



UNITY HEALTHCARE RECRUITMENT LTD

Carbon Reduction Plan

Company number [UK] **10933235**

Registered office address

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Website: [Home - Unity Healthcare Recruitment - Unity Healthcare Recruitment \(unity-healthcare.co.uk\)](https://www.unity-healthcare.co.uk)

Introduction

Unity Healthcare Recruitment LTD is committed to environmental sustainability and recognises the importance of reducing its carbon footprint. In line with this commitment, we have developed a carbon reduction plan that outlines our strategy, starting with a baseline assessment for 2022. Initially, due to the absence of precise data, estimates and industry averages were used to calculate our emissions. This resulted in total emissions of 581.0754 metric tons of CO₂e for 2022.

As part of our ongoing efforts to improve accuracy, we refined our data collection in 2023, including the segregation of emissions from employee commuting between healthcare staff and office workers. This critical adjustment allowed for more precise reporting and targeted reduction strategies. In 2022, employee commuting was responsible for 566.3201 metric tons of CO₂e, but with more granular data in 2023, healthcare commuting emissions were recorded separately at 292.301 metric tons, while office commuting was nearly eliminated, dropping to just 0.0077 metric tons.

Other emission sources also saw improvements. Scope 2 emissions (purchased electricity, steam, heating, and cooling) were reduced from 10.7396 metric tons in 2022 to 9.987 in 2023. Additionally, business travel emissions, initially unreported in 2022, accounted for 5.3871 metric tons in 2023, further highlighting areas for future reduction.

Unity Healthcare Recruitment LTD is dedicated to further refining data collection and reducing emissions, with a target of achieving net-zero emissions by 2040.

Commitment to achieving 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.

Methodology & References

Based on the figures below, employee commuting (Category 7) remains our primary source of emissions. Given the 24/7, 365-day nature of our healthcare services, reducing emissions in this area is challenging. We have implemented measures to mitigate emissions, but significant reductions may not be feasible. As we continue to monitor emissions, we will explore viable options for further reducing emissions in this area over time.

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.

Baseline Emissions Footprint 1st Jan- 31st Dec 2022

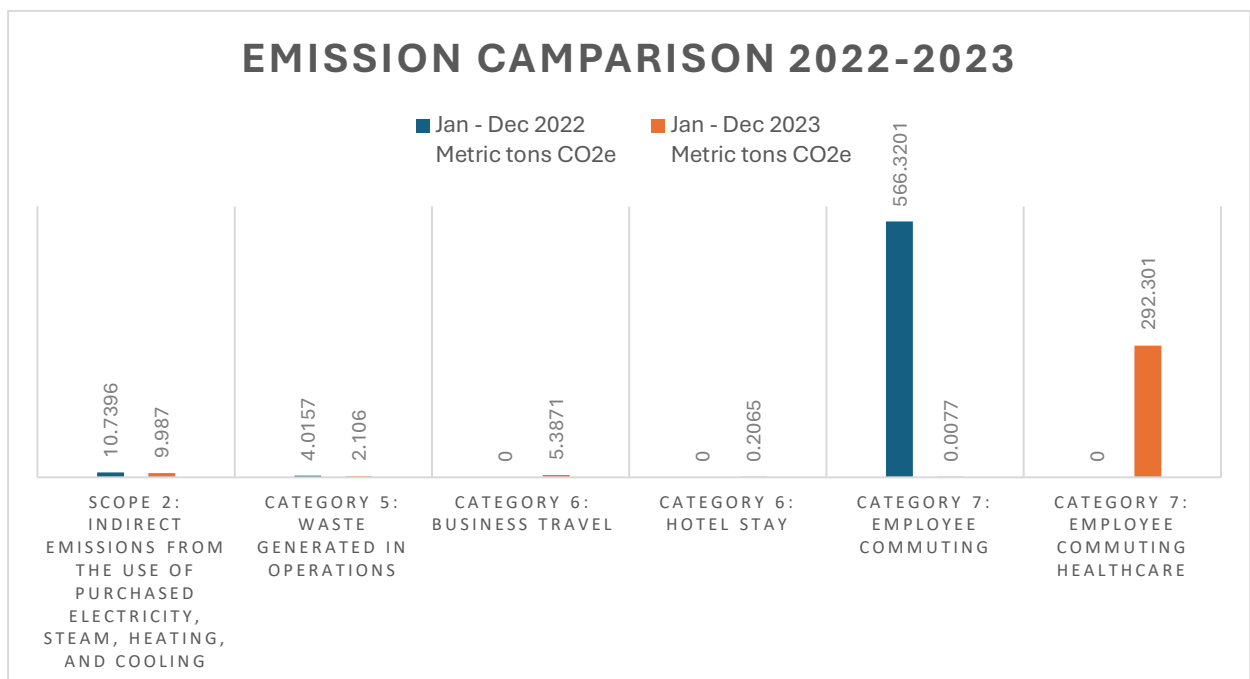
Scopes and categories	Metric tons CO ₂ e
Scope 1: Direct emissions from owned/controlled operations	0.00
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling	10.736
Scope 3: emissions	
Category 1: Purchased goods and services	0.00
Category 2: Capital goods	0.00
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	0.00
Category 4: Upstream transportation and distribution	0.00
Category 5: Waste generated in operations	4.0157
Category 6: Business travel	0.00
Category 6: Hotel Stay	0.00
Category 7: Employee commuting Healthcare	566.3201
Category 7: Employee commuting Head Office	0.00
Category 8: Upstream leased assets	0.00
Category 9: Downstream transportation and distribution	0.00
Total	581.0754

- ❖ We have refined our emissions tracking to include previously unidentified sources. Additionally, we have divided employee commuting emissions into two specific categories:
 - **Category 7: Employee Commuting - Head Office:** Emissions from staff traveling to and from the main office.
 - **Category 7: Employee Commuting - Healthcare:** Emissions from staff commuting to and from designated healthcare locations.

This is effective from Jan-Dec 2023 onwards

Current Emissions Reporting 1st Jan – 31st

Scopes and categories	Metric tons CO ₂ e
Scope 1: Direct emissions from owned/controlled operations	0.00
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling	9.987
Scope 3: emissions	
Category 1: Purchased goods and services	0.00
Category 2: Capital goods	0.00
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	0.00
Category 4: Upstream transportation and distribution	0.00
Category 5: Waste generated in operations	2.106
Category 6: Business travel	5.3871
Category 6: Hotel Stay	0.2065
Category 7: Employee commuting Head Office	0.0077
Category 7: Employee commuting Healthcare	292.301
Category 8: Upstream leased assets	0.00
Category 9: Downstream transportation and distribution	0.00
Total	309.9953



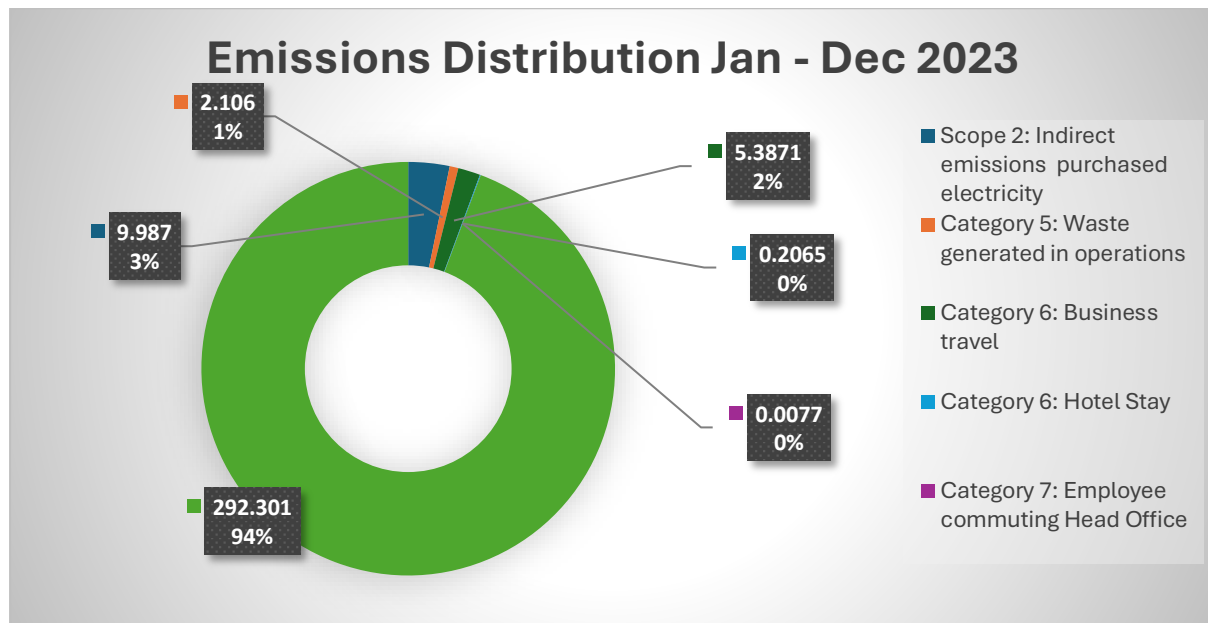
Zero Emissions reasons

Scope 1 (Direct Emissions): Our business operates within restrictive processes that do not generate direct emissions. As we do not own or control any combustion equipment or facilities, we have no direct emissions from owned or controlled sources, ensuring zero Scope 1 emissions.

Scope 3 (Category 1–4): Our business activities do not contribute to Scope 3 emissions in Categories 1–4, which cover purchased goods and services, capital goods, fuel- and energy-related activities (not included in Scope 1 or 2), and upstream transportation and distribution. As these categories involve activities that are outside the core of our business model, our processes do not generate emissions in these areas.

Scope 3 (Category 8–9 – Upstream and Downstream Leased Assets): Our business procedures are limited in these areas, as we do not own or lease significant assets that would contribute to upstream or downstream emissions, ensuring minimal to no emissions in these categories.

Current Emissions Breakdown



Emissions reduction targets

Unity Healthcare Recruitment LTD is committed to progressively reducing emissions reported for 2023 and achieving Net Zero by 2040. The following reduction targets have been established for each emission category based on the 2023 data.

Scope 2: Indirect Emissions (Purchased Electricity, Steam, Heating, and Cooling)

- 2023 Emissions: 9.987 metric tons CO₂e
- **Target:** Achieve a 40% reduction by 2030 through energy efficiency upgrades, transitioning to renewable energy sources, and optimising heating and cooling systems. Full elimination of Scope 2 emissions by 2040.

Scope 3: Waste Generated in Operations

- 2023 Emissions: 2.106 metric tons CO₂e
- **Target:** Reduce waste emissions by 50% by 2030 through better waste management practices, including waste minimisation, recycling, and reusing materials. Aim for Net Zero waste-related emissions by 2040.

Scope 3: Business Travel

- 2023 Emissions: 5.3871 metric tons CO₂e
- **Target:** Cut business travel emissions by 50% by 2030, primarily through reducing air travel and encouraging virtual meetings. Net Zero emissions for business travel by 2040.

Scope 3: Hotel Stays

- 2023 Emissions: 0.2065 metric tons CO₂e
- **Target:** A 30% reduction in hotel stay-related emissions by 2030 by opting for eco-friendly accommodations. Aim for Net Zero by 2040.

Scope 3: Employee Commuting (Healthcare)

- 2023 Emissions: 292.301 metric tons CO₂e
- **Target:** Achieve a 35% reduction by 2030 by promoting public transport, carpooling, and the use of electric vehicles. Full elimination of commuting emissions by 2040.

Unity Healthcare Recruitment LTD will closely monitor and update progress annually to meet these reduction targets, driving towards Net Zero by 2040.

Carbon Reduction Initiatives

To achieve Net Zero by 2040, Unity Healthcare Recruitment LTD has developed key carbon reduction initiatives focusing on employee training, sustainable supply chain management, and targeted reductions in reported emissions.

Employee Training: A comprehensive training programme will educate employees on reducing their carbon footprint through energy conservation, efficient waste management, and sustainable commuting options. Remote employees will be guided on reducing home energy use, while in-office

staff will be encouraged to adopt low-carbon commuting methods, such as carpooling or using public transport. Updated travel policies will emphasise virtual meetings over air travel, reducing business travel emissions.

Supply Chain Management: Unity Healthcare will work closely with suppliers to ensure they adopt sustainable practices. A sustainable procurement policy will prioritise low-carbon materials, eco-friendly products, and certified green suppliers. Additionally, waste management partners will be required to optimise recycling processes, helping reduce emissions from waste generation.

Targeted Emission Reductions:

- **Scope 2 (Electricity, Heating, Cooling):** A switch to renewable energy sources and energy-efficient systems will lower these emissions.
- **Waste Emissions:** Enhanced recycling and waste reduction programmes will target a 50% reduction by 2030.
- **Employee Commuting (Healthcare):** Promotion of electric vehicles, public transport, and carpooling will help reduce commuting emissions.
- **Business Travel:** Encouraging virtual meetings and sustainable travel will lower emissions from flights and accommodation.

Together, these initiatives will contribute significantly to reducing Unity Healthcare's carbon emissions.

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.

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>



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

Signed on behalf of Unity Healthcare Recruitment Ltd:

.....Z.Feather.....

Name: Zack Feather

Position: ...Managing Director.....

Date:01/01/2024.....

This document is updated annually by: Operations Dept