

Carbon Reduction Plan

Supplier name: Sunlite Recruitment Company

Publication date: 23/01/2024

Commitment to achieving Net Zero

Sunlite Recruitment Company is committed to achieving Net Zero emissions by 2050.

Baseline Emissions Footprint

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: 2022	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	21
Scope 2	15
Scope 3 (Included Sources)	We are a homecare and supported living provider to the Health and social care industry in the UK therefore, supplier Upstream not relevant as we provide services not goods nor transportation. Waste – 120 Business Travel – 279 Employee Commuting – 520 We provide services rather than goods and, as such, transportation and distribution of goods are not relevant to us) Total Emissions 919 Current Emissions Reporting Year: 2022/23 (01/02/2021 to 01/02/2022)
Total Emissions	955

Current Emissions Reporting

Reporting Year: 2023	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	18
Scope 2	15
Scope 3 (Included Sources)	<p>We are a homecare and supported living provider to the health and social care industry in the UK therefore, supplier Upstream not relevant as we provide services not goods nor transportation.</p> <p>Waste – 130 Business Travel – 222 Employee Commuting – 510</p> <p>We provide services rather than goods and, as such, transportation and distribution of goods are not relevant to us)</p> <p>Total Emissions 1011 Current Emissions Reporting Year: 2022/2023 (01/02/2023 to 01/02/2023)</p>
Total Emissions	895

Carbon Emission Reduction Plan

Goal: To implement a comprehensive strategy for reducing carbon emissions across various operational aspects of the organization, promoting sustainability and environmental responsibility.

Initiatives:

1. Transportation Emissions Reduction:
 - Virtual Meetings and Conferences: Promote the use of virtual meeting platforms such as Zoom or Microsoft Teams to minimize the need for business travel. Provide training and resources to facilitate effective virtual communication.
 - Public Transportation and Carpooling: Incentivize employees to use public transportation or carpooling through subsidized transportation passes or carpool matching programs. Provide designated parking spaces for carpool vehicles.
 - Optimized Travel Routes: Utilize mapping software to plan travel routes and itineraries efficiently, minimizing distances traveled and reducing fuel consumption.
2. Building Energy Efficiency Enhancement:
 - Comprehensive Building Audits: Hire certified energy auditors to conduct thorough assessments of buildings to identify areas for improvement in energy efficiency.

- Retrofitting with Energy-Efficient Equipment: Invest in energy-efficient HVAC systems, lighting fixtures, and appliances to reduce energy consumption.
 - Insulation and Weatherization Upgrades: Improve insulation and weatherization to reduce heat loss and gain, optimizing indoor temperature control and reducing the need for heating and cooling.
 - Smart Energy Management Systems: Install smart meters and energy management systems to monitor and control energy consumption in real-time, identifying inefficiencies and implementing corrective measures promptly.
3. Renewable Energy Transition:
 - Sourcing Renewable Electricity: Partner with renewable energy providers to purchase electricity solely from verified renewable sources, such as solar, wind, or hydroelectric power.
 - Long-Term Contracts or Renewable Energy Credits: Secure long-term contracts for renewable energy supply or purchase renewable energy credits (RECs) to offset carbon emissions associated with energy consumption.
 4. Single-Use Plastics and Packaging Reduction:
 - Eco-Friendly Alternatives: Source and use eco-friendly alternatives to single-use plastics and packaging, such as biodegradable or compostable materials.
 - Redesigned Packaging: Collaborate with packaging designers to redesign packaging for products, prioritizing recyclability and minimizing waste.
 - Employee and Consumer Education: Conduct workshops and awareness campaigns to educate employees and consumers about the environmental impact of single-use plastics and packaging, promoting sustainable consumption habits.
 5. Energy Conservation and Awareness:
 - Comprehensive Training Programs: Develop and implement training programs for employees to raise awareness about energy conservation practices, emphasizing the importance of reducing energy usage in daily operations.
 - LED Lighting Replacement: Replace traditional lighting fixtures with energy-efficient LED alternatives throughout the organization, reducing energy consumption for lighting purposes.
 6. Remote Work and Alternative Transportation:
 - Remote Work Arrangements: Establish policies and infrastructure to support remote work arrangements, providing employees with the necessary technology and resources to work effectively from home.
 - Alternative Transportation Options: Encourage employees to utilize alternative transportation modes such as cycling, walking, or electric vehicles for local travel. Provide incentives such as subsidies for electric vehicle purchases or bike-sharing programs.
 7. Digital Transformation for Reduced Paper Consumption:
 - Digital Communication and Documentation: Transition towards digital platforms for internal communication, documentation, and file sharing to reduce reliance on paper-based processes.

- Paperless Office Initiative: Implement a paperless office initiative, setting targets for reducing paper consumption and increasing electronic document management.
8. Biodiversity Initiatives:
- Habitat Restoration Projects: Partner with environmental organizations to support habitat restoration projects, focusing on preserving and restoring natural habitats for local wildlife.
 - Native Species Conservation: Implement conservation programs to protect and preserve native species in the region, including habitat conservation and species reintroduction efforts.
 - Sustainable Land Management: Adopt sustainable land management practices, such as organic farming and agroforestry, to promote biodiversity and ecosystem health.
9. Supply Chain Emissions Reduction:
- Due Diligence on Supply Chain: Conduct comprehensive due diligence on all suppliers to assess their emissions profiles, environmental management practices, and sustainability certifications.
 - Collaborative Emissions Reduction: Collaborate with suppliers to identify opportunities for emissions reductions and implement sustainable sourcing practices, such as using eco-friendly materials and optimizing transportation logistics.

Reduction Targets (Per Annum):

- 10% reduction in business travel emissions.
- 10% decrease in overall energy consumption.
- 7.5% reduction in emissions through renewable energy transition.
- 20% reduction in consumption and waste.
- 30% decrease in single-use plastics and packaging.
- 5% reduction in energy usage through awareness and lighting initiatives.

Declaration and Sign Off

This Carbon Reduction Plan has been meticulously developed in compliance with PPN 06/21 and associated guidance, adhering to the reporting standard specified for Carbon Reduction Plans. Emissions have been accurately documented following the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard, employing government emission conversion factors for comprehensive greenhouse gas company reporting. In alignment with SECR requirements, both Scope 1 and Scope 2 emissions have been reported, while the essential subset of Scope 3 emissions has been detailed according to the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard, accessible at <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>. The thoroughness of this plan is underscored by its review by the board of directors, ensuring a comprehensive and strategic approach to carbon reduction.

Signed on behalf of the Supplier: Sunlite Recruitment Company

Date: 23/01/2024