



## Cromwell Medical Staffing

### Carbon Reduction Plan

**Introduction:** Cromwell Medical Staffing acknowledges the critical importance of addressing environmental concerns, particularly carbon emissions, in today's business landscape. As a responsible organisation, we are committed to implementing a comprehensive Carbon Reduction Plan, with the goal of achieving **Net Zero carbon emissions by the year 2040**. This plan aligns with ISO 9001 accreditation for quality management and ISO 14001 for environmental management.

**Baseline Year:** The baseline year for our Carbon Reduction Plan is set from **January to December 2022**. In the absence of real-time data, we will benchmark our carbon emissions using industry averages and best practices. This baseline year will serve as a reference point for measuring our progress toward achieving the Net Zero target.

**ISO 9001 Accreditation:** Our commitment to quality management is demonstrated by our ISO 9001 accreditation. This certification ensures that our processes and systems are aligned with international standards, providing a solid foundation for our Carbon Reduction Plan.

**ISO 14001 Alignment:** In addition to ISO 9001, we are aligning our policies with ISO 14001 standards for environmental management. This alignment ensures that our carbon reduction efforts are integrated into our overall environmental strategy, promoting sustainability across all aspects of our operations.

**Transparency with Stakeholders:** We recognise the importance of transparency in our carbon reduction journey. Regular and clear communication with stakeholders, including clients, employees, and the community, will be a priority. We will provide updates on our progress, setbacks, and the strategies we implement to achieve our carbon reduction goals.

**Monitoring and Reporting:** Our Carbon Reduction Plan includes a robust monitoring and reporting system. We will iteratively track and analyse our emissions data, ensuring that all emissions, including indirect and supply chain emissions, are accurately reported. This iterative approach allows us to make real-time adjustments to our strategies and continuously improve our carbon reduction efforts.

**Zero-Emission Areas:** Wherever feasible, we will work towards achieving zero emissions in specific areas of our operations. This may include investments in renewable energy sources, energy-efficient technologies, and sustainable practices. These areas will be closely monitored to ensure ongoing compliance with our Net Zero commitment.

**Iterative Improvement:** Continuous improvement is at the core of our Carbon Reduction Plan. We will regularly assess the effectiveness of our strategies, seeking opportunities for further

reduction and optimisation. This iterative approach ensures that we stay adaptive to emerging technologies and industry best practices.

**Conclusion:** Cromwell Medical Staffing is dedicated to leading the way in sustainable business practices. Our Carbon Reduction Plan, accredited with ISO 9001 and aligned with ISO 14001, sets a clear path towards Net Zero carbon emissions by 2040. We invite all stakeholders to join us on this journey towards a more sustainable and environmentally conscious future.

### **Baseline Year Detail (January to December 2022):**

#### **1. Carbon Emissions Inventory:**

- In the absence of real-time data, we will use industry averages and best practices to estimate our carbon emissions for the baseline year.
- Emissions will be categorised into direct (Scope 1), indirect (Scope 2), and supply chain (Scope 3) emissions to ensure a comprehensive assessment.
- Energy consumption, transportation, and other relevant activities contributing to carbon emissions will be considered in the baseline inventory.

#### **2. Carbon Footprint Analysis:**

- A detailed analysis of the baseline year's carbon footprint will be conducted to identify key sources of emissions.
- The analysis will include an examination of operational activities, energy consumption patterns, and any other significant contributors to our carbon footprint.

#### **3. Stakeholder Consultation:**

- Input from stakeholders, including employees, clients, and the community, will be sought to gather diverse perspectives on our environmental impact.
- This consultation process will enhance the accuracy and completeness of our baseline assessment and foster a collaborative approach to carbon reduction.

### **Commitment to Net Zero by 2040:**

#### **1. Clear Roadmap:**

- We commit to developing a clear and actionable roadmap outlining the steps and milestones required to achieve Net Zero carbon emissions by the year 2040.
- The roadmap will be based on the baseline year analysis, industry best practices, and technological advancements to ensure feasibility and effectiveness.

#### **2. Progressive Reduction Targets:**

- Intermediate reduction targets will be established to track and manage our progress towards Net Zero.
- These targets will be set in alignment with internationally recognised climate goals and will be subject to periodic review to ensure they remain ambitious and relevant.

### **3. Technology and Innovation:**

- We commit to investing in and adopting sustainable technologies and innovations to drive carbon reduction across our operations.
- This includes exploring renewable energy sources, energy-efficient technologies, and advancements in supply chain sustainability.

### **4. Employee Engagement:**

- Our commitment extends to fostering a culture of environmental responsibility among our employees.
- Employee engagement programs, awareness campaigns, and training initiatives will be implemented to encourage sustainable practices within the workforce.

### **5. Third-Party Verification:**

- To ensure the credibility of our Net Zero commitment, we commit to third-party verification of our carbon reduction efforts.
- External auditors will assess our progress, providing an unbiased evaluation of our performance and transparency.

### **6. Continuous Improvement:**

- We acknowledge that achieving Net Zero is an ongoing process that requires continuous improvement.
- Regular assessments and adjustments to our strategies will be made to stay on course and remain adaptable to evolving environmental standards.

By setting a clear baseline and committing to Net Zero by 2040, Cromwell Medical Staffing aims to lead by example in sustainable business practices, contributing to a healthier and more resilient planet.

<b>Baseline Year: 1<sup>st</sup> Jan – 31<sup>st</sup> Dec 2022</b>																			
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## Current Emissions Reporting

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**Reporting Year: 2022**

**Declaration and Sign Off**

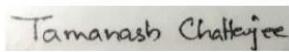
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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<sup>3</sup>.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

**Signed on behalf of Cromwell Medical Staffing:**



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Date: 24 November 2023

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<sup>1</sup> <https://ghgprotocol.org/corporate-standard>

<sup>2</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>3</sup> <https://ghgprotocol.org/standards/scope-3-standard>