

Carbon Reduction Plan Template

Supplier name: Fenwick Healthcare Staffing Limited
Publication date: 1st August 2024

Commitment to achieving Net Zero

Fenwick Healthcare Ltd is committed to achieving Net Zero emissions by 30th July 2045.

Meeting the reporting requirements

This Carbon Reduction Plan complies with PPN 06/21, as published by the Cabinet Office in June 2021. This document will be reviewed and updated annually in accordance with industry standards and regulatory requirements.

Baseline Carbon Emissions

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: 30th July 2023 – 30 th July 2024
Additional Details relating to the Baseline Emissions calculations.
Fenwick is a private limited SME company. We are therefore not obligated to report our emissions under the Streamlined Energy and Carbon Reporting (SECR) regulations. Our baseline reporting year is (2023-24). Our total emissions for the reporting year 2023-24 are 26,807.2 kg CO ₂ e. To provide a comprehensive view of our organisation's emissions, we are reporting our emissions data associated with our office situated at 105-109 Sumatra Road, London, England, NW6 1PL. We also have 5 staff primarily homeworking and this has been accounted for in the calculations. During our baseline year, we had 24 Full-Time Equivalent (FTE) employees within our organisation. As a new business, we expect to grow and employ more staff as we expand. This will increase our carbon footprint initially, though we will put measures in place to reduce the impact proportionally.
Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)																
Scope 1 Fenwick is a specialist recruitment agency, delivering outstanding healthcare solutions to private care homes. As such, we do not own or operate a fleet. Additionally, we do not produce any emissions directly from our activities through owned or controlled sources such as: <ul style="list-style-type: none"> Burning coal onsite to generate electricity Using diesel to power onsite generators We therefore have zero emissions for scope 1.																	
Scope 2 Our Scope 2 data consists of electricity and gas purchased across our office. Energy is purchased on a standard tariff.	<table> <tr> <th>Energy</th><th>kg CO₂e</th></tr> <tr> <td>Electricity</td><td>1,464.0</td></tr> <tr> <td>Gas</td><td>3,736.8</td></tr> <tr> <td>Total</td><td>5,200.8</td></tr> </table>	Energy	kg CO ₂ e	Electricity	1,464.0	Gas	3,736.8	Total	5,200.8								
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Current Emissions Reporting

Reporting Year: 30th July 2024 – 30 th August 2025																	
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Emission reduction targets

To continue our progress toward achieving Net Zero by 2045, we have adopted the following carbon reduction targets:

- Next 10 years to 2034: Target of 50% Carbon reduction to 13,403.28 kg CO₂e
- Period to 2040: Target of 75% Carbon reduction to 6,701.64 kg CO₂e
- Period to 2045: Target of 100% Carbon reduction to Net Zero

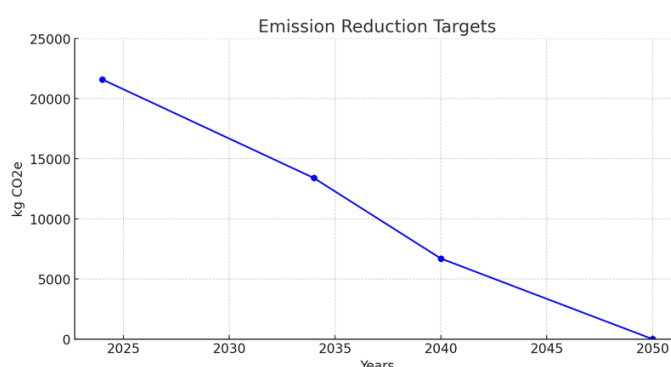


Figure 1: Our carbon reduction targets by year

As illustrated in Figure 1, our targets project a significant initial reduction. This ambitious approach is deliberate, recognising the urgent need to reduce carbon emissions.

We also aim to improve our data tracking and monitoring processes to improve the quality and accuracy of the carbon related data in future years.

Carbon reduction projects

The carbon reduction opportunities outlined in this section, once fully implemented, will reduce our GHG emissions annually, aligning with our goal of achieving Net Zero emissions by 2050 at the latest. As mentioned above, we may initially increase our carbon footprint as we recruit a larger team but will work to reduce this by 2034. During the following years, we will implement measures to track progress relative to our headcount.

The following environmental management measures and projects have been completed or implemented since the 2023 baseline. The carbon emission reduction achieved by these schemes equate to 1.36 tCO₂e, a 5%ge reduction against the 2023 baseline and the measures will be in effect when performing the contract

Scope 1 actions

- Identify energy efficient vehicles as these are required by the business
- Offset any residual CO₂ emissions through the purchase of equivalent carbon emissions credits from an International Carbon Reduction & Offset Alliance (ICROA) provider

Scope 2 actions

- Switch to renewable-backed energy tariffs as per the latest guidance
- Introduce power management policies for hardware such as laptops, PCs, printers
- Offset any residual CO₂ emissions through the purchase of equivalent carbon emissions credits from an International Carbon Reduction & Offset Alliance (ICROA) provider

Scope 3 actions

Business travel (including employee commuting)

- Recruit within the local area to reduce travel needs - for Clinicians, we plan to recruit within a 40-mile radius of the client site
- We will interrogate our data from travel to better understand if and where carbon reductions can be made. We have requested further detail from Transport for London for more accurate information on our commuting impact
- Continue to encourage the use of walking or public transport, particularly trains
- Encourage car sharing
- Continue to support and encourage hybrid/homeworking
- Encourage the continued use of virtual meeting platforms where possible
- Promote cycling to work by providing information and participating in cycle-to-work schemes

Waste disposal

- Work towards a paperless office – this is already in place for homeworkers
- Work with our waste management provider to ensure we prioritise sustainable practices
- Complete waste audits to maximise recycling and minimise waste production

Water use

- Install water-saving fixtures and appliances in all office facilities
- Promote water conservation awareness among employees through regular communication and training
- Regularly monitor and report on water usage to identify areas for improvement

Future carbon reduction initiatives

In the future we hope to implement further measures such as:

Digital-First Recruitment & Operations

- Remote onboarding & interviews: Prioritise video interviews and online training modules to minimise travel for candidates.
- Paperless systems: Fully digitise timesheets, compliance documents, contracts, and payroll to cut paper waste and printing emissions.
- AI-driven workforce management: Optimise staff allocation so candidates are matched with shifts closer to home, cutting unnecessary travel.

Candidate & Client Engagement

- Green training modules: Provide optional training to staff on sustainability awareness in healthcare settings (e.g., energy use in homes, responsible PPE disposal).
- Carbon-conscious partnerships: Preferentially work with NHS Trusts, care homes, and clinics that are committed to Net Zero goals (aligning with the NHS's Net Zero 2040 target).

Secure ISO 14001 certification by December 2026 to demonstrate our commitment to environmental sustainability, strengthen our compliance with NHS supplier requirements, and reduce the environmental impact of our operations.

Declaration and sign-off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards 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 and use the appropriate government emission conversion factors for GHG company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with Streamlined Energy and Carbon Reporting (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.

This Carbon Reduction Plan has been reviewed and signed off by the Board of Directors.

Signed on behalf of Fenwick Healthcare Staffing Limited:

Signature: **ZAHIR HUSSAIN**

Name: Zahir Hussain

Position: Director

Date: 30 July 2025