



Cabinet Office

CARBON REDUCTION PLAN

Introduction:

Aviteus Healthcare Ltd., a trusted healthcare recruitment agency, recognizes the importance of environmental sustainability and is committed to reducing our carbon footprint while continuing to provide top-quality staffing solutions. Our carbon reduction initiative aims to align our operations with sustainable practices, reducing our impact on the environment and contributing to a greener future.

Goals:

1. Reduce carbon emissions associated with our daily operations.
2. Raise awareness about environmental sustainability within our organization.
3. Foster a culture of responsible environmental stewardship among our employees, candidates, and clients.
4. Continuously monitor and improve our sustainability efforts.

Initiative Components:

- Telecommuting and Remote Work:
 - Promote telecommuting and remote work options for our employees, reducing the need for daily commutes.
 - Utilize video conferencing and virtual meetings to minimize business travel.
- Green Office Practices:
 - Implement energy-efficient lighting and appliances in our office.

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- Encourage paperless documentation and digital communication to reduce paper waste.
- Recycle and responsibly dispose of office waste, including electronics.
- Sustainable Transportation:
 - Advocate for and offer incentives to employees who use public transportation, carpool, or use electric or hybrid vehicles.
 - Explore partnerships with eco-friendly transportation providers for candidate and client meetings.
- Sustainable Sourcing:
 - Prioritize suppliers and vendors with strong sustainability practices.
 - Reduce single-use plastics in office supplies and encourage reusable alternatives.
- Carbon Offsetting:
 - Calculate our carbon footprint and invest in certified carbon offset projects to neutralize our emissions.
 - Encourage clients and candidates to participate in carbon offset programs.
- Green Awareness Campaigns:
 - Organize educational campaigns and workshops to raise awareness among employees, candidates, and clients about the importance of carbon reduction.
 - Share tips and resources for reducing environmental impact in the healthcare sector.
- Employee Engagement:
 - Establish a Green Team within the organization to lead and promote sustainability initiatives.
 - Recognize and reward employees for their contributions to the carbon reduction effort.

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➤ Tracking and Reporting:

- Implement a transparent system for tracking and reporting our progress in reducing carbon emissions.
- Share annual sustainability reports with our stakeholders.

Aviteus Healthcare is committed to making a positive impact on the environment while continuing to excel in healthcare recruitment. By implementing these carbon reduction initiatives, we aim to set an example for the industry and inspire our clients, candidates, and employees to join us in building a greener, more sustainable future.

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Carbon Reduction Plan

Aviteus Healthcare Ltd.

Publication date: 20th September 2023

Aviteus Healthcare is committed to achieving Net Zero emissions by 2045.

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	
In our first attempt at calculating emissions, we are relying on assumptions due to the absence of complete data, but we are committed to improving accuracy in the coming years as we gather more comprehensive and reliable information.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)

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Scope 1	Scope 1		tCO2e
	Stationary Combustion (Boilers)		0.0000
	Mobile Combustion (Fleet)		0.0000
	Process Emissions (On-Site Manufacturing)		0.0000
	Fugitive Emissions (F-Gasses)		0.0000
	Total Scope 1		0.0000
<p>➤ Scope 1 emissions are effectively zero for our company, as our business operations and processes do not generate emissions falling within this category.</p>			
Scope 2	Scope 2		tCO2e
	Electricity		3.1061
	Water		0.0945
	Gas		
	Total Scope 2		3.2006
<p>➤ We have used assumptions for scope 2 emissions related to electricity, water, and heating because our operations often involve working from shared spaces where we do not have direct control over utility consumption data. This limitation necessitates the use of reasonable estimates until we can obtain more accurate, location-specific information.</p>			
Scope 3	Scope 3		tCO2e

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(Included Sources)	Waste Generated in Operations	2.1281
	Upstream transportation & distribution	0.0000
	Downstream transportation & distribution	0.0000
	Business Travel	0.7358
	Commuting to workplace	484.2360
	Work From Home	2.6702
	Total Scope 3	489.7701
	<ul style="list-style-type: none"> ➤ Our upstream and downstream emissions are recorded as zero because our company does not engage in any specific activities or processes that would generate emissions in these categories. 	
Total Emissions	492.9708 tCO₂e	

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Current Emissions Reporting

Current Year: 2022													
In our first attempt at calculating emissions, we are relying on assumptions due to the absence of complete data, but we are committed to improving accuracy in the coming years as we gather more comprehensive and reliable information.													
Reporting year emissions:													
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Total Emissions	492.9708 tCO2e
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Emission Reduction Targets for Aviteus Healthcare:

1. **Carbon Neutrality by 2030:** Aviteus Healthcare commits to achieving carbon neutrality in our operations by 2045. This means reducing our direct and indirect emissions to net-zero levels, with a focus on energy efficiency, sustainable transportation, and responsible waste management.
2. Our management is exploring ways to encourage our staff to use public transportation or cycling to their designated locations, with the goal of achieving a 25% reduction in commuting by personal vehicles.
3. **50% Reduction in Business Travel Emissions by 2025:** Aviteus Healthcare aims to cut emissions associated with business travel in half by 2025. We will achieve this by promoting telecommuting, using video conferencing for meetings, and encouraging eco-friendly transportation options.
4. **20% Reduction in Paper Usage by 2024:** To reduce paper waste, we will implement paperless documentation and digital communication practices, aiming for a 20% reduction in paper usage by the end of 2024.
5. **Transition to 100% Renewable Energy by 2030:** We will progressively transition our energy sources to 100% renewable energy by 2030, supporting clean and sustainable power generation.
6. **Continuous Monitoring and Reporting:** We commit to monitoring our emissions regularly and reporting our progress transparently to stakeholders through annual sustainability reports. This will ensure accountability and drive continuous improvement.
7. **Supplier and Vendor Engagement:** Aviteus Healthcare will prioritize partnerships with suppliers and vendors who share our commitment to sustainability and will work with them to reduce the environmental impact of our supply chain.
8. **Green Awareness Initiatives:** We will launch educational campaigns and workshops to raise awareness among employees, candidates, and clients about the importance of carbon reduction in the healthcare sector.

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9. Employee Engagement and Recognition: To foster a culture of environmental responsibility, we will establish a Green Team within the organization, recognize and reward employees for their contributions to carbon reduction efforts, and encourage their active participation in our sustainability initiatives.

Aviteus Healthcare is dedicated to making a positive impact on the environment while continuing to provide exceptional healthcare staffing solutions. These emission reduction targets reflect our commitment to sustainability, and we invite our stakeholders to join us on this journey toward a greener and more sustainable future for healthcare recruitment.

Completed Carbon Reduction Initiatives

Aviteus Healthcare, a distinguished and framework-approved healthcare recruitment agency, is firmly dedicated to the cause of environmental sustainability. Our commitment to reducing our carbon footprint is underscored by our adoption of internationally recognized standards and initiatives such as PAS 2060, ISO 14001, and SBTI. By embracing PAS 2060, we aim to achieve carbon neutrality and meticulously account for our emissions while actively working to reduce them. ISO 14001 serves as a framework for our systematic approach to environmental management, helping us identify and mitigate our environmental impact across all aspects of our operations. Additionally, our alignment with the Science-Based Targets Initiative (SBTI) reinforces our commitment to setting and achieving ambitious, science-based targets that will drive substantial emissions reductions. Through these initiatives, Aviteus Healthcare is steadfast in its pursuit of sustainable practices that not only reduce our environmental impact but also contribute to a greener, more responsible future for healthcare recruitment.

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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:

Date: 19/10/2023

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>

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