

Vulcan Healthcare LTD

Carbon Reduction Plan: 2022-2040

Introduction: Vulcan Healthcare LTD is dedicated to environmental sustainability and recognizes the need to reduce our carbon footprint. This initial carbon reduction plan outlines our strategy for the year 2022, based on estimates and industry averages. We will continually improve our data accuracy and report progress in subsequent years. Our overarching goal is to achieve net-zero emissions by the year 2040. We are proud to hold ISO 9001 and Cyber Essentials certifications, showcasing our commitment to quality management and information security.

Baseline Assessment Jan - Dec (2022): To begin our carbon reduction journey, we have conducted an initial assessment of our carbon emissions for the year 2022. Given the absence of accurate data, we have utilized industry averages to estimate our emissions. Our total emissions for 2022 are estimated to be X metric tons of CO2 equivalent.

Areas of Focus:

- 1. Energy Efficiency:** We will focus on improving the energy efficiency of our offices and facilities. This includes regular energy audits, upgrading to energy-efficient appliances and lighting, and optimizing heating and cooling systems. We aim to reduce our energy consumption by 6% by 2025.
- 2. Transportation:** Vulcan Healthcare LTD will promote eco-friendly commuting options for our staff, including carpooling, public transportation, and the use of electric or hybrid vehicles. Our goal is to reduce the carbon emissions from staff commuting by 10% in 2023.
- 3. Supply Chain:** We will encourage eco-friendly practices among our partner healthcare facilities, promoting sustainable sourcing for medical equipment and supplies and recommending environmentally responsible suppliers.
- 4. Waste Management:** We will implement a comprehensive waste reduction and recycling program at our offices, striving to divert 10% of waste away from landfills by 2025.
- 5. Employee Engagement:** Raising awareness among our employees about carbon reduction initiatives is essential. We will provide training on sustainable practices and encourage our staff to take ownership of reducing their own carbon footprints.

6. **Renewable Energy:** Vulcan Healthcare LTD will explore opportunities to transition to renewable energy sources for our operations, such as solar panels or wind energy, further reducing our carbon emissions.

Monitoring and Reporting: We are committed to transparency and accountability. Regular monitoring and reporting mechanisms will be established to track our progress in reducing carbon emissions. Our 2022 carbon footprint report will serve as a benchmark, and we will report updated data annually.

Net Zero by 2040: Our long-term commitment is to achieve net-zero carbon emissions by 2040. To attain this target, we will continually refine our carbon reduction strategies, invest in carbon offset programs, and adopt emerging technologies and practices aligned with our environmental goals.

Conclusion: Vulcan Healthcare LTD is dedicated to reducing our carbon footprint and contributing to a sustainable future. We understand the importance of environmental responsibility and will diligently work towards our net-zero emissions goal by 2040. We will report our progress transparently and seek the active involvement of our employees and partners in our carbon reduction efforts. Together, we can make a positive impact on the environment while providing high-quality recruitment services to the healthcare industry.

Baseline Assessment for January to December 2022

Introduction: As part of our commitment to reducing our carbon footprint, Vulcan Healthcare LTD conducted a baseline assessment for the year 2022. It is essential to emphasize that, due to limited available data and resources, the estimates and averages used in this assessment are preliminary. In the coming years, we will focus on collecting more accurate data to refine our carbon reduction strategies. Our goal remains achieving net-zero emissions by 2040.

Emission Estimates (2022): Given the data constraints, our baseline assessment relies on estimates and industry averages. While we acknowledge the importance of improving the accuracy of our data, we have estimated our carbon emissions for the year 2022 to be approximately X metric tons of CO₂ equivalent.

Data Collection and Accuracy: Our assessment highlights the need for improved data collection processes. In the coming years, Vulcan Healthcare LTD is committed to enhancing the accuracy of our emissions data by:

1. **Data Collection Protocols:** Implementing robust data collection protocols to capture emissions from various sources within our organization, including energy consumption, transportation, and waste generation.
2. **Regular Audits:** Conducting regular audits to verify the data and ensure its reliability. These audits will help identify areas where more accurate measurements can be obtained.
3. **Collaboration with Partners:** Collaborating with our healthcare facility partners to obtain more precise data on emissions associated with our supply chain, emphasizing the importance of eco-friendly practices.

4. **Employee Engagement:** Encouraging employees to actively participate in data collection efforts, as they play a crucial role in our journey towards accurate carbon footprint reporting.

Continuous Improvement: While our 2022 baseline assessment provides a starting point, Vulcan Healthcare LTD is fully committed to ongoing improvements. Our aim is to develop a robust and accurate carbon footprint reporting system that will serve as the foundation for our carbon reduction initiatives. By continually refining our data and analysis, we will effectively identify areas where emissions can be reduced and track our progress towards our net-zero emissions goal by 2040.

Conclusion: The 2022 baseline assessment for Vulcan Healthcare LTD emphasizes the necessity of collating accurate data in the coming years to further our carbon reduction efforts. We recognize the importance of precise data in our journey towards sustainability, and we are dedicated to transparency and continual improvement as we work towards achieving net-zero emissions by 2040.

Carbon Reduction Targets: 2023 and Beyond

Vulcan Healthcare LTD is committed to reducing its carbon emissions and transitioning toward a more sustainable future. Our initial carbon reduction targets are as follows:

1. **2023 Target:** By the end of 2023, we aim to achieve a 10% reduction in carbon emissions compared to our estimated baseline emissions for 2022. This reduction will be achieved through improved energy efficiency, transportation practices, and waste management.
2. **2025 Target:** Building on our 2023 progress, our goal for 2025 is to further reduce our carbon emissions by 25% compared to the baseline emissions recorded in 2022. We will focus on optimizing energy consumption, promoting eco-friendly transportation, and enhancing supply chain sustainability.
3. **2030 Target:** Looking ahead to 2030, Vulcan Healthcare LTD aims to achieve a 50% reduction in carbon emissions compared to the 2022 baseline. We will continue to refine our strategies for energy efficiency, transportation, supply chain, waste management, and employee engagement to meet this ambitious goal.
4. **2040 Net Zero Target:** Our long-term objective is to achieve net-zero carbon emissions by the year 2040. This comprehensive goal involves continued improvements in energy efficiency, renewable energy adoption, and collaboration with healthcare facility partners to promote eco-friendly practices.

These targets represent a step-by-step approach toward our ultimate goal of net-zero emissions by 2040. Vulcan Healthcare LTD is committed to transparent reporting, continuous improvement, and the active involvement of our employees and partners in achieving these carbon reduction targets.

Baseline Year: 2022	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	Scope 1 – Direct Emissions tCO₂e
	Stationary Combustion (Boiler, Generator) 0.0000
	Mobile Combustion (Company Fleet) 0.0000
	Process Emissions (On-Site Manufacturing) 0.0000
	Fugitive Emissions (F-Gasses) 0.0000
	Scope 1 Total 0.0000
<i>Scope 1 emissions are effectively zero for our company, as our business operations and processes do not generate emissions falling within this category.</i>	
Scope 2	Scope 2 – Indirect Emissions tCO₂e
	Electricity (Head office & Branches) 10.3537
	Gas (Heating type) 0.4253
	Water 0.0000
	Scope 2 Total 10.7790
Scope 3 (Included Sources)	Scope 3 tCO₂e
	Waste Generated in Operations 4.2562
	Upstream transportation & distribution 0.0000
	Downstream transportation & distribution 0.0000
	Business Travel 0.0000
	Commuting (round trip to location) 567.5504
	Work From Home 0.0000
Scope 3 Total 571.8066	
Total Emissions	582.5856 tCO₂e

Current Emissions Reporting

Current Year: 2022	
Current year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Scope 1 – Direct Emissions tCO₂e
	Stationary Combustion (Boiler, Generator) 0.0000
	Mobile Combustion (Company Fleet) 0.0000
	Process Emissions (On-Site Manufacturing) 0.0000
	Fugitive Emissions (F-Gasses) 0.0000
	Scope 1 Total 0.0000
<i>We have confirmed the absence of emissions within Scope 1, primarily because our business processes and activities do not align with this scope. Nevertheless, we will maintain ongoing monitoring of Scope 1 and provide reports if any emissions are detected in the future.</i>	
Scope 2	Scope 2 – Indirect Emissions tCO₂e
	Electricity (Head office & Branches) 10.3537
	Gas (Heating type) 0.4253
	Water 0.0000
	Scope 2 Total 10.7790
<i>Currently, our emissions within this scope rely on averages and estimates, which we will refine for greater accuracy as soon as precise data becomes accessible.</i>	
Scope 3 (Included Sources)	Scope 3 tCO₂e
	Waste Generated in Operations 4.2562
	Upstream transportation & distribution 0.0000
	Downstream transportation & distribution 0.0000
	Business Travel 0.0000
	Commuting (round trip to location) 567.5504
	Work From Home 0.0000
Scope 3 Total 571.8066	
<i>Currently, our emissions within this scope rely on averages and estimates, which we will refine for greater accuracy as soon as precise data becomes accessible.</i>	
Total Emissions	582.5856 tCO₂e

Reporting Year: 2022

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 reporting².

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 Vulcan Healthcare LTD:



Ryan Fisher

Date: 06/11/2023

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>