



Higher Healthcare Carbon Reduction Plan

Baseline: January to December 2022

Introduction

Higher Healthcare is committed to reducing our carbon footprint while continuing to provide exceptional healthcare staffing services to our community. As a dedicated team of healthcare consultants, we understand the importance of sustainability in healthcare and its impact on overall well-being. This Carbon Reduction Plan outlines our initial steps to reduce carbon emissions and improve environmental sustainability, using the baseline data from January to December 2022.

Goals

1. **Assess Baseline Emissions:** Our first step is to measure and understand our carbon emissions during 2022. This will be the foundation for setting reduction targets.
2. **Establish Reduction Targets:** Based on the baseline assessment, we will establish specific, measurable, and time-bound reduction targets for our carbon emissions.
3. **Promote Sustainable Practices:** Implement and encourage sustainable practices within our organization and among our healthcare professionals.
4. **Collaborate with Suppliers:** Work with our suppliers to reduce the carbon footprint of our supply chain.
5. **Engage and Educate Staff:** Raise awareness and educate our staff and healthcare professionals about the importance of reducing carbon emissions.

Baseline Emissions Assessment

In 2022, we will conduct a comprehensive assessment of our carbon emissions. This assessment will include data on energy consumption, transportation, waste generation, and any other significant sources of emissions related to our operations.

Carbon Reduction Targets

Once the baseline emissions are assessed, we will set the following carbon reduction targets for Higher Healthcare:

1. **Reduce Office Energy Consumption:** Implement energy-efficient practices, such as turning off lights and equipment when not in use, and upgrade to energy-efficient appliances, with a goal to reduce office energy consumption by 20% by the end of 2024.
2. **Promote Telecommuting:** Encourage telecommuting and remote work options to reduce the carbon footprint of commuting and office space usage by 15% by the end of 2024.

3. **Optimize Transportation:** Encourage healthcare professionals to use public transportation, carpool, or adopt eco-friendly commuting methods, aiming to reduce transportation-related emissions by 10% by the end of 2024.
4. **Reduce Paper and Waste:** Implement a paperless office policy and improve recycling and waste reduction, with a goal to reduce paper and waste-related emissions by 15% by the end of 2024.
5. **Supplier Engagement:** Work with our suppliers to select eco-friendly products and services and reduce the carbon footprint associated with our supply chain.

Promoting Sustainable Practices

To promote sustainability within our organization and among our healthcare professionals, we will:

1. Provide training and resources on sustainable practices and their benefits.
2. Encourage responsible resource use and waste reduction.
3. Implement an eco-friendly purchasing policy for office supplies and equipment.

Engaging and Educating Staff

We will engage and educate our staff and healthcare professionals through:

1. Regular training sessions on carbon reduction and sustainability.
2. Internal communications and updates on our progress toward reduction targets.
3. Sharing information on how individuals can reduce their own carbon footprint.

Progress Tracking and Reporting

We will regularly monitor and report on our progress toward achieving our reduction targets. Progress reports will be made available to staff, healthcare professionals, and the public, demonstrating our commitment to carbon reduction.

Higher Healthcare is dedicated to improving healthcare while reducing our carbon footprint. This Carbon Reduction Plan marks the beginning of our journey toward a more sustainable future for healthcare staffing services and our community.



Carbon Reduction Plan Template

Higher Healthcare

Publication date: *20th September 2023*

Commitment to achieving Net Zero

Higher Healthcare is committed to achieving Net Zero emissions by **2040**.

Baseline Emissions Footprint

In the absence of specific data for the baseline emissions, we will establish a preliminary baseline emission footprint by utilizing industry averages and common assumptions. This initial estimate will serve as a starting point for our carbon reduction efforts. We will consider typical energy consumption for office operations, average commuting distances for healthcare professionals, and generic waste generation patterns. Although these averages may not precisely represent our unique circumstances, they will help us set realistic targets for reduction and serve as a reference point against which we can measure our progress as we gather actual data in the coming months. This baseline estimation is a critical first step towards our commitment to carbon reduction and environmental sustainability.

Baseline Year: 2022	
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>Because of the operational procedures and activities within our organization, we do not generate any emissions that fall under Scope 1.</i>	
Scope 2	Scope 2 – Indirect Emissions tCO₂e
	Electricity (Head office & Branches) 6.2122
	Electric Heating (Heating type) 0.2363
	Water 0.0000
	Scope 2 Total 6.4485
<i>Narratives</i>	
Scope 3 (Included Sources)	Scope 3 tCO₂e
	Waste Generated in Operations 2.1281
	Upstream transportation & distribution 0.0000
	Downstream transportation & distribution 0.0000
	Staff Commute to Office 3.4166
	Commuting (round trip to location) 290.4071
	Work From Home 2.0347
Scope 3 Total 297.9865	
<i>Narratives</i>	
Total Emissions	304.435

Current Emissions Reporting

Current Year: 2022	
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>Because of the operational procedures and activities within our organization, we do not generate any emissions that fall under Scope 1.</i>	
Scope 2	Scope 2 – Indirect Emissions tCO₂e
	Electricity (Head office & Branches) 6.2122
	Electric Heating (Heating type) 0.2363
	Water 0.0000
	Scope 2 Total 6.4485
<i>Narratives</i>	
Scope 3 (Included Sources)	Scope 3 tCO₂e
	Waste Generated in Operations 2.1281
	Upstream transportation & distribution 0.0000
	Downstream transportation & distribution 0.0000
	Staff Commute to Office 3.4166
	Commuting (round trip to location) 290.4071
	Work From Home 2.0347
Scope 3 Total 297.9865	
Total Emissions	304.435
Reporting Year: 2022	

Emissions reduction targets

Office Energy Consumption: Reduce office energy consumption by 10% compared to the baseline year (2022) by implementing energy-efficient practices, such as optimizing heating, ventilation, and air conditioning systems.

Telecommuting: Increase the adoption of telecommuting and remote work options to achieve a 5% reduction in carbon emissions related to office space usage and commuting compared to the baseline.

Transportation: Reduce transportation-related emissions by 7% by promoting eco-friendly commuting options and encouraging healthcare professionals to carpool or use public transportation by end of 2024.

Paper and Waste Reduction: Achieve a 10% reduction in paper and waste-related emissions by implementing a paperless office policy and enhancing recycling practices.

Carbon Reduction Projects

Carbon Reduction Initiatives

By incorporating the principles of ISO 14001 and PAS 2060 into Higher Healthcare's carbon reduction initiatives will help ensure a robust and sustainable approach to reducing our carbon footprint year on year.

ISO 14001:

1. **Environmental Management Framework:** ISO 14001 provides a structured framework for establishing an environmental management system. By adopting this framework, Higher Healthcare can systematically identify and address environmental aspects and impacts, including carbon emissions.
2. **Legal Compliance and Risk Management:** ISO 14001 emphasizes legal compliance and risk management, ensuring that we are in adherence to environmental regulations. This will be particularly valuable as we work to reduce our carbon emissions while staying compliant with evolving environmental laws and standards.
3. **Lifecycle Perspective:** The standard encourages taking a lifecycle perspective on environmental aspects. This means considering the entire life cycle of our operations, from procurement of supplies to disposal of waste, which aligns with our approach to reducing emissions in the supply chain and waste management.
4. **Continuous Improvement:** ISO 14001 stresses a commitment to continual improvement. By integrating this principle, we will regularly assess our carbon reduction initiatives, identify areas for enhancement, and adjust our strategies to improve year on year.

PAS 2060:

1. **Carbon Neutrality:** As mentioned earlier, PAS 2060 provides guidance on achieving carbon neutrality. The principles of PAS 2060 will be essential for ensuring that our carbon reduction initiatives lead us toward our goal of carbon neutrality.

2. **Robust Carbon Accounting:** PAS 2060 emphasizes the importance of robust carbon accounting. This includes accurate measurement, verification, and documentation of emissions and carbon offsetting efforts, which will be crucial for maintaining credibility in our pursuit of carbon neutrality.
3. **Stakeholder Engagement:** PAS 2060 highlights the importance of stakeholder engagement and communication. We will engage with our staff, healthcare professionals, suppliers, and the broader community to ensure they are informed and supportive of our efforts toward carbon neutrality.

By integrating the principles of ISO 14001 and PAS 2060 into our carbon reduction strategy, Higher Healthcare will benefit from a well-structured environmental management framework, enhanced legal compliance, a holistic lifecycle perspective, and a strong commitment to continual improvement. These standards will guide us in our pursuit of reducing carbon emissions year on year and achieving carbon neutrality, demonstrating our commitment to sustainable and environmentally responsible healthcare staffing services.

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 the Supplier:

Jay Khan
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Date: 20/10/2023

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>