

# Carbon Reduction Plan for The Primera Team:

## **Introduction:**

The Primera Team, leveraging extensive experience in the recruitment, healthcare and domiciliary care sectors, is initiating a comprehensive Carbon Reduction Plan. In the absence of real-time data, industry averages will be utilized to establish benchmarks, confirming the baseline year from January to December 2022. Our objective is to achieve Net Zero carbon emissions by the year 2040. This plan aligns with ISO 9001 for quality management and ISO 14001 for environmental management.

**Baseline Year:** The baseline year for our Carbon Reduction Plan is identified as January to December 2022. Meticulously benchmarking our carbon emissions using industry averages will provide a clear reference point for evaluating our progress toward the Net Zero target.

**Aligning to ISO 9001:** Our commitment to quality management is underscored by aligning with ISO 9001 standards. This alignment ensures that our Carbon Reduction Plan operates within a framework of internationally recognized standards, reflecting our dedication to high-quality processes.

**ISO 14001 Alignment:** In tandem with ISO 9001, our policies align with ISO 14001 standards for environmental management. This strategic alignment ensures that our carbon reduction initiatives are integrated into our overarching environmental strategy, reinforcing sustainability throughout our operations.

**Transparency with Stakeholders:** Recognizing the importance of transparency, we commit to regular and clear communication with stakeholders, including clients, employees, and the community. Updates on our progress, setbacks, and strategies for carbon reduction will be provided, fostering a collaborative approach to sustainability.

**Monitoring and Reporting:** Our Carbon Reduction Plan incorporates a robust monitoring and reporting system. Zero-emission areas will be iteratively monitored to ensure ongoing

compliance with our Net Zero commitment. This iterative approach guarantees that all emissions, including direct and indirect sources, are accurately reported.

**Zero-Emission Areas:** We will actively work towards achieving zero emissions in specific areas of our operations where feasible. Investments in renewable energy sources, energy-efficient technologies, and sustainable practices will be explored. Continuous monitoring of these areas will ensure adherence to our Net Zero commitment.

**Iterative Improvement:** Continuous improvement is integral to our Carbon Reduction Plan. Regular assessments will be conducted to evaluate the effectiveness of our strategies, with a commitment to making real-time adjustments to stay abreast of emerging technologies and industry best practices.

In conclusion, The Primera Team is dedicated to leading the way in sustainable business practices. Our Carbon Reduction Plan, aligned with ISO 9001 for quality management and ISO 14001 for environmental management, lays a clear path toward 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 Emission Footprint (January to December 2022):**

##### **1. Scope 1 Emissions:**

- Identify and quantify direct emissions from owned or controlled sources, such as company vehicles and on-site machinery.
- Analyze fuel consumption, energy use, and other activities contributing to Scope 1 emissions within the baseline year.

##### **2. Scope 2 Emissions:**

- Assess and measure indirect emissions resulting from purchased energy, including electricity and heat.
- Examine energy consumption patterns and explore opportunities for energy efficiency within the baseline year.

##### **3. Scope 3 Emissions:**

- Evaluate the comprehensive supply chain emissions, covering upstream and downstream activities.
- Analyze procurement practices, transportation, and other relevant factors contributing to Scope 3 emissions in the baseline year.

##### **4. Comprehensive Analysis:**

- Conduct a thorough analysis of the baseline year's carbon footprint, including an examination of operational activities, energy consumption, and supply chain dynamics.
- Utilize the baseline data to identify key areas for improvement and emission reduction strategies.

#### **Carbon Reduction Targets:**

**1. Scope 1 Reduction Targets:**

- Implement initiatives to decrease direct emissions from owned or controlled sources, such as enhancing vehicle efficiency and adopting cleaner energy sources.
- Set specific, measurable, and time-bound targets to achieve a reduction in Scope 1 emissions over the course of the plan.

**2. Scope 2 Reduction Targets:**

- Focus on reducing indirect emissions from purchased energy by increasing energy efficiency, transitioning to renewable energy sources, and implementing innovative technologies.
- Establish clear targets to achieve a significant reduction in Scope 2 emissions by incorporating sustainable energy practices.

**3. Scope 3 Reduction Targets:**

- Collaborate with suppliers to identify and implement emission reduction measures throughout the supply chain.
- Set ambitious targets for reducing Scope 3 emissions, emphasizing sustainable procurement practices and transportation solutions.

**4. Employee Engagement and Training:**

- Develop employee training programs to raise awareness of carbon reduction goals and encourage sustainable practices.
- Establish a culture of environmental responsibility within the workforce to contribute to overall emission reduction efforts.

**5. Investment in Sustainable Technologies:**

- Allocate resources to invest in sustainable technologies and innovations that contribute to emission reduction across operations.
- Explore opportunities for incorporating renewable energy sources, energy-efficient technologies, and eco-friendly practices.

**6. Regular Monitoring and Reporting:**

- Implement a systematic monitoring and reporting mechanism to track progress against the established reduction targets.
- Ensure transparency and accountability by regularly updating stakeholders on the achievements, challenges, and adjustments made to the carbon reduction plan.

**7. Continuous Improvement:**

- Foster a culture of continuous improvement, where strategies and goals are regularly assessed and adjusted based on emerging technologies and industry best practices.
- Encourage innovation and flexibility in adapting to changing circumstances to enhance the overall effectiveness of the carbon reduction plan.



The Primera Team's commitment to a detailed baseline emission footprint analysis and ambitious carbon reduction targets reflects our dedication to sustainable and environmentally responsible business practices.

**Skip – Waste Management:**

Veolia ES (UK) Ltd, a registered carrier, assumes the responsibility for the disposal of the waste outlined in the attached schedule or its transfer to a party holding an environmental permit suitable for the specific waste type. This commitment aligns with Veolia ES (UK) Ltd's Duty of Care as mandated by the Environmental Protection Act 1990, Regulation 35 of the Waste (England and Wales) Regulations 2011, and the Environmental Protection (Duty of Care) (Scotland) Regulations. Furthermore, these actions adhere to the terms and conditions established in the existing Dry Waste Service contract between Veolia ES (UK) Ltd and the waste producer, Primera Healthcare UK. This service is provided to Primera Healthcare UK, wherein skip collection services are integral to ensuring compliant and responsible waste management practices in accordance with prevailing environmental regulations and contractual obligations.

Baseline Year: 2022																	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)																
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<b>Total Emissions</b>	<b>26.942 tCO<sub>2</sub>e</b>																

## Current Emissions Reporting

<b>Current Year: 2022</b>	
<b>Current year emissions:</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>Scope 1 – Direct Emissions</b> <span style="float: right;"><b>tCO<sub>2</sub>e</b></span>
	<b>Scope 1 Total</b> <b>0.0000</b>
	<i>Our business processes and activities are aligned with our commitment to zero emissions in Scope 1. In line with our dedication to transparency, we are actively monitoring this scope for any potential emissions in the future, and such occurrences will be duly reported.</i>
<b>Scope 2</b>	<b>Scope 2 – Indirect Emissions</b> <span style="float: right;"><b>tCO<sub>2</sub>e</b></span>
	Electricity (Head office & Branches) <span style="float: right;">0.3968</span>
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<b>Total Emissions</b>	<b>26.942 tCO<sub>2</sub>e</b>
<b>Reporting Year: 2022</b>	

## 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 Primera Team:



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Date: 28.11.2023

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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>