

Carbon Reduction Plan for Acton Banks Temporary Healthcare Staffing Agency

Prepared by: Acton Banks

Date: 15/01/2024

Executive Summary

Acton Banks Ltd (ABLTD) is committed to reducing its carbon footprint and contributing to the global efforts to mitigate climate change. This document presents a carbon reduction plan for ABLTD, based on the guidance provided by the UK Department for Business, Energy and Industrial Strategy (BEIS).

The plan outlines the current carbon emissions of ABLTD, the sources of emissions, the reduction targets, the actions to achieve them, and the monitoring and reporting mechanisms. The plan also identifies the benefits and challenges of implementing the plan, and the recommendations for future improvement.

Current Carbon Emissions

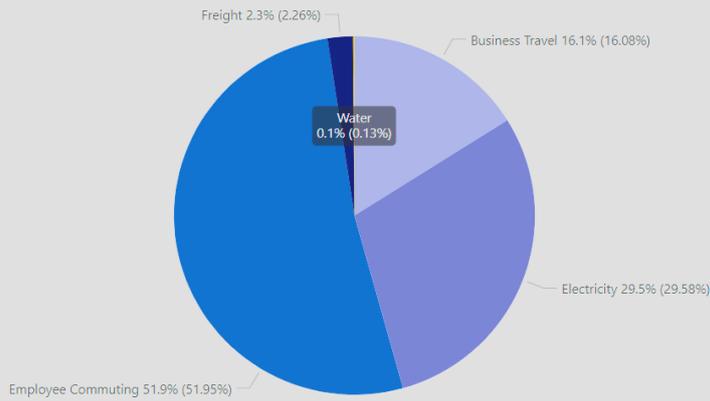
According to the latest carbon footprint report, ABLTD emitted 43.0 tonnes of carbon dioxide equivalent (tCO₂e) in the financial year 2022/23. This is equivalent to 1.43 tCO₂e per employee, or 0.0049 tCO₂e per hour of service provided.

The main sources of emissions are:

Source	Emissions (tCO ₂ e)	Percentage of total emissions
Employee Commuting	22.3	51.86%
Electricity	12.7	29.53%
Natural gas	0.0	0%
Freight	0.97	2.26%
Water	0.055	0.13%
Business Travel	6.90	16.05%
Total	43.0	100%

The following graph shows the breakdown of emissions by source:

Percentage of total emissions by Source



Reduction Targets

ABLTD aims to reduce its carbon emissions by 30% by 2027, and by 80% by 2050, compared to the baseline year of 2022/23. This is in line with the UK's national targets and the Paris Agreement's goal of limiting global warming to well below 2°C.

The reduction targets for each source of emissions are:

Source	Reduction target by 2030	Reduction target by 2050
Employee Commuting	28%	82%
Electricity	29%	76%
Natural gas	0%	0
Freight	39%	77%
Water	25%	71%
Business Travel	42%	86%

Actions to Achieve Reduction Targets

To achieve the reduction targets, ABLTD will implement the following actions:

- **Employee Commuting:** Encourage staff to use public transport, cycling, walking, or car-sharing for commuting and travelling to client sites; provide subsidies for low-carbon transport options; reduce the need for travel by promoting remote working and online meetings; use electric or hybrid vehicles for essential travel; offset the remaining emissions through verified carbon credits.
- **Electricity:** Switch to a renewable energy supplier; install energy-efficient lighting, appliances, and devices; use smart meters and timers to monitor and control energy consumption; raise awareness and incentivize staff to save energy; offset the remaining emissions through verified carbon credits.
- **Freight:** Limit the number of orders we place and receive each year to reduce the demand for deliveries; collaborate with other businesses to share transport resources and reduce costs; Choose suppliers who have low-carbon practices and products, or encourage them to adopt such measures; reduce the distance and frequency of deliveries by buying local or in bulk; switch to more sustainable packaging materials. offset the remaining emissions through verified carbon credits.

- Water: Install water-efficient fixtures and appliances; use rainwater harvesting or greywater recycling systems; monitor and repair water leaks; raise awareness and incentivize staff to save water; offset the remaining emissions through verified carbon credits.
- Business Travel: Reduce the need for business travel by using video conferencing and other online tools; encourage staff to use public transport, carpooling, or cycling for local travel; prefer train over plane for long-distance travel; Shift to a more digital approach for communication and outreach, such as using social media, websites, or webinars, instead of printing and distributing leaflets, brochures, or newsletters; offset the remaining emissions through verified carbon credits.

Monitoring and Reporting

ABLTD will monitor and report its carbon emissions on an annual basis, using the BEIS guidance and tools. The carbon footprint report will include the following information:

- The total and per employee emissions for each source and for the overall organisation
- The percentage change in emissions compared to the baseline and the previous year
- The progress towards the reduction targets and the actions taken
- The challenges and opportunities encountered and the lessons learned
- The future plans and recommendations for improvement

The carbon footprint report will be reviewed and approved by the senior management team, and communicated to the staff, clients, and stakeholders. The report will also be published on the ABLTD website and social media platforms.

Benefits and Challenges

Implementing the carbon reduction plan will bring the following benefits to ABLTD:

- Enhance its reputation and credibility as a responsible and sustainable organisation
- Attract and retain staff, clients, and partners who share its values and vision
- Reduce its operational costs and increase its efficiency and productivity
- Comply with the legal and regulatory requirements and avoid potential penalties or fines
- Contribute to the global efforts to combat climate change and protect the environment

However, the carbon reduction plan also faces the following challenges:

- Lack of sufficient financial and human resources to implement the actions
- Resistance or inertia from some staff, clients, or partners who are not aware or convinced of the benefits of the plan
- Uncertainty or volatility of the external factors that may affect the emissions, such as the energy prices, the weather conditions, or the pandemic situation
- Limited availability or accessibility of some low-carbon technologies or services in some areas or sectors
- Potential trade-offs or conflicts between the carbon reduction objectives and other organisational goals or priorities

Recommendations

To overcome the challenges and ensure the success of the carbon reduction plan, ABLTD will adopt the following recommendations:

- Allocate a sufficient budget and assign a dedicated team to oversee and coordinate the implementation of the plan
- Engage and consult with the staff, clients, and partners to raise awareness and gain feedback and support for the plan
- Monitor and evaluate the performance and impact of the plan and adjust the actions as needed
- Seek external funding or collaboration opportunities to access or develop low-carbon technologies or services
- Balance and integrate the carbon reduction objectives with other organisational goals or priorities

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 standard 13 and uses the appropriate Government emission conversion factors for greenhouse gas company reporting .

14 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 .

15 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:

A handwritten signature in black ink, appearing to be 'N. J.', is written over a horizontal dotted line.

Date: 15-01-24.....