



Cabinet Office

CARBON REDUCTION PLAN

Introduction:

Aviteus Healthcare, a trusted healthcare recruitment agency, is in its third year of calculating carbon emissions, with a baseline year of January–December 2022. Their Carbon Reduction Plan reflects our commitment to sustainability and a greener future while ensuring that our healthcare operations remain at the forefront of reliability and ethical responsibility.

In our initial assessment for 2022, we have reported emissions of 492.97 tCO₂e across Scopes 1, 2, and 3. We have identified Scope 3 commuting emissions as the most significant contributor. This aligns with their operational model, which includes sourcing and deploying healthcare professionals across various locations. These findings informed our strategy to enhance data accuracy and set an ambitious target of reducing emissions by 25% by 2025, with the ultimate goal of achieving carbon neutrality by 2045.

This Carbon Reduction Plan demonstrates Aviteus Healthcare's proactive approach to environmental stewardship. It includes measures to optimise operations, adopt energy-efficient practices, and engage staff and stakeholders in sustainability initiatives. As a leader in healthcare recruitment, Aviteus aims to balance its growth with a robust commitment to reducing environmental impacts, contributing positively to the communities it serves.

For further details on Aviteus Healthcare's sustainability initiatives, please refer to our [official Carbon Reduction Plan](#)

Commitment to achieving Net Zero by 2045

Aviteus Healthcare is committed to achieving Net Zero emissions by 2045.

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Emissions Footprint

Scopes and categories	Baseline Year Jan - Dec 2022 Metric tons CO ₂ e	Jan - Dec 2023 Metric tons CO ₂ e	Reporting Year Jan - Dec 2024 Metric tons CO ₂ e
Scope 1: Direct emissions from owned/controlled operations	0.0000	0.0000	0.0000
Scope 2: Indirect emissions from the use of purchased electricity	3.1061	0.0000	0.0000
Scope 3: Breakdown			
Category 1: Purchased goods and services - Water	0.0945	0.0000	0.0000
Category 2: Capital goods	0.0000	0.0000	0.0000
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	0.0000	0.0000	0.0000
Category 4: Upstream transportation and distribution	0.0000	0.0000	0.0000
Category 5: Waste generated in operations	2.1281	0.0000	0.0000
Category 6: Business travel	0.7358	0.8761	0.9721
Category 6: Hotel Stay	0.0000	0.0000	0.0000
Category 7: Employee commuting	484.2360	382.6760	343.0671
Category 7: Work From Home	2.6702	3.1760	4.2601
Category 9: Downstream transportation and distribution	0.0000	0.0000	0.0000
	Jan - Dec 2022	Jan - Dec 2023	Jan - Dec 2024
Scope 1	0.0000	0.0000	0.0000
Scope 2	3.1061	0.0000	0.0000
Scope 3	489.8646	386.7281	348.2993
Total Emissions	492.9707	386.7281	348.2993

Recent updates to policies and procedures in healthcare staffing have notably decreased employee commuting distances. Despite these efforts, the 24/7 demands of healthcare services present challenges in scheduling staff for non-standard hours, limiting flexibility in commute reduction strategies. Furthermore, the conclusion of specific contracts has contributed to a decrease in overall

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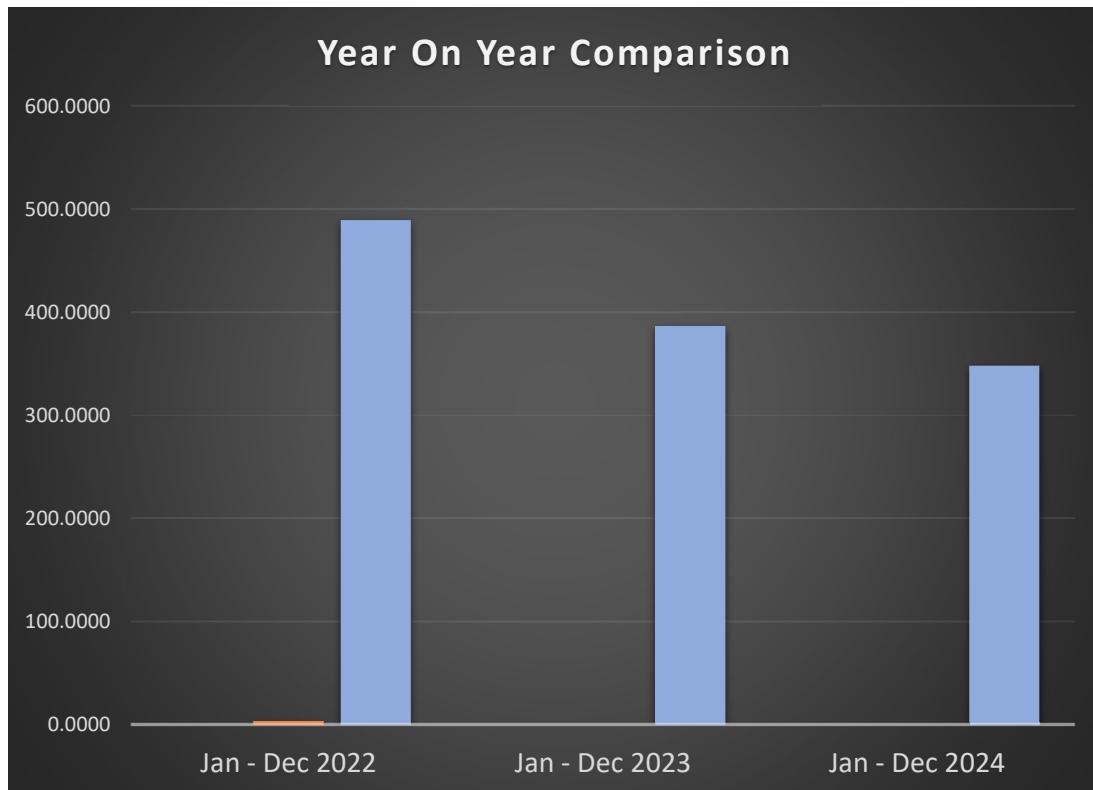


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emissions. To build on this progress, we have introduced initiatives to promote the use of public transportation among staff, particularly during standard working hours. These measures align with our commitment to environmental sustainability, aiming to minimise the sector's carbon footprint while maintaining the delivery of essential healthcare services.



Zero Emissions

Scope 1: Direct emissions from owned/controlled operations. We have no emissions in this scope due to our restrictive nature of our business processes.

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Scope 2: Indirect emissions from the use of purchased electricity. We have recently moved to an all-inclusive rental space and hence our utilities are showing zero emissions from 2023 – 2024.

Scope 3 Category 1: Purchased goods and services – Water: We have recently moved to an all-inclusive rental space and hence our utilities are showing zero emissions from 2023 – 2024.

Scope 3 Category 2: Capital goods – Our restrictive business processes do not have emissions in this category.

Scope 3 Category 3 - Fuel- and energy-related activities (not included in scope 1 or scope 2) – No emissions in this scope due to our business processes.

Scope 3 Category 4 - Upstream transportation and distribution – No emissions in this scope as we do not have this activity within our business scope.

Scope 3 Category 5 - Waste generated in operations - We have recently moved to an all-inclusive rental space and hence our wastage is showing zero emissions from 2023 – 2024.

Scope 3 Category 6: Hotel Stay – We currently do not have emissions in this category.

Scope 3 - Category 9: Downstream transportation and distribution - No emissions in this scope as we do not have this activity within our business scope.

Emission Reduction Targets:

Building on our commitment to environmental responsibility, we've successfully identified and reduced emissions, bringing us closer to our baseline targets. This progress is a result of meticulous data accuracy, the conclusion of certain public sector contracts, and the implementation of robust sustainability strategies. While we foresee a potential rise in employee commute emissions, we're well-prepared to address this challenge through strengthened policies, comprehensive training, and the utilisation of external sustainability expertise. We remain steadfast in our commitment to our stated baseline emissions targets.

1. Carbon Neutrality by 2045: Aviteus Healthcare commits to achieving carbon neutrality in our operations by 2045. This means reducing our direct and indirect emissions to net-zero levels,

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with a focus on energy efficiency, sustainable transportation, and responsible waste management.

2. Our management is exploring ways to encourage our staff to use public transportation or cycling to their designated locations, with the goal of achieving a 25% reduction in commuting by personal vehicles.
3. 50% Reduction in Business Travel Emissions by 2030: Aviteus Healthcare aims to cut emissions associated with business travel in half by 2030. We will achieve this by promoting telecommuting, using video conferencing for meetings, and encouraging eco-friendly transportation options.
4. Reduction in Paper Usage by 2026: To reduce paper waste, we have now moved our location to an eco-friendly zone where we have almost zero wastage in paper.
5. To neutralise the energy emissions in electricity we have moved our operations to an eco-friendly all-inclusive of rent location.
6. Continuous Monitoring and Reporting: We commit to monitoring our emissions regularly and reporting our progress transparently to stakeholders through annual sustainability reports. This will ensure accountability and drive continuous improvement.
7. Supplier and Vendor Engagement: Aviteus Healthcare have started to prioritise partnerships with suppliers and vendors who share our commitment to sustainability and will work with them to reduce the environmental impact of our supply chain.
8. Green Awareness Initiatives: We are looking into the feasibility of launching educational campaigns and workshops to raise awareness among employees, candidates, and clients about the importance of carbon reduction in the healthcare sector.
9. Employee Engagement and Recognition: To foster a culture of environmental responsibility, we will establish a Green Team within the organisation, recognise and reward employees for their contributions to carbon reduction efforts, and encourage their active participation in our sustainability initiatives.

Aviteus Healthcare is dedicated to making a positive impact on the environment while continuing to provide exceptional healthcare staffing solutions. These emission reduction targets reflect our commitment to sustainability, and we invite our stakeholders to join us on this journey toward a greener and more sustainable future for healthcare recruitment.

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Carbon Reduction Initiatives

Aviteus Healthcare, a distinguished and framework-approved healthcare recruitment agency, is firmly dedicated to the cause of environmental sustainability. Our commitment to reducing our carbon footprint is underscored by our adoption of internationally recognised standards and initiatives such as PAS 2060, ISO 14001, and SBTi. By embracing PAS 2060, we aim to achieve carbon neutrality and meticulously account for our emissions while actively working to reduce them. ISO 14001 serves as a framework for our systematic approach to environmental management, helping us identify and mitigate our environmental impact across all aspects of our operations. Additionally, our alignment with the Science-Based Targets Initiative (SBTi) reinforces our commitment to setting and achieving ambitious, science-based targets that will drive substantial emissions reductions. Through these initiatives, Aviteus Healthcare is steadfast in its pursuit of sustainable practices that not only reduce our environmental impact but also contribute to a greener, more responsible future for healthcare recruitment.

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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 Aviteus Healthcare:

A handwritten signature in black ink, appearing to read "Vikas Pandey".

Name: Vikas Pandey

Position: Director

Date: 02/01/2025

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>

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