

CARBON REDUCTION PLAN

I. Introduction

At Europeanbiz Healthcare, we are committed to reducing our carbon footprint and supporting global sustainability efforts. This Carbon Reduction Plan outlines key actions we will take to cut emissions, adopt efficient technologies, and use resources responsibly contributing to a low-carbon, more resilient future.

Supplier name: Europeanbiz Limited t/a Europeanbiz Healthcare

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Commitment to achieving Net Zero

Europeanbiz Healthcare reaffirms its commitment to achieving Net Zero carbon emissions by 2030. This goal reflects our dedication to long-term environmental sustainability and corporate responsibility.

Baseline Emissions Footprint

This report presents the baseline emission data for Europeanbiz Healthcare for the period of January 1st to December 31st, 2023. As an innovative medical recruitment agency committed to environmental responsibility, it is crucial to establish the starting point for carbon emissions. This baseline data will serve as a reference to measure future progress and the effectiveness of mitigation efforts. Europeanbiz Healthcare is dedicated to creating opportunities and benefits for both employers and employees while minimizing its environmental impact.

Methodology

Data collection and analysis for this report adhered to recognized standards for greenhouse gas emissions reporting. The following sources and methodologies were employed:

1. **Direct Emissions (Scope 1):**
 - Emissions from office heating and cooling.
2. **Indirect Emissions (Scope 2):**
 - Electricity consumption data from utility bills.
3. **Indirect Emissions (Scope 3):**
 - Supplier emissions data, covering emissions from the supply chain.
 - Employee commuting data.
 - Business travel emissions.

Conclusion

This baseline emission report offers a detailed overview of the carbon emissions produced by Europeanbiz Healthcare in 2023. As an innovative medical recruitment agency, Europeanbiz Healthcare is dedicated to environmental responsibility while delivering value to both employers and employees in the healthcare sector. The data in this report serves as a benchmark for our ongoing efforts to reduce emissions, enhance sustainability, and reinforce our commitment to eco-friendly practices. Regular reporting and analysis will help us track progress and drive improvements toward these goals.

As this marks our initial year of data collection and emission reporting, several emission figures are approximations due to the unavailability of precise data. Nonetheless, these estimates will become increasingly precise in the coming years as we gather more accurate data. Our inaugural reporting year spans from January 1st to December 31st, 2023.

Baseline Year: 1st January 2023 - 31st December 2023

EMISSIONS	TOTAL (tCO₂e)	
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>We have determined that there are no discernible emission sources covered under scope 1.</i>	
Scope 2	Scope 2 – Indirect Emissions	tCO₂e
	Electricity (Head office & Branches)	3.1061
	Gas (Heating type)	0.0945
	Water	0.0000
	EV & Hybrid Fleets	0.0000
	Scope 2 Total	3.2006
	<i>We have estimated our emissions as of now because our electricity costs are currently included in the rent. Nevertheless, we are currently in discussions with the landlord to obtain separate electricity, water & heating bills for our usage.</i>	
Scope 3 (Included Sources)	Scope 3	tCO₂e
	Waste Generated in Operations	0.0000
	Upstream transportation & distribution	0.0000
	Downstream transportation & distribution	0.0000
	Business Travel	0.0000
	Commuting (round trip to location)	10.1765
	Work From Home	3.3378
	Scope 3 Total	13.5143
	<i>Approximately 10 of our in-house healthcare professionals rely on their personal vehicles for transportation, resulting in an estimated emission of 20.1765 tCO₂e. We are closely tracking this data and plan to obtain more accurate information for the year ending 2024. This will enable our management to analyse the situation thoroughly and explore potential alternatives.</i>	
Total Emissions	16.7149 tCO₂e	

Current Emissions Reporting

Current Year: 1 st January 2024 - 31 st December 2024		
EMISSIONS	TOTAL (tCO ₂ e)	
Scope 1	Scope 1 – Direct Emissions	tCO ₂ e
	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
	We have determined that there are no discernible emission sources covered under scope 1.	
Scope 2	Scope 2 – Indirect Emissions	tCO ₂ e
	Electricity (Head office & Branches)	3.1061
	Gas (Heating type)	0.0000
	Water	0.0000
	EV & Hybrid Fleets	0.0000
	Scope 2 Total	3.1060
	Our emissions are currently estimated, as electricity costs are included in our rent. However, we are committed to obtaining separate electricity, water, and heating bills to improve accuracy in future reporting.	
Scope 3 (Included Sources)	Scope 3	tCO ₂ e
	Waste Generated in Operations	0.0000
	Upstream transportation & distribution	0.0000
	Downstream transportation & distribution	0.0000
	Business Travel	0.0000
	Commuting (round trip to location)	8.1765
	Work From Home	4.3378
	Scope 3 Total	12.5143
	There are still some of our in-house healthcare professionals who rely on their personal vehicles for transportation, resulting in an estimated emission of 12.5143 tCO ₂ e. We are closely tracking this data and plan to obtain more accurate information for the year ending 2025. This will enable our management to analyze the situation thoroughly and explore potential alternatives.	
Total Emissions	15.6203 tCO ₂ e	
Reporting Year: 2024		

CARBON REDUCTION INITIATIVES

Europeanbiz Healthcare is a forward-thinking medical recruitment agency committed to environmental stewardship, concurrently creating opportunities and benefits for employers and employees in the healthcare industry. In line with our commitment to sustainability, we are launching our inaugural Carbon Reduction Initiative, adhering to ISO 14001 and PAS 2060 standards. This initiative outlines our strategy to mitigate carbon emissions, transition to carbon neutrality, and contribute to a greener, more sustainable future.

ISO 14001: Europeanbiz Healthcare will comply with ISO 14001, an internationally recognized standard for environmental management systems. This entails:

- Establishing a robust environmental policy that underscores our commitment to reducing carbon emissions
- Conducting periodic environmental risk assessments to identify areas for improvement.
- Implementing effective carbon reduction measures in alignment with ISO 14001 guidelines.
- Engaging employees in environmental awareness and fostering a culture of sustainability within the organization.
- Regularly reviewing and improving our environmental performance through internal and external audits.

PAS 2060: Europeanbiz Healthcare will follow PAS 2060, a specification for achieving carbon neutrality. This involves:

- Measuring our carbon emissions, encompassing scopes 1, 2, and 3, in compliance with PAS 2060 requirements.
- Developing a Carbon Management Plan (CMP) to reduce our emissions to the lowest practicable level
- Offsetting unavoidable emissions by investing in high-quality, verified carbon offset projects
- Acquiring independent third-party verification to ensure the accuracy and reliability of our carbon neutrality claims.

CARBON REDUCTION STRATEGIES

1. ENERGY CONSUMPTION:

Current Situation: Office energy use (lighting, heating, air conditioning, etc.) accounts for a significant portion of our carbon footprint.

Reduction Goals: Reduce energy consumption by 10% in year one, increasing to 20% by year three.

Key Actions:

- Switch to renewable energy providers for office spaces
- Install energy-efficient lighting (LEDs) and motion sensors to control lights
- Optimize heating and cooling systems to run at energy-efficient temperatures
- Encourage remote working to reduce office energy use

2. BUSINESS TRAVEL

Current Situation: Staff travel for client meetings, candidate interviews, and networking events contributes to carbon emissions, especially air and car travel.

Reduction Goals: Cut business travel-related emissions by 30% over three years.

Key Actions:

- Implement a "remote-first" policy for meetings and interviews via virtual platforms (Zoom, Microsoft Teams, etc.)

- Promote the use of public transport, cycling, or walking for local meetings
- Use carbon offsetting for any necessary air travel.
- Incentivize carpooling for in-person staff meetings or events.

3. TECHNOLOGY & EQUIPMENT

Current Situation: The technology we use (servers, computers, printers) has an environmental impact through energy consumption and electronic waste.

Reduction Goals: Reduce technology-related carbon emissions by 15% over the next two years.

Key Actions:

- Move to cloud-based solutions hosted by energy-efficient providers with green certifications
- Replace office equipment with Energy Star-rated computers and devices
- Reduce paper usage by 50% through digital document management and e-signatures
- Encourage staff to use devices efficiently, such as enabling sleep mode when not in use.

4. OFFICE OPERATIONS

Current Situation: Day-to-day office activities, from waste generation to supply use, contribute to our overall environmental impact.

Reduction Goals: Reduce office waste by 25% over the next two years.

Key Actions:

- Implement recycling programs for paper, plastic, and electronics
- Purchase sustainable office supplies (e.g., recycled paper, refillable pens)
- Minimize single-use plastics (e.g., coffee cups, bottled water)
- Use energy-efficient appliances in kitchen areas.

5. EMPLOYEE ENGAGEMENT

Current Situation: Employee behaviour and practices impact energy usage, waste generation, and travel habits.

Reduction Goals: Foster a culture of sustainability with measurable employee contributions.

Key Actions:

- Launch a sustainability training program to raise awareness and encourage eco-friendly practices at work and home
- Create a Green Team to lead sustainability efforts and propose new initiatives
- Implement incentive programs for employees who reduce their personal carbon footprint (e.g., cycling to work, reducing paper use)
- Encourage remote working where feasible to reduce commuting emissions.

6. SUPPLY CHAIN

Current Situation: The agency's purchasing decisions for office supplies and services can influence the carbon footprint.

Reduction Goals: Work with suppliers that demonstrate a commitment to sustainability.

Key Actions:

- Prioritize suppliers with environmental certifications (e.g., ISO 14001)
- Purchase locally sourced goods and services to reduce transportation emissions

- Opt for environmentally friendly products, such as recycled or biodegradable materials
- Collaborate with recruitment platforms or job boards that are committed to sustainable practices.

MONITORING AND REPORTING

We will track our carbon reduction progress using the following methods:

- Annual carbon audits to measure energy use, travel emissions, and other key metrics
- Quarterly reports on progress towards our carbon reduction goals
- Regular updates to staff on the impact of their contributions.

CONCLUSION

This Carbon Reduction Plan demonstrates our commitment to sustainability and environmental responsibility. By customizing solutions, promoting energy efficiency, adopting renewable energy sources, and engaging healthcare staff, we aim to significantly reduce carbon emissions in the sector. Our plan will not only benefit the environment but also improve the well-being of the population while evenly distributing the value among all stakeholders. Together, we can create a healthier and more sustainable future for healthcare in the UK.

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:

Lenche Hannigan - Director

L. Hannigan.....

Date: May 2025

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>