a low-paper or paperless environment.
- **Employee Training and Engagement:** Conduct regular training sessions focused on sustainability, energy-saving practices, and staff participation in green initiatives.
- **Continued Carbon Offsetting:** Maintain and increase investment in credible carbon offsetting programs for any residual emissions that cannot be feasibly reduced.



### **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:**

Shingi Mazaiwana: Head of Audit

Signature: *S Mazaiwana*

Date: 31/12/2024

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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>