

Carbon Reduction Plan

Supplier name: Servoca Nursing & Care

Publication date: 7th May 2025

Commitment to achieving Net Zero

At Servoca Nursing & Care, we are committed to achieving Net Zero emissions by 2050.

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline year: 2022	
Additional details relating to the baseline emissions calculations	
<p>At Servoca Nursing & Care, our greenhouse gas (GHG) emissions are calculated in line with the GHG Protocol Corporate Standard.</p> <ul style="list-style-type: none"> • Scope 1 comprises of GHG emissions produced by the company directly. As such, this includes activities that involve direct consumption of natural gas, heating oil and diesel fuel as well as emissions produced by company vehicles. Our Scope 1 emissions are calculated based on the use of company owned/leased vehicles. • Scope 2 comprises of GHG emissions produced by the company indirectly. This includes activities such as the purchase and consumption of local electricity or heating. Scope 2 emissions are calculated based on total energy usage on sites. • Scope 3 comprises of other indirect GHG emissions, which are associated with the company, up and down its value chain. Servoca Nursing & Care are a service provider and hence, do not supply any goods to our customers. Other indirect GHG emissions that will be applicable include activities such as business travel, employee commuting, waste disposal and downstream emissions from Fuel and energy. Scope 3 emissions are calculated based on the various calculation methods recommended by the GHG protocol guidance. 	
Baseline year emissions: 2022	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Vehicle use for company business = 4.93 tCO₂e

Scope 2	Electricity consumption = 11.80 tCO₂e
Scope 3 (Included Sources)	<p>Upstream:</p> <p>Fuel and energy: 0.46 tCO₂e from the extraction, production, and transportation of coal consumed in the generation of electricity consumed by Servoca Nursing & Care.</p> <p>1.08 tCO₂e from the generation (life cycle, i.e., upstream activities and combustion) of electricity that is consumed (i.e., lost) in transmission and distribution.</p> <p>Waste generated in operations: 0.10 tCO₂e - minimal waste is produced within the business as we are a service-based business.</p> <p>Business travel: 8.45 tCO₂e produced through a combination of car, rail and taxi travel.</p> <p>Employee commuting: 573.50 tCO₂e produced through a combination of car and public transport by our workforce.</p> <p>Upstream leased assets: CO₂e output from leased assets (as a lessee) is deemed to be immaterial given we are a service-based business with limited leased assets that produce significant emissions.</p> <p>Upstream transportation and distribution: Not applicable as we are a service-based business.</p> <p>Other upstream emission areas are deemed to be out of scope.</p> <p>Downstream: Downstream emissions are N/A for our business given that we are a recruitment business that has no leased assets (as a lessor), sold products, or franchise/investments and hence, no downstream transportation or distribution.</p>
Total emissions	600.32 (tCO₂e)

Reporting year emissions footprint

Emissions for the reporting year reflect the greenhouse gases generated during the reporting period, following the implementation of strategies aimed at reducing emissions. These emissions are compared against the baseline figures established in 2022, enabling the company to monitor its progress towards the ultimate goal of achieving Net Zero emissions by 2050.

Reporting year: 2024	
Additional details relating to the baseline emissions calculations	
<p>At Servoca Nursing & Care, our greenhouse gas (GHG) emissions are calculated in line with the GHG Protocol Corporate Standard.</p> <ul style="list-style-type: none">• Scope 1 comprises of GHG emissions produced by the company directly. As such, this includes activities that involve direct consumption of natural gas, heating oil and diesel fuel as well as emissions produced by company vehicles. Our Scope 1 emissions are calculated based on the use of company owned/leased vehicles.• Scope 2 comprises of GHG emissions produced by the company indirectly. This includes activities such as the purchase and consumption of local electricity or heating. Scope 2 emissions are calculated based on total energy usage on sites.• Scope 3 comprises of other indirect GHG emissions, which are associated with the company, up and down its value chain. Servoca Nursing & Care are a service provider and hence, do not supply any goods to our customers. Other indirect GHG emissions that will be applicable include activities such as business travel, employee commuting, waste disposal and downstream emissions from Fuel and energy. Scope 3 emissions are calculated based on the various calculation methods recommended by the GHG protocol guidance.	
Reporting year emissions: 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	Vehicle use for company business = 4.74 tCO ₂ e
Scope 2	Electricity consumption = 12.63 tCO ₂ e
Scope 3 (Included Sources)	<p>Upstream:</p> <p>Fuel and energy:</p> <p>0.28 tCO₂e from the extraction, production, and transportation of coal consumed in the generation of electricity consumed by Servoca Nursing & Care.</p>

	<p>0.54 tCO2e from the generation (life cycle, i.e., upstream activities and combustion) of electricity that is consumed (i.e., lost) in transmission and distribution.</p> <p>Waste generated in operations:</p> <p>0.10 tCO2e - minimal waste is produced within the business as we are a service-based business.</p> <p>Business travel:</p> <p>9.38 tCO2e produced through a combination of car, rail and taxi travel.</p> <p>Employee commuting:</p> <p>381.19 tCO2e produced through a combination of car and public transport by our workforce.</p> <p>Upstream leased assets:</p> <p>CO2e output from leased assets (as a lessee) is deemed to be immaterial given we are a service-based business with limited leased assets that produce significant emissions.</p> <p>Upstream transportation and distribution:</p> <p>Not applicable as we are a service-based business.</p> <p>Other upstream emission areas are deemed to be out of scope.</p> <p>Downstream:</p> <p>Downstream emissions are N/A for our business given that we are a recruitment business that has no leased assets (as a lessor), sold products, or franchise/investments and hence, no downstream transportation or distribution.</p>
Total emissions	408.86 (tCO2e)

Emissions reduction targets

In order to continue our progress to achieving Net Zero, in 2022 we adopted the following carbon reduction targets: -

Year	Emissions in tonnes (tCO ₂ e)	Emissions reduction target against 2022 baseline
2023	570.30	5%
2024	540.29	10%
2025	510.27	15%
2026	480.26	20%
2027	450.24	25%

In 2022, we established a target to reduce our carbon emissions by 25% over five years, aiming to reach 450.24 tCO₂e by 2027. We are pleased to report that we are currently ahead of schedule in achieving this reduction, representing significant progress on our pathway to Net Zero by 2025.

We remain committed to annual performance reviews against the 2022 baseline targets, ensuring accountability and transparency throughout the process. In 2027, we will conduct a comprehensive reassessment of our emissions performance and set a new series of reduction targets to guide our next phase of climate action.

Carbon reduction projects

In line with our ongoing commitment to reducing our carbon footprint, we are exploring the implementation of the following measures:

- **Adoption of Energy-Efficient Lighting Solutions:** We will transition to LED lighting and incorporate Passive Infrared (PIR) controls to enhance energy efficiency across our facilities.
- **Promotion of Virtual Collaboration:** We will continue to encourage the use of video conferencing, such as Zoom, for meetings and internal training sessions to minimize business travel and its associated carbon emissions.
- **Encouragement of Sustainable Travel:** Employees will be actively encouraged to use public transportation for business-related travel, reducing the carbon impact of commuting.

- **Transition to an Electric Vehicle (EV) Fleet:** We are committed to phasing in a fleet of electric vehicles, reducing our transportation-related emissions.
- **Review of Electricity Supplier:** Given that our electricity supply is managed by our landlord, we will request an annual review of the electricity sourcing to ensure that, where possible, we are utilizing a provider that aligns with our sustainability goals.
- **Paper Reduction Strategy:** We will continue our efforts to minimize paper consumption in the office. Currently, all timesheets and invoices are processed electronically, leading to a significant reduction in paper usage.
- **Collaboration with Landlords on Sustainability:** We will engage with our landlords across our property portfolio to ensure a unified approach in reducing carbon emissions and aligning sustainability efforts.

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 standard⁷ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁸.

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) Standard⁹.

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 May 2025
