



Cabinet Office

## Avon Healthcare Solutions Ltd

### Carbon Reduction Plan

#### Introduction:

The process of devising a carbon reduction plan for Avon Healthcare's recruitment consultancy poses several complexities. Given the nature of our work and the services we offer in the health and social care sector, data collection for carbon emissions may initially be limited, making it difficult to precisely determine our carbon footprint for 2022. This is a common challenge for organizations in the early stages of their sustainability journey.

Nevertheless, our commitment to environmental responsibility and sustainability is unwavering. Our mission is to reduce our carbon emissions gradually, recognizing that significant data gaps exist. We acknowledge that this is a multi-year undertaking, and we've laid out a simplified plan as a starting point that will guide our efforts in the years ahead.

The plan, although preliminary, provides a baseline against which we will measure our progress. **Our ultimate goal is to achieve net-zero emissions by 2040.** This commitment to carbon neutrality reflects our dedication to mitigating our impact on the environment and aligning our business practices with the urgent need to address climate change.

While this plan may be simple, it encapsulates the essence of our environmental stewardship and our journey toward sustainability. It is designed to evolve as we gather more data and insights, enabling us to set more ambitious targets and implement specific actions to reduce our carbon footprint. Our consultancy's dedication to this cause extends beyond mere rhetoric; it is a pledge to take tangible steps to foster a more sustainable and eco-conscious future for our organization and the communities we serve.

#### 1. Establishing Carbon Baseline and Data Gathering (2022-2023):

- Collecting data on our current carbon emissions. This includes energy consumption, transportation, and other relevant activities. **Our Baseline year period is Jan – Dec 2022.**
- Identifying sources of emissions, such as office energy use, transportation for consultants and healthcare professionals, and any carbon footprint associated with our services.

#### 2. Short-term Reduction Targets (2024-2025):

- Based on the data gathered, we will establish short-term reduction targets for the next few years. We aim to reduce energy consumption in our office.



- Encouraging our team to contribute to these reductions by adopting more sustainable practices in the office and during travel.

### **3. Improve Office Energy Efficiency (2024-2025):**

- Invest in energy-efficient technologies and practices of our office. This may include LED lighting, programmable thermostats, and using renewable energy sources if possible.
- Encourage employees to turn off lights, computers, and other equipment when not in use.

### **4. Reduce Transportation Emissions (2026-2027):**

- Promoting remote work, public transport and carpooling among our consultants and Healthcare professionals to reduce transportation emissions.
- Considering transitioning to hybrid or electric vehicles as they become more practical and cost-effective.

### **5. Sustainable Procurement (2028-2029):**

- When purchasing office supplies and equipment, we prioritize eco-friendly and sustainable products.
- Evaluating suppliers for their commitment to reducing carbon emissions and work with those who align with your goals.

### **6. Engage with our Team (Ongoing):**

- Educating our employees about the importance of carbon reduction and involve them in the process.
- Encouraging them to share ideas and practices that can contribute to emissions reduction.

### **7. Carbon Offsetting (Ongoing):**

- Considering investing in carbon offset projects or partnerships to compensate for emissions that are difficult to eliminate entirely.

### **8. Monitor and Report (Ongoing):**

- Continuously monitoring our carbon emissions and track progress toward our reduction targets.
- Provide regular updates and reports to stakeholders, clients, and the public about our sustainability efforts.

### **9. Net-Zero by 2040 (2039-2040):**

- As we gain more data and experience, we will set more ambitious targets for the last decade leading up to your 2040 net-zero goal.
- Investing in carbon removal technologies, renewable energy, or other innovative solutions as needed to reach our target.

### **10. Our Commitment (Ongoing):**



- Leveraging our sustainability efforts as a unique selling point to attract clients who value environmentally responsible partners.

Transitioning to a carbon-neutral operation is a gradual process. It requires commitment, effort, and the willingness to adapt as new data and technologies become available. Our consultancy's commitment to reducing carbon emissions will not only benefit the environment but also enhance our reputation and appeal to clients who share our values.

Initiating a carbon reduction plan for Avon Healthcare, is indeed a challenging endeavor, particularly when working with limited data and establishing a baseline year from January to December 2022. Nevertheless, we have embarked on this journey with a strong commitment to progressively curbing our carbon emissions and enhancing sustainability within our operations. The plan outlined here serves as a foundational framework against which we will measure our progress in the years to come.

The process of devising a carbon reduction plan for Avon Healthcare's recruitment consultancy poses several complexities. Given the nature of our work and the services we offer in the health and social care sector, data collection for carbon emissions may initially be limited, making it difficult to precisely determine our carbon footprint for 2022. This is a common challenge for organizations in the early stages of their sustainability journey.

Nevertheless, our commitment to environmental responsibility and sustainability is unwavering. Our mission is to reduce our carbon emissions gradually, recognizing that significant data gaps exist. We acknowledge that this is a multi-year undertaking, and we've laid out a simplified plan as a starting point that will guide our efforts in the years ahead.

The plan, although preliminary, provides a baseline against which we will measure our progress. Our ultimate goal is to achieve net-zero emissions by 2040. This commitment to carbon neutrality reflects our dedication to mitigating our impact on the environment and aligning our business practices with the urgent need to address climate change.

While this plan may be simple, it encapsulates the essence of our environmental stewardship and our journey toward sustainability. It is designed to evolve as we gather more data and insights, enabling us to set more ambitious targets and implement specific actions to reduce our carbon footprint. Our consultancy's dedication to this cause extends beyond mere rhetoric; it is a pledge to take tangible steps to foster a more sustainable and eco-conscious future for our organization and the communities we serve.

*In our future iterations, we plan to establish more attainable objectives. This is because we currently face a lack of data regarding our emissions. We are actively monitoring and reporting our progress, and as we move forward within the 12-month timeframe from January to December, we anticipate that our reports will become increasingly precise.*

*As we transition into a more comprehensive monitoring approach, we aspire to offer our staff, stakeholders, and clients more realistic and achievable milestones for reaching our net-zero target by 2040. At present, our carbon reduction goals are somewhat constrained, and our objective is to enhance the accuracy of our emissions reporting.*

<b>Baseline Year: Jan – Dec 2022</b>																	
<b>Baseline year emissions:</b>																	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>																
<b>Scope 1</b>	<table border="1"> <tr> <td><b>Scope 1 – Direct Emissions</b></td> <td><b>tCO<sub>2</sub>e</b></td> </tr> <tr> <td><b>Scope 1 Total</b></td> <td><b>0.0000</b></td> </tr> </table>	<b>Scope 1 – Direct Emissions</b>	<b>tCO<sub>2</sub>e</b>	<b>Scope 1 Total</b>	<b>0.0000</b>												
	<b>Scope 1 – Direct Emissions</b>	<b>tCO<sub>2</sub>e</b>															
<b>Scope 1 Total</b>	<b>0.0000</b>																
<i>At the moment, our emissions sources fall outside the scope of consideration and have been recorded as zero within Scope 1.</i>																	
<b>Scope 2</b>	<table border="1"> <tr> <td><b>Scope 2 – Indirect Emissions</b></td> <td><b>tCO<sub>2</sub>e</b></td> </tr> <tr> <td>Electricity (Head office &amp; Branches)</td> <td>10.3537</td> </tr> <tr> <td>Gas (Heating type)</td> <td>0.4253</td> </tr> <tr> <td>Water</td> <td>0.0000</td> </tr> <tr> <td><b>Scope 2 Total</b></td> <td><b>10.7790</b></td> </tr> </table>	<b>Scope 2 – Indirect Emissions</b>	<b>tCO<sub>2</sub>e</b>	Electricity (Head office & Branches)	10.3537	Gas (Heating type)	0.4253	Water	0.0000	<b>Scope 2 Total</b>	<b>10.7790</b>						
	<b>Scope 2 – Indirect Emissions</b>	<b>tCO<sub>2</sub>e</b>															
	Electricity (Head office & Branches)	10.3537															
	Gas (Heating type)	0.4253															
	Water	0.0000															
<b>Scope 2 Total</b>	<b>10.7790</b>																
<b>Scope 3 (Included Sources)</b>	<table border="1"> <tr> <td><b>Scope 3</b></td> <td><b>tCO<sub>2</sub>e</b></td> </tr> <tr> <td>Waste Generated in Operations</td> <td>4.2562</td> </tr> <tr> <td>Upstream transportation &amp; distribution</td> <td>0.0000</td> </tr> <tr> <td>Downstream transportation &amp; distribution</td> <td>0.0000</td> </tr> <tr> <td>Business Travel</td> <td>0.0000</td> </tr> <tr> <td>Commuting (round trip to location)</td> <td>79.1995</td> </tr> <tr> <td>Work From Home</td> <td>2.7343</td> </tr> <tr> <td><b>Scope 3 Total</b></td> <td><b>86.1900</b></td> </tr> </table>	<b>Scope 3</b>	<b>tCO<sub>2</sub>e</b>	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)	79.1995	Work From Home	2.7343	<b>Scope 3 Total</b>	<b>86.1900</b>
	<b>Scope 3</b>	<b>tCO<sub>2</sub>e</b>															
	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)	79.1995															
Work From Home	2.7343																
<b>Scope 3 Total</b>	<b>86.1900</b>																
<b>Total Emissions</b>	<b>96.9690 tCO<sub>2</sub>e</b>																

## Current Emissions Reporting

Current Year: Jan – Dec 2022																			
Current year emissions:																			
EMISSIONS	TOTAL (tCO <sub>2</sub> e)																		
Scope 1	<table border="1"> <tr> <td><b>Scope 1 – Direct Emissions</b></td> <td><b>tCO<sub>2</sub>e</b></td> </tr> <tr> <td><b>Scope 1 Total</b></td> <td><b>0.0000</b></td> </tr> </table> <p><i>At the moment, our emissions sources fall outside the scope of consideration and have been recorded as zero within Scope 1.</i></p>	<b>Scope 1 – Direct Emissions</b>	<b>tCO<sub>2</sub>e</b>	<b>Scope 1 Total</b>	<b>0.0000</b>														
	<b>Scope 1 – Direct Emissions</b>	<b>tCO<sub>2</sub>e</b>																	
	<b>Scope 1 Total</b>	<b>0.0000</b>																	
Scope 2	<table border="1"> <tr> <td><b>Scope 2 – Indirect Emissions</b></td> <td><b>tCO<sub>2</sub>e</b></td> </tr> <tr> <td>Electricity (Head office &amp; Branches)</td> <td>10.3537</td> </tr> <tr> <td>Gas (Heating type)</td> <td>0.4253</td> </tr> <tr> <td>Water</td> <td>0.0000</td> </tr> <tr> <td><b>Scope 2 Total</b></td> <td><b>10.7790</b></td> </tr> <tr> <td colspan="2">Narratives</td> </tr> </table>	<b>Scope 2 – Indirect Emissions</b>	<b>tCO<sub>2</sub>e</b>	Electricity (Head office & Branches)	10.3537	Gas (Heating type)	0.4253	Water	0.0000	<b>Scope 2 Total</b>	<b>10.7790</b>	Narratives							
<b>Scope 2 – Indirect Emissions</b>	<b>tCO<sub>2</sub>e</b>																		
Electricity (Head office & Branches)	10.3537																		
Gas (Heating type)	0.4253																		
Water	0.0000																		
<b>Scope 2 Total</b>	<b>10.7790</b>																		
Narratives																			
Scope 3 (Included Sources)	<table border="1"> <tr> <td><b>Scope 3</b></td> <td><b>tCO<sub>2</sub>e</b></td> </tr> <tr> <td>Waste Generated in Operations</td> <td>4.2562</td> </tr> <tr> <td>Upstream transportation &amp; distribution</td> <td>0.0000</td> </tr> <tr> <td>Downstream transportation &amp; distribution</td> <td>0.0000</td> </tr> <tr> <td>Business Travel</td> <td>0.0000</td> </tr> <tr> <td>Commuting (round trip to location)</td> <td>79.1995</td> </tr> <tr> <td>Work From Home</td> <td>2.7343</td> </tr> <tr> <td><b>Scope 3 Total</b></td> <td><b>86.1900</b></td> </tr> <tr> <td colspan="2">Narratives</td> </tr> </table>	<b>Scope 3</b>	<b>tCO<sub>2</sub>e</b>	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)	79.1995	Work From Home	2.7343	<b>Scope 3 Total</b>	<b>86.1900</b>	Narratives	
<b>Scope 3</b>	<b>tCO<sub>2</sub>e</b>																		
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)	79.1995																		
Work From Home	2.7343																		
<b>Scope 3 Total</b>	<b>86.1900</b>																		
Narratives																			
<b>Total Emissions</b>	<b>96.9690 tCO<sub>2</sub>e</b>																		

**Reporting Year: 2022**

## **Declaration and Sign Off**

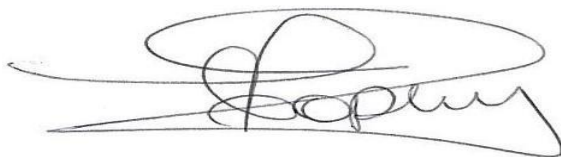
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard<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 Avon Healthcare:**

A handwritten signature in black ink, appearing to read "Sophie Tamale", written over a horizontal line.

**SOPHIE TAMALE, OPERATIONS MANAGER**

**Date: 27/11/2023**

---

<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>