



Gifted
Care Services

Carbon Reduction Plan.





Cabinet Office

Foreword

Gifted Care Services have been dedicated to supporting our clients with high-quality healthcare and hospitality professionals. Our mission is to ensure we continue to offer outstanding services to the public and facilitate the necessary tools to overcome increasing staffing shortages.

As a business, focused on improving human lives Gifted Care Services adoption of an ambitious Net Zero by 2040 climate protection target is a critical part of our commitment to the planet and future generations.

As a business our daily operations will generate emissions, some of which are sadly unavoidable if we want to maintain the high standards of client and candidate care that the Gifted brand have become well-known for.

However, we understand that as a business, we have a duty of care to our planet as well as our patients. We therefore aim to find innovative, proactive solutions to our emissions challenges through a carefully designed carbon reduction plan. We hope that this plan will significantly reduce our impact on the world's reserve of precious resources.

I invite you to read through our carbon reduction plan in full, which outlines the actions we are taking to reduce our carbon footprint and how they will be implemented. This Carbon Reduction Plan sets out our carbon emissions associated with our UK operations for the year January 2023 to December 2023.

Ayomide Ayan

Director



Commitment to Net Zero:

proudly pledge an unwavering commitment to achieving Net Zero carbon emissions by 2040.

Recognising the urgency of addressing environmental concerns, our commitment extends beyond our exceptional domiciliary care services. We are dedicated to implementing comprehensive measures that transcend our day-to-day operations, influencing every facet of our organisations.

This commitment aligns seamlessly with ISO 14001 standards, symbolising our steadfast dedication to environmentally conscious practices within the healthcare industry. As we embark on this journey towards Net Zero, we embrace transparency and accountability, regularly assessing and communicating our progress.

Our commitment to Net Zero reflects our enduring mission to provide top-tier care services while actively contributing to a sustainable and healthier future for our communities and the planet.

Baseline Emission Footprint (1st Jan – 31st Dec 2022):

In establishing our baseline emissions footprint for the year 2022, meticulously assessed various aspects of our operations to comprehensively understand the environmental impact of our activities.

1. Energy Consumption:

- Conducted a detailed analysis of energy consumption across our offices, including lighting, heating, and electronic equipment.
- Utilised historical data and energy bills to calculate average monthly and annual energy usage.

2. Transportation Practices:

- Evaluated the carbon emissions associated with our transportation activities, considering both company vehicles and commuting practices.
- Calculated the mileage, fuel consumption, and emissions associated with our fleet and commuting practices.

3. Office Operations:

- Examined the daily operations of our offices, focusing on resource use, waste generation, and the environmental impact of office supplies.



- Collected data on water usage, paper consumption, and waste generation to quantify our ecological footprint.

4. Supply Chain Assessment:

- Reviewed the sustainability practices of our suppliers and assessed the carbon footprint associated with the products and services we procure.
- Collaborated with suppliers to obtain data on their environmental impact, incorporating it into our baseline calculations.

5. Employee Commuting:

- Analysed the commuting patterns of our employees, considering modes of transportation and distances travelled.
- Calculated the carbon emissions associated with employee commuting, factoring in both daily commutes and business-related travel.

6. Waste Management:

- Examined the waste generated within our offices, distinguishing between recyclables and non-recyclables.
- Quantified the volume of waste produced and assessed its environmental impact.

By collating and analysing this data, we established a comprehensive baseline emissions footprint for the year 2022. This baseline not only serves as a benchmark for our carbon reduction journey but also provides a detailed understanding of the specific areas where our organisation can make impactful strides towards achieving Net Zero emissions by 2040.

Baseline Year: 2022							
EMISSIONS	TOTAL (tCO ₂ e)						
Scope 1	<table border="1"> <tr> <td>Scope 1 – Direct Emissions</td> <td>tCO₂e</td> </tr> <tr> <td>Scope 1 Total</td> <td>0.0000</td> </tr> </table> <p><i>No emissions have been identified within this scope owing to the stringent nature of our business processes and activities.</i></p>	Scope 1 – Direct Emissions	tCO ₂ e	Scope 1 Total	0.0000		
	Scope 1 – Direct Emissions	tCO ₂ e					
	Scope 1 Total	0.0000					
Scope 2	<table border="1"> <tr> <td>Scope 2 – Indirect Emissions</td> <td>tCO₂e</td> </tr> <tr> <td>Electricity (Head office & Branches)</td> <td>0.5831</td> </tr> <tr> <td>Scope 2 Total</td> <td>0.5831</td> </tr> </table>	Scope 2 – Indirect Emissions	tCO ₂ e	Electricity (Head office & Branches)	0.5831	Scope 2 Total	0.5831
	Scope 2 – Indirect Emissions	tCO ₂ e					
	Electricity (Head office & Branches)	0.5831					
Scope 2 Total	0.5831						



Scope 3 (Included Sources)	Scope 3	tCO₂e
	Waste Generated in Operations	4.2562
	Upstream transportation & distribution	0.0000
	Downstream transportation & distribution	0.0000
	Business Travel	0.0000
	Commuting (round trip to location)	4.1321
	Work From Home	0.0000
	Scope 3 Total	8.3883
Commuting constitutes the primary contributor within this scope, and continuous efforts are underway to optimise, oversee, and regulate emissions within this category.		
Total Emissions	8.9714 tCO₂e	

Current Emissions Reporting 1st Jan - 31st Dec 2023

Current Year: 2023		
EMISSIONS	TOTAL (tCO₂e)	
Scope 1	Scope 1 – Direct Emissions	tCO₂e
	Scope 1 Total	0.0000
	<i>No emissions have been identified within this scope owing to the stringent nature of our business processes and activities.</i>	
Scope 2	Scope 2 – Indirect Emissions	tCO₂e
	Electricity (Head office & Branches)	0.579725
	Scope 2 Total	0.579725
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



	Water Supply	0.0064
	Commuting (round trip to location)	2.6764
	Work From Home	0.2564
	Scope 3 Total	
	Commuting constitutes the primary contributor within this scope, and continuous efforts are underway to optimise, oversee, and regulate emissions within this category.	
Total Emissions	tCO₂e	
Reporting Year: 2023		

Reasons for Zero Emissions

Scope 1: Direct Emissions

- Total Emissions: 0.0000 tCO₂e

No emissions have been identified within Scope 1 for the reporting year 2023. These zero emissions results is due to the following factors:

- Nature of Business Operations: Our business activities do not involve fuel combustion or any other direct emission sources. Our operations are primarily service-based and digital, which does not necessitate the use of on-site fuel or machinery that would produce direct emissions.

Scope 3: Other Indirect Emissions

- Waste Generated in Operations: 0.0000 tCO₂e
- Upstream Transportation & Distribution: 0.0000 tCO₂e
- Downstream Transportation & Distribution: 0.0000 tCO₂e
- Business Travel: 0.0000 tCO₂e

For Scope 3 categories, we have also achieved zero emissions in several areas:

- Waste Management: Effective waste management practices have ensured that no emissions are generated from waste produced during our operations.
- Transportation & Distribution: We do not engage in upstream or downstream transportation and distribution activities that would result in emissions. Additionally, our business model does not involve significant business travel or distribution processes.



- **Business Travel:** We have implemented measures to minimise business travel and encourage virtual meetings, resulting in zero emissions from this category.

Reasons for Changes in Emissions:

1. Reduction in Waste Generated in Operations (Scope 3)

- **2022: 4.2562 tCO₂e**
- **2023: 0.0000 tCO₂e**
- **Improved waste management practices, reduction in physical office operations, and more effective recycling and waste minimisation strategies.**

2. Addition of Water Supply (Scope 3)

- **2022: Not reported**
- **2023: 0.0064 tCO₂e**
- **Inclusion of water supply emissions in the current year reporting, due to increased awareness and a change in reporting practices.**

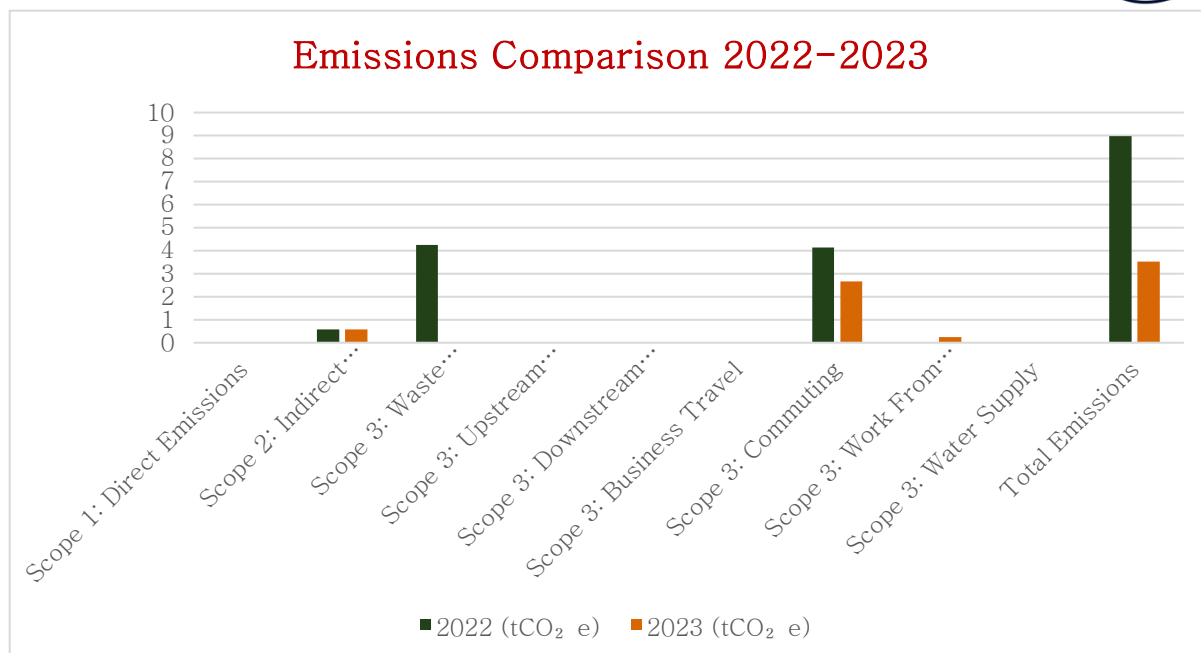
3. Decrease in Commuting Emissions (Scope 3)

- **2022: 4.1321 tCO₂e**
- **2023: 2.6764 tCO₂e**
- **Increased remote work, flexible working arrangements, and initiatives aimed at reducing commuting needs.**

4. Introduction of Work From Home Emissions (Scope 3)

- **2022: 0.0000 tCO₂e**
- **2023: 0.2564 tCO₂e**
- **Recognition of emissions associated with employees working from home, reflecting a shift in operational practices.**

Overall, the reduction in total emissions from 8.9714 tCO₂e in 2022 to 3.5187 tCO₂e in 2023 demonstrates significant improvements in waste management and commuting practices. The introduction of water supply emissions and work from home emissions highlights an evolving understanding of the company's environmental impact.



Carbon Reduction Targets:

1. Short-Term (2023-2025):

- Reduce energy consumption by 15%, focusing on energy-efficient measures.
- Optimise transportation practices to decrease carbon emissions.
- Implement waste reduction initiatives, aiming for a 20% decrease in office waste.

2. Mid-Term (2026-2030):

- Increase the use of renewable energy sources, targeting 30% of total consumption.
- Upgrade office facilities for enhanced energy efficiency.
- Promote employee engagement in carbon reduction efforts.
- Collaborate with suppliers committed to sustainable practices.

3. Long-Term (2031-2040):

- Achieve carbon neutrality in both office operations and the supply chain.
- Invest in carbon offset projects and nature-based solutions.
- Strive for a 50% reduction in total energy consumption.
- Advocate sustainability among employees, suppliers, and clients.



ISO 14001 Alignment:

1. Integrate ISO 14001 environmental management principles into daily operations.
2. Align policies with ISO 14001 standards to ensure consistent adherence to eco-friendly practices.
3. Regularly audit and review processes to maintain ISO 14001 compliance.

Policies Alignment:

1. Energy Management:

- Implement energy-efficient technologies and practices.
- Conduct regular energy audits to identify and address inefficiencies.
- Foster a culture of energy conservation among employees.

2. Transportation:

- Encourage sustainable commuting options.
- Explore low-emission or electric vehicles for company use.
- Monitor and reduce travel-related emissions through efficient planning.

3. Waste Management:

- Introduce comprehensive recycling programs.
- Minimise the use of single-use plastics.
- Educate and engage employees in responsible waste management.

4. Supply Chain:

- Prioritise suppliers with robust sustainability practices.
- Integrate sustainability criteria into supplier selection processes.
- Collaborate with partners committed to carbon reduction.

Monitoring and Reporting:

1. Regularly track and report progress toward carbon reduction goals.
2. Conduct annual sustainability reports aligned with ISO standards.
3. Foster transparency by sharing achievements and challenges with stakeholders.



Employee Engagement:

1. Promote environmental awareness among employees.
2. Establish an employee-led Green Team to drive sustainability initiatives.
3. Provide training on carbon reduction strategies to enhance employee involvement.

Gifted Care Services is committed to a sustainable future, aligning with ISO standards, and continually improving our carbon reduction efforts. By 2040, our aim is to achieve net-zero carbon emissions, contributing to a healthier environment and a more sustainable healthcare industry, all while maintaining our unwavering commitment to providing high-quality care services.



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 Gifted Care Services:

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Name: **Ayomide Ayan**

Position: **Director**

Date: **02/09/2024**

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>