



CARBON REDUCTION PLAN

At Unity Healthcare Recruitment, we recognize our responsibility to contribute to a sustainable and environmentally conscious future. While our primary focus lies in supplying healthcare professionals to the NHS and Private Sectors for Acute, Community, and Mental Health Nursing, we are equally committed to reducing our carbon footprint.

Our Carbon Reduction Plan outlines our dedication to implementing sustainable practices, from reducing energy consumption in our operations to minimizing waste generation and promoting eco-friendly transportation options. By doing so, we aim to not only provide top-quality staffing solutions but also to be a socially and environmentally responsible organization. Our commitment to carbon reduction aligns with our broader mission to improve the well-being of individuals, communities, and the planet as a whole.

Creating our first Carbon Reduction Plan was a pivotal moment in the evolution of Unity Healthcare Recruitment. It marked the beginning of our journey towards a more sustainable and environmentally conscious future. As an organization deeply rooted in providing healthcare professionals to the NHS and Private Sectors across various specialties, our decision to address our carbon footprint was a significant step forward in fulfilling our social and environmental responsibilities.

The process of crafting our Carbon Reduction Plan was a collaborative endeavor that involved individuals from various departments, each bringing their unique expertise to the table. Our team, comprised of professionals with years of experience in healthcare staffing, recognized the need to align our commitment to sustainability with our core mission.

The plan we developed is a comprehensive blueprint for change. It outlines our unwavering dedication to adopting sustainable practices that span across our entire operation. It encompasses strategies to reduce energy consumption in our offices, minimize waste generation, and encourage eco-friendly transportation choices. These measures were carefully selected and designed to not only lower our carbon emissions but also to make a positive impact on the communities we serve.

Our Carbon Reduction Plan reflects our ambition to be more than just a staffing agency. It signifies our resolve to be a socially and environmentally responsible organization. By prioritizing carbon reduction, we are taking active steps to reduce our ecological impact and contribute to a healthier planet. In doing so, we aim to enhance the well-being of individuals, communities, and the world at large.

As we move forward with the implementation of our plan, we remain committed to regularly evaluating our progress and adapting to emerging sustainable practices. Our first Carbon



Reduction Plan is a testament to our dedication to a more sustainable future, one that aligns with our broader mission to improve the well-being of all those we touch, from patients and clients to the environment itself.

Carbon Reduction Plan

Supplier name: Unity Healthcare

Publication date: 15th January 2023

Commitment to achieving Net Zero

Unity Healthcare is committed to achieving Net Zero emissions by 2040.

Baseline Emissions Footprint

After pinpointing the 12-month timeframe spanning from January to December, Unity Healthcare will gather and furnish more accurate data as it becomes available in the following years. The baseline emission footprint for the first time was established by Unity Healthcare in 2022. It marked the initial assessment of our organization's environmental impact during the 12-month period from January to December 2022. This baseline emission footprint serves as a reference point against which we will measure our progress in reducing carbon emissions in the subsequent years. It encompasses data on various aspects of our operations, including energy consumption, waste generation, and transportation practices. As we move forward with our commitment to carbon reduction, we will continue to refine and expand this baseline footprint, ensuring that our data collection becomes more precise and comprehensive in the years ahead. This detailed baseline emission footprint is crucial in guiding our efforts to minimize our environmental impact, supporting our mission of sustainability and responsibility.

The identified areas of emissions in the baseline emission footprint encompass various aspects of Unity Healthcare's operations during the 12-month period from January to December. These areas include:

1. **Energy Consumption:** This category involves the electricity and fuel consumption across our facilities, offices, and transportation vehicles. It represents a significant portion of our carbon emissions and is a critical focus area for reduction efforts.
2. **Waste Generation:** Waste generation encompasses the disposal of various materials, such as paper, plastics, and other non-recyclable items. Reducing waste and



improving recycling practices are essential components of our carbon reduction strategy.

3. **Transportation Emissions:** This category includes the carbon emissions resulting from the transportation of our healthcare professionals to different healthcare facilities. Unity Healthcare is committed to exploring eco-friendly transportation options and reducing emissions associated with staff travel.
4. **Water Consumption:** While not directly related to carbon emissions, water consumption is another environmental aspect we monitor. Reducing water usage contributes to a more sustainable and responsible approach to resource management.
5. **Supply Chain Emissions:** Our supply chain activities, including the procurement of medical and office supplies, have an associated carbon footprint. Unity Healthcare aims to work with suppliers who share our commitment to sustainability and to reduce emissions along the supply chain.
6. **Office Operations:** Emissions related to day-to-day office operations, such as heating, cooling, and lighting, are also considered in our baseline footprint. We are implementing energy-efficient practices to minimize these emissions.
7. **Medical Equipment:** Emissions from the use of medical equipment, particularly in healthcare facilities, are tracked. We are exploring ways to reduce the energy consumption and emissions associated with medical equipment use.
8. **Carbon-Intensive Processes:** Any specialized processes or activities that are particularly carbon-intensive are identified and targeted for reduction efforts.

By addressing these specific areas of emissions within our baseline footprint, Unity Healthcare is taking a comprehensive approach to carbon reduction. We aim to reduce our environmental impact in each of these categories and continually refine our strategies to achieve a more sustainable and environmentally conscious future.

Unity Healthcare is committed to continually assessing and improving the identified areas of emissions with stringent measures to ensure our carbon reduction efforts are effective and sustainable. Here's how we plan to achieve this:

1. **Regular Data Monitoring:** We will maintain a robust system for data collection and monitoring in all identified areas of emissions. This includes real-time tracking of energy consumption, waste generation, transportation emissions, and other relevant metrics. Continuous data monitoring allows us to identify trends, anomalies, and areas that require immediate attention.
2. **Setting Specific Reduction Targets:** Unity Healthcare will set clear and measurable reduction targets for each area of emissions. These targets will be ambitious yet



achievable and will guide our efforts to minimize our environmental impact. These targets will be periodically reviewed and adjusted to reflect our progress and evolving sustainability goals.

3. **Efficiency Improvements:** Implementing stringent measures to improve efficiency in energy consumption, waste management, and transportation practices is a cornerstone of our carbon reduction strategy. We will invest in energy-efficient technologies, waste reduction programs, and promote eco-friendly transportation options.
4. **Employee Engagement:** We believe that employee engagement is vital in achieving our sustainability goals. We will engage our staff in initiatives to reduce emissions, provide training on best practices, and encourage them to contribute to our environmental efforts.
5. **Supply Chain Sustainability:** Unity Healthcare will collaborate with suppliers who share our commitment to sustainability and work towards reducing emissions along the supply chain. This includes assessing the environmental impact of the products and services we procure.
6. **Technological Advancements:** We will stay abreast of technological advancements that can further reduce our carbon footprint. This includes adopting renewable energy sources, investing in energy-efficient infrastructure, and exploring innovative solutions to minimize emissions from healthcare equipment and processes.
7. **Regular Audits and Reporting:** Conducting regular environmental audits and transparently reporting our progress will be a critical aspect of our stringent measures. We will share our achievements and challenges with stakeholders and the public, fostering accountability and trust.
8. **Compliance with Regulations:** Unity Healthcare will remain compliant with all relevant environmental regulations and standards. Compliance is a baseline requirement, and we will go above and beyond to exceed these requirements.
9. **Continuous Improvement:** We view carbon reduction as an ongoing process. Our team will continuously review and assess the effectiveness of our measures and make necessary adjustments as we strive for greater sustainability.

Unity Healthcare is fully committed to taking these stringent measures to assess, monitor, and reduce emissions in the identified areas. By doing so, we aim to contribute to a sustainable and environmentally conscious future while aligning with our mission of delivering top-quality healthcare staffing solutions.



Baseline Year: 2022	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Scope 1 – Direct Emissions tCO₂e
	Scope 1 Total 0.0000
	<i>As a result of the restricted nature of our business processes and activities, there are no emissions within Scope 1.</i>
Scope 2	Scope 2 – Indirect Emissions tCO₂e
	Electricity (Head office & Branches) 14.2384
	Scope 2 Total 14.2384
Scope 3 (Included Sources)	Scope 3 tCO₂e
	Waste Generated in Operations 7.4484
	Upstream transportation & distribution 0.0000
	Downstream transportation & distribution 0.0000
	Business Travel 0.0000
	Commuting (round trip to location) 628.0864
	Work From Home 0.0000
	Scope 3 Total 635.5347
<i>Given the nature of our business, we have detected no emissions in both upstream and downstream activities, and we refrain from any business-related travel. Nonetheless, we maintain our commitment to vigilance and transparent reporting for any potential future emissions. Our sustainability team is currently examining emissions related to commuting and will develop strategies to minimize emissions within the commute category.</i>	
Total Emissions	649.7731 tCO₂e



Current Emissions Reporting

Current Year: 2022	
Current year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Scope 1 – Direct Emissions tCO₂e
	Scope 1 Total 0.0000
	<i>As a result of the restricted nature of our business processes and activities, there are no emissions within Scope 1.</i>
Scope 2	Scope 2 – Indirect Emissions tCO₂e
	Electricity (Head office & Branches) 14.2384
	Scope 2 Total 14.2384
Scope 3 (Included Sources)	Scope 3 tCO₂e
	Waste Generated in Operations 7.4484
	Upstream transportation & distribution 0.0000
	Downstream transportation & distribution 0.0000
	Business Travel 0.0000
	Commuting (round trip to location) 628.0864
	Work From Home 0.0000
	Scope 3 Total 635.5347
<i>Given the nature of our business, we have detected no emissions in both upstream and downstream activities, and we refrain from any business-related travel. Nonetheless, we maintain our commitment to vigilance and transparent reporting for any potential future emissions. Our sustainability team is currently examining emissions related to commuting and will develop strategies to minimize emissions within the commute category.</i>	
Total Emissions	649.7731 tCO₂e
Reporting Year: 2022	



Carbon Reduction Initiatives

Unity Healthcare is dedicated to implementing carbon reduction initiatives in line with international standards such as ISO 14001 and PAS 2060, as part of our commitment to sustainability. Here are some of the key initiatives we are pursuing:

1. **ISO 14001 Certification:** Unity Healthcare will seek ISO 14001 certification, which is an internationally recognized standard for environmental management systems. This certification will help us establish a structured framework for monitoring and reducing our environmental impact, including carbon emissions.
2. **Carbon Neutrality (PAS 2060):** We will work towards achieving carbon neutrality as per PAS 2060, a standard for carbon neutrality and offsetting. This entails measuring our carbon emissions, reducing them to the greatest extent possible, and then offsetting any remaining emissions through verified carbon offset projects.
3. **Energy Efficiency:** Unity Healthcare will prioritize energy efficiency improvements in our facilities and operations. This includes upgrading to energy-efficient lighting, heating, and cooling systems, as well as adopting renewable energy sources to minimize carbon emissions.
4. **Waste Reduction:** We will implement waste reduction strategies to minimize the carbon footprint associated with waste disposal. This includes recycling programs, waste audits, and sustainable procurement practices to reduce packaging waste.
5. **Transportation Optimization:** Our initiatives will focus on optimizing transportation practices to reduce emissions related to staff commuting and medical equipment transportation. We will promote eco-friendly transportation options, telecommuting, and carpooling.
6. **Water Conservation:** While not directly related to carbon emissions, water conservation measures will also be part of our sustainability initiatives to minimize the environmental impact and enhance resource efficiency.
7. **Sustainable Procurement:** Unity Healthcare will procure products and services with a lower carbon footprint. We will assess the environmental impact of our suppliers and collaborate with those who share our commitment to sustainability.
8. **Employee Engagement:** Engaging and educating our employees about our carbon reduction initiatives is crucial. We will conduct training programs and encourage staff to participate in sustainability efforts.
9. **Regular Auditing and Reporting:** We will conduct regular audits of our carbon reduction efforts to ensure compliance with ISO 14001 and PAS 2060 standards. Detailed reports will be published to transparently communicate our progress.
10. **Carbon Offset Projects:** To achieve carbon neutrality, we will invest in high-quality carbon offset projects that have a positive impact on the environment, such as reforestation, renewable energy projects, and methane capture initiatives.



11. Community Engagement: Unity Healthcare will engage with local communities to raise awareness about carbon reduction and environmental responsibility. We may also support local environmental projects and initiatives.

These initiatives, aligned with ISO 14001 and PAS 2060 standards, demonstrate our unwavering commitment to reducing our carbon footprint and contributing to a sustainable future in the healthcare staffing industry.

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:



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Date: 14/12/2023

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>

