



PRIMERA ASSISTED LIVING LIMITED

Carbon Reduction Plan

Company number [UK] **07690788**

Registered office address

22a Caroline Street St Paul's Square, Birmingham, West Midlands, England, B3 1UE

Website: [Primera Healthcare – Primera Healthcare](#)

Introduction

Primera Assisted Living Ltd (company number 07690788) is a trusted provider in the recruitment, healthcare, and domiciliary care sectors, delivering high-quality services to both individuals and organisations. As part of our ongoing commitment to sustainability, we have developed a comprehensive Carbon Reduction Plan aimed at achieving Net Zero carbon emissions by 2040.

Our Carbon Reduction Plan, benchmarked against industry averages, identifies January to December 2022 as the baseline year to measure progress towards Net Zero emissions. In the current iteration, we have refined our reporting processes to enhance transparency and accuracy for the January to December 2023 period. By streamlining data collection and analysis, we can now deliver more efficient and detailed emissions reporting. This improvement not only ensures better compliance with environmental standards but also strengthens our commitment to reducing our carbon footprint. The updated process allows us to monitor progress more effectively, setting a stronger foundation for future reductions.

Primera Assisted Living operates across two business divisions: an agency that supplies staff through a framework, and a domiciliary care service providing personal care to individuals in their homes under contracts with local authorities. Care workers travel between homes using various modes of transport. Additionally, we have significantly reduced paper usage by transitioning from physical care plans to a fully digital platform, which supports our environmental goals.

Aligned with ISO 9001 for quality management and ISO 14001 for environmental management, our Carbon Reduction Plan reflects our dedication to operational excellence and environmental stewardship, setting a clear path to a sustainable future.

Commitment to achieving Net Zero by 2040

Primera Assisted Living is fully committed to achieving Net Zero carbon emissions by 2040. As part of this goal, we have implemented a comprehensive Carbon Reduction Plan, establishing a clear baseline from January to December 2022. Through streamlined reporting and continuous monitoring, we are actively working to minimise our environmental impact across all areas of operation, including recruitment, healthcare, and domiciliary care. Our commitment aligns with ISO 14001 for environmental

management, ensuring that sustainability remains a core focus of our business. By 2040, we aim to fully neutralise our carbon footprint and contribute to a more sustainable future.

Baseline Emissions Footprint 1st Jan 2022 – 31st Dec 2022

Scopes and categories	Metric tons CO ₂ e
Scope 1: Direct emissions from owned/controlled operations	0.00
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling	0.3968
Scope 3: emissions	
Category 1: Purchased goods and services	0.00
Category 2: Capital goods	0.00
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	0.00
Category 4: Upstream transportation and distribution	0.00
Category 5: Waste generated in operations	0.00
Category 6: Business travel	0.00
Category 7: Employee commuting	22.382
Category 8: Upstream leased assets	0.00
Category 9: Downstream transportation and distribution	0.00
Total	26.942 t CO₂e

Methodology & References

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

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.

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

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

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

Current Emissions Reporting 1st Jan – 31st Dec 2023

Scopes and categories	Metric tons CO ₂ e
Scope 1: Direct emissions from owned/controlled operations	0.00
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling	1.4686
Scope 3: emissions	
Category 1: Purchased goods and services	0.00
Category 2: Capital goods	0.00
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	0.00
Category 4: Upstream transportation and distribution	0.00
Category 5: Waste generated in operations	0.00
Category 6: Business travel Category 6: Hotel Stay	0.0695
Category 7: Employee commuting Category 7: Work from Home	356.8672 0.2730
Category 8: Upstream leased assets	0.00
Category 9: Downstream transportation and distribution	0.00
Scope 3 Total	
Total	

Rationale for Zero Emissions.

Scope 1 (Direct Emissions): Our business operates within restrictive processes that do not generate direct emissions. As we do not own or control any combustion equipment or facilities, we have no direct emissions from owned or controlled sources, ensuring zero Scope 1 emissions.

Scope 3 (Category 1–4): Our business activities do not contribute to Scope 3 emissions in Categories 1–4, which cover purchased goods and services, capital goods, fuel- and energy-related activities (not included in Scope 1 or 2), and upstream transportation and distribution. As these categories involve activities that are outside the core of our business model, our processes do not generate emissions in these areas.

Scope 3 (Category 5 – Waste Generated in Operations): Veolia ES (UK) Ltd, a registered carrier, is responsible for the disposal and transfer of all waste generated by Primera Assisted Living. This responsibility is outlined in the attached schedule and complies with their Duty of Care under the Environmental Protection Act 1990, Regulation 35 of the Waste (England and Wales) Regulations 2011, and the Environmental Protection (Duty of Care) (Scotland) Regulations. The contract between Veolia and Primera Healthcare UK ensures compliant, responsible waste management practices.

Scope 3 (Category 8–9 – Upstream and Downstream Leased Assets): Our business procedures are limited in these areas, as we do not own or lease significant assets that would contribute to upstream or downstream emissions, ensuring minimal to no emissions in these categories.

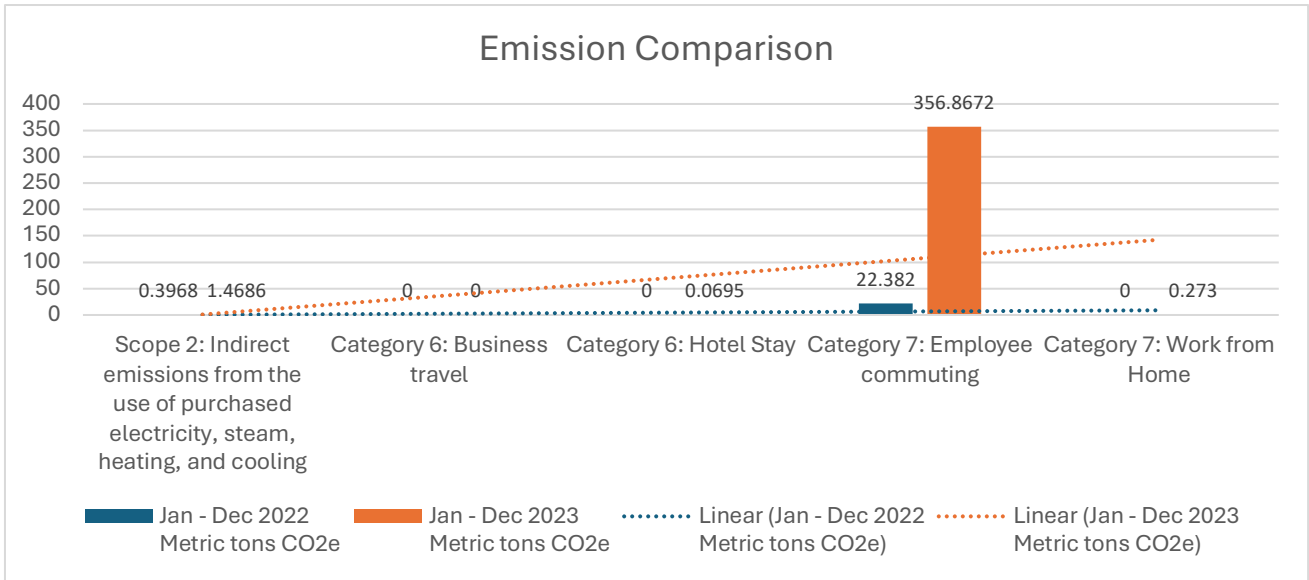


Figure 1

The primary driver of the increased emissions between 2022 and 2023 is a combination of increased business activity and improved emission reporting. The significant rise in Scope 2 and Scope 3 emissions, particularly from employee commuting, and with the addition of new categories in 2023 indicates that a more comprehensive and accurate reporting of emissions has been adopted and simultaneously highlights the need for strategies to reduce emissions in these areas for us.

Emissions reduction targets

Given the ambitious net zero target of 2040, we have revised emission reduction targets:

Scope 2 Emissions

- **Short-term target (2025):** Reduce Scope 2 emissions by 30% compared to 2023 levels.
- **Mid-term target (2030):** Achieve a 60% reduction in Scope 2 emissions compared to 2023 levels.
- **Long-term target (2040):** Achieve net zero Scope 2 emissions.

Scope 3 Emissions

- **Short-term target (2025):** Reduce Scope 3 emissions by 20% compared to 2023 levels, focusing on employee commuting and business travel.
- **Mid-term target (2030):** Achieve a 40% reduction in Scope 3 emissions compared to 2023 levels.
- **Long-term target (2040):** Achieve net zero Scope 3 emissions.

Overall Emissions

- **Short-term target (2025):** Reduce overall emissions by 25% compared to 2023 levels.
- **Mid-term target (2030):** Achieve a 50% reduction in overall emissions compared to 2023 levels.

- **Long-term target (2040):** Achieve net zero overall emissions.

To achieve these ambitious targets, we have proposed to our management the following for implementation:

- **Accelerated energy efficiency measures:** Implement more aggressive energy-saving initiatives, such as upgrading equipment, optimising building systems, and investing in energy-efficient technologies.
- **Increased renewable energy adoption:** Rapidly transition to renewable energy sources for electricity generation, such as solar, wind, and geothermal power.
- **Sustainable transportation:** Prioritising electric vehicles, public transportation, and active transportation (walking and cycling) to reduce transportation emissions.
- **Supply chain decarbonization:** Work with suppliers to implement their own emission reduction strategies and prioritise suppliers with lower carbon footprints.
- **Carbon capture and storage (CCS):** Explore the potential of CCS technologies to capture and store carbon emissions, especially in sectors where it is difficult to achieve complete decarbonization.

Carbon Reduction Initiatives

Given the significant impact of employee commuting on Primera Assisted Living's carbon footprint, the following initiatives have been prioritised:

Scope 3 Emissions: Employee Commuting

- **Promote Public Transportation:**
 - Provide subsidies or benefits for public transportation use, such as discounted passes or reimbursement programs.
 - Partner with local transportation authorities to improve public transit services and infrastructure.
- **Encourage Cycling and Walking:**
 - Create safe and accessible cycling and walking paths around the facility.
 - Provide bike storage and repair facilities.
 - Offer incentives for employees who commute by bike or walk.
- **Carpooling Initiatives:**
 - Develop carpooling programs and provide tools or platforms to match employees with similar commutes.
 - Offer incentives or benefits for employees who participate in carpooling arrangements.
- **Corporate Shuttle Services:**



- Explore the feasibility of providing corporate shuttle services to transport employees to and from work.
- Partner with local transportation providers to negotiate discounted rates.

Additional Considerations:

- **Remote Work Technology:** Invest in the necessary technology and infrastructure to support remote work effectively.
- **Employee Well-being:** Ensure that flexible work arrangements do not negatively impact employee well-being or productivity.
- **Communication and Collaboration:** Establish clear communication channels and collaborative tools to maintain effective teamwork in remote or hybrid work environments.

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 Primera Assisted Living:



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Name: ...Marion O'Donovan.....

Position: Managing Director.....

Date: ...10th October 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>