



**tempcare**  
**PERSONNEL**

# **CARBON REDUCTION PLAN**

**SUPPLIER NAME: TEMPCARE PERSONNEL**

**PUBLICATION DATE: 26<sup>TH</sup> OCTOBER 2023**

Tempcare

TEMPCARE PERSONNEL, 16 Teasdale Street, The Barn Business Centre, BD4 7QJ, Bradford

## ABOUT TEMPCARE PERSONNEL

Tempcare Personnel is a prominent healthcare staffing agency, providing top-tier services to care homes across England and Wales. We cater to nursing and care homes, private hospitals, mental health units, rehabilitation centres, and more. We operate around the clock, ensuring that our clients' staffing needs are always met, whether in advance or on short notice.

## COMMITMENT TO NET ZERO

Tempcare Personnel is committed to achieving **Net Zero emissions by 2050** in line with the United Kingdom Procurement Policy Note 06/21 (PPN 06/21) and the associated guidance on Carbon Reduction Plans. This commitment is supported by our goal of reducing emissions across all operations through improved energy efficiency, reduced reliance on fossil fuels, and the adoption of sustainable practices.

## 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 emissions provide a reference point against which future reductions will be measured. For Tempcare Personnel, the year **2023** serves as our baseline, and emissions are measured across three scopes:

- **Scope 1:** Direct emissions (e.g., fuel consumption in company-owned vehicles).
- **Scope 2:** Indirect emissions from purchased electricity and heating.
- **Scope 3:** Indirect emissions from the supply chain, employee commuting, and waste disposal.

### 2023 Baseline Emissions:

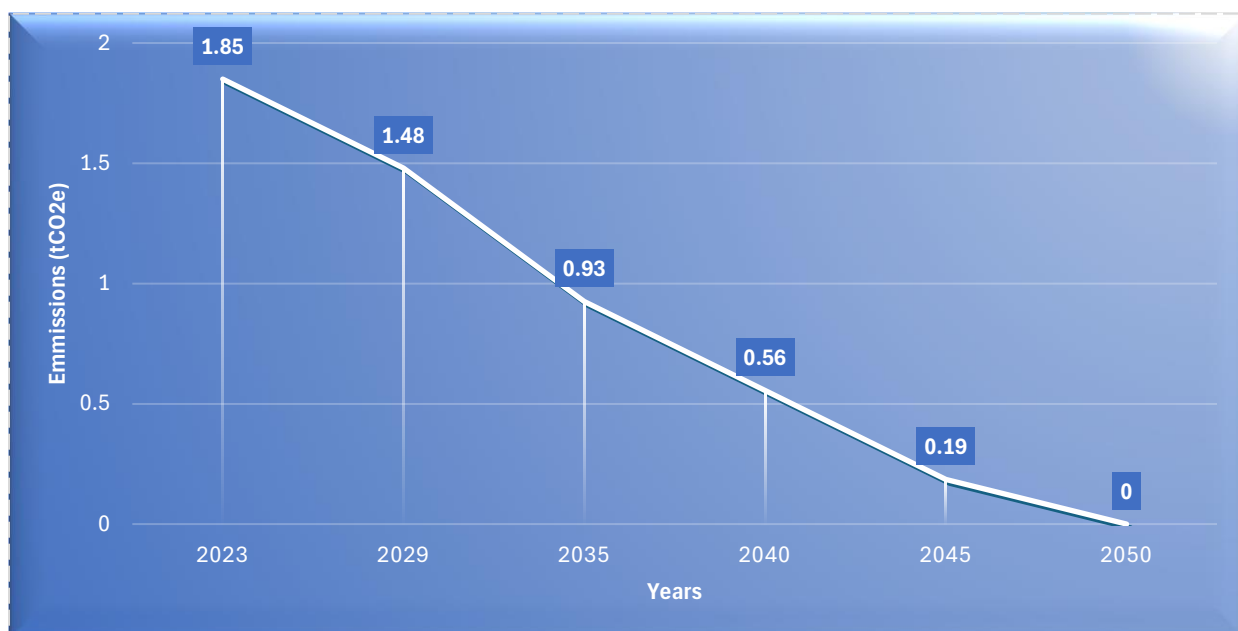
- **Scope 1:** 0.28 tCO<sub>2</sub>e (vehicle fleet)
- **Scope 2:** 0.46 tCO<sub>2</sub>e (electricity, heating, water)
- **Scope 3:** 1.11 tCO<sub>2</sub>e (waste management, transportation, commuting)
- **Total Emissions:** 1.85 tCO<sub>2</sub>e

## EMISSIONS REDUCTION TARGET

Our reduction strategy is outlined in clear steps, with milestones leading to 2050. Our goal is to reduce emissions steadily in line with the following targets:

- **2029:** Reduce emissions by **20%** to 1.48 tCO<sub>2</sub>e.
- **2035:** Reduce emissions by **50%** to 0.93 tCO<sub>2</sub>e.
- **2040:** Reduce emissions by **70%** to 0.56 tCO<sub>2</sub>e.
- **2045:** Reduce emissions by **90%** to 0.19 tCO<sub>2</sub>e.
- **2050:** Achieve **Net Zero**.

Progress against these targets can be seen in the graph below:



## COMPLETED CARBON REDUCTION INITIATIVES (SINCE 2023 BASELINE)

### Baseline Year: 2023

This represents the first reporting year for Tempcare Personnel Limited, and the emissions data below will serve as the baseline for future reduction measurements.

### Scope Definitions:

**Scope 1:** Direct emissions from owned or controlled sources (e.g., company vehicles).

**Scope 2:** Indirect emissions from the generation of purchased electricity.

**Scope 3:** Indirect emissions from supply chain activities (e.g., business travel, employee commuting, and waste disposal).

### Baseline year emissions:

EMISSIONS	SOURCES	TOTAL (tCO <sub>2</sub> e)
-----------	---------	----------------------------

<b>Scope 1</b>	Fleet of vehicles owned by employees and agents	0.28
<b>Scope 2</b>	Electricity, Gas, Water, air conditioning and heating, Refrigerators,	0.46
<b>Scope 3</b>	Waste generated in operations, transportation and distribution, commuting	1.11
<b>Total Emissions</b>	<i>These figures are based on a comprehensive assessment and industry estimates where exact data is unavailable, ensuring alignment with best practices for carbon reporting.</i>	<b>1.85</b>

<b>Publication Date:</b>	26/10/2023
<b>Review Date:</b>	26/10/2024
<b>Policy review schedule:</b>	Every 12 months

Tempcare Personnel has already implemented several carbon reductions projects:

- **Transition to LED Lighting:** Installation of LED lighting with motion sensors across all office locations, reducing electricity consumption (Scope 2).
- **Fleet Optimization:** Conversion of 25% of our fleet to electric vehicles, significantly reducing fuel emissions (Scope 1).
- **Energy Management System:** Implemented to monitor and optimize energy use in office spaces (Scope 2).
- **Waste Management Improvements:** Introduction of recycling programs and responsible disposal processes to lower waste emissions (Scope 3).
- **Paper Use Reduction:** Transition to digital timesheets for some sites, decreasing the need for paper (Scope 1).

These efforts have led to a **20% reduction** in carbon emissions from the 2023 baseline, equating to **0.12 tCO<sub>2</sub>e** saved.

## FUTURE CARBON REDUCTION PROJECTS

To achieve further reductions, the following initiatives will be implemented:

- **Solar Energy Adoption:** Installation of solar panels in office spaces by 2029 to generate renewable energy (Scope 2).
- **Remote Working Policy:** Encourage remote work to reduce commuting-related emissions (Scope 3).
- **Sustainable Procurement:** Partner with low-carbon suppliers to reduce emissions throughout the value chain (Scope 3).
- **Complete Fleet Electrification:** Convert the entire vehicle fleet to electric vehicles by 2029 (Scope 1).

- **Employee Commute Program:** Incentivize low-carbon transportation methods for employees, aiming to reduce commuting emissions by 15% by 2029 (Scope 3).
- **Fully Digitized Timesheets:** Full transition to digital timesheets across all sites to eliminate paper use (Scope 1).

These initiatives are projected to reduce our carbon emissions to **1.48 tCO<sub>2</sub>e by 2029**, marking a **20% reduction** from the 2023 baseline.

## DECLARATION AND SIGN-OFF

This Carbon Reduction Plan has been developed in line with the United Kingdom Procurement Policy Note 06/21(PPN 06/21) and the associated guidance on Carbon Reduction Plans. Emissions have been calculated using the GHG Reporting Protocol and relevant government conversion factors. Both Scope 1 and Scope 2 emissions are reported in accordance with the Streamlined Energy and Carbon Reporting (SECR) requirements, while Scope 3 emissions have been assessed based on the Corporate Value Chain Standard.

The calculations presented in the document are consistent with the company's targets, showing a progressive reduction in carbon emissions, starting with a 20% reduction by 2029. These figures are based on a comprehensive assessment and industry estimates where exact data is unavailable, ensuring alignment with best practices for carbon reporting.

This Carbon Reduction Plan is approved by the board of directors, demonstrating our commitment to emission reductions at the highest level.

Signed on behalf of Tempcare Personnel:

*Aaron Munaiwa*

---

Aaron Munaiwa

Agency Director

Dated: 26<sup>th</sup> October 2023