Gold Staff Recruitment

Carbon Reduction Plan: 2022-2040

Introduction:

Gold Staff Recruitment is committed to reducing its carbon emissions and working towards achieving a net-zero carbon footprint by 2040. We recognize the importance of environmental sustainability and its impact on the healthcare sector. This plan outlines our approach to carbon reduction, focusing on identifying and recording emissions for the first time in 2022, and iteratively improving data collection processes for enhanced precision.

Baseline Year:

Our baseline year for carbon reduction is January to December 2022. During this year, we will establish a comprehensive understanding of our carbon emissions. It is important to note that 2022 represents the starting point for our emissions inventory.

1. Establishing Emissions Baseline (2022): During the year 2022, Gold Staff Recruitment will:

- Conduct a comprehensive emissions inventory for all our healthcare operations, including agency nursing staff placement and support for private healthcare and NHS settings nationwide.

- Identify and record all sources of greenhouse gas emissions, including energy consumption, transportation, waste, and other operational aspects.

- Note that initial data collection may be less precise due to the lack of historical data. Nevertheless, this process will be a valuable starting point.

2. Defining Carbon Reduction Targets (2023-2039): After the initial data collection in 2022, Gold Staff Recruitment will:

- Analyse the emissions data to identify key areas for carbon reduction.

- Develop and set carbon reduction targets, with the goal of reaching net-zero emissions by 2040.

- Ensure that these targets are ambitious, achievable, and in line with national and international climate agreements.

3. Implementation of Carbon Reduction Measures (Ongoing 2023-2040): Gold Staff Recruitment will continuously work to reduce carbon emissions through the following measures:

- Invest in energy-efficient technologies and practices to reduce energy consumption in our healthcare operations.

- Encourage sustainable transportation options for employees and agency nursing staff.

- Promote waste reduction and recycling programs to minimize the environmental impact of waste generation.

- Consider the use of renewable energy sources and energy-efficient building designs in our facilities.

4. Regular Reporting and Monitoring (Ongoing 2022-2040):

- Gold Staff Recruitment will establish a system for regular reporting and monitoring of our emissions, progress toward reduction targets, and any changes in data collection andanalysis methods.

- Share our progress with stakeholders and the public to maintain transparency.

5. Enhanced Data Collection (Ongoing 2022-2040): Gold Staff Recruitment acknowledges theimportance of improving data collection processes for precision and accuracy. Over the years,we will work on:

- Developing and implementing more sophisticated data collection tools and techniques to obtain more accurate emission data.

- Collaborating with relevant organizations, regulators, and experts to enhance our data collection methods.

- Regularly reviewing and updating our data collection protocols to stay in line with best practices.

6. Employee Engagement: Engage our employees, including healthcare professionals and administrative staff, in carbon reduction efforts. Raise awareness and provide training to encourage sustainable practices and reduce emissions at the individual and team levels.

Conclusion: Gold Staff Recruitment is dedicated to its carbon reduction journey, beginning in 2022 and aiming to achieve net-zero emissions by 2040. Despite the initial challenges with data collection, we are committed to improving our processes over time to enhance precision and effectiveness in reducing our carbon footprint. We believe that by working collectively and continuously improving our sustainability practices, we can contribute to a healthier environment while maintaining the high standards of service we provide to our clients and partners.

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**
	Given that our business operations and activities do not directly contribute to Scope 1 emissions, we can confidently state that we have a zero-emissions status. However, we remain vigilant to identify any emissions in the coming years and these will be reported accordingly.	
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)	46.4867
	Work From Home	0.0000
	Scope 3 Total	**50.7429**
Total Emissions	**61.5218 tCO2e**	

Current Emissions Reporting

Current Year: 2022			
Current 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**	
	Given that our business operations and activities do not directly contribute to Scope 1 emissions, we can confidently state that we have a zero-emissions status. However, we remain vigilant to identify any emissions in the coming years and these will be reported accordingly.		
Scope 2	**Scope 2 – Indirect Emissions**	**tCO2e**	**tCO2**
	Electricity (Head office & Branches)	10.3537	0.000
	Gas (Heating type)	0.4253	0.000
	Water	0.0000	0.000
	Scope 2 Total	**10.7790**	**0.000**
Scope 3 **(Included Sources)**	**Scope 3**	**tCO2e**	**tCO2**
	Waste Generated in Operations	4.2562	0.000
	Upstream transportation & distribution	0.0000	0.000
	Downstream transportation & distribution	0.0000	0.000
	Business Travel	0.0000	0.000
	Commuting (round trip to location)	46.4867	0.000
	Work From Home	0.0000	0.000
	Scope 3 Total	**50.7429**	**0.000**
Total Emissions	**61.5218 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 standard[1] 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) Standard[3].

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Gold Staff Recruitment:

…Seyi Olawole (Managing Director)…

Sign: …Seyi Olawole…

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[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