



## Carbon Reduction Plan

**Supplier name:** Servoca Nursing & Care

**Publication date:** 7<sup>th</sup> May 2026

### 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.

<b>Baseline year: 2022</b>	
<b>Additional details relating to the baseline emissions calculations</b>	
<p>At Servoca Nursing &amp; Care, our greenhouse gas (GHG) emissions are calculated in line with the GHG Protocol Corporate Standard.</p> <ul style="list-style-type: none"> <li>• <b>Scope 1</b> 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.</li> <li>• <b>Scope 2</b> 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.</li> <li>• <b>Scope 3</b> comprises of other indirect GHG emissions, which are associated with the company, up and down its value chain. Servoca Nursing &amp; 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.</li> </ul>	
<b>Baseline year emissions: 2022</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>Vehicle use for company business = 4.93 tCO<sub>2</sub>e</b>

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

## 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.

<b>Reporting year: 2025</b>	
<b>Additional details relating to the baseline emissions calculations</b>	
<p>At Servoca Nursing &amp; Care, our greenhouse gas (GHG) emissions are calculated in line with the GHG Protocol Corporate Standard.</p> <ul style="list-style-type: none"> <li>• <b>Scope 1</b> 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.</li> <li>• <b>Scope 2</b> 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.</li> <li>• <b>Scope 3</b> comprises of other indirect GHG emissions, which are associated with the company, up and down its value chain. Servoca Nursing &amp; 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.</li> </ul>	
<b>Reporting year emissions: 2025</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>Vehicle use for company business = 4.70 tCO<sub>2</sub>e</b>
<b>Scope 2</b>	<b>Electricity consumption = 4.76 tCO<sub>2</sub>e</b>
<b>Scope 3 (Included Sources)</b>	<p><b>Upstream:</b></p> <p><b>Fuel and energy:</b></p> <p><b>0.28 tCO<sub>2</sub>e</b> from the extraction, production, and transportation of coal consumed in the generation of electricity consumed by Servoca Nursing &amp; Care.</p>

	<p><b>0.54 tCO2e</b> 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><b>Waste generated in operations:</b></p> <p><b>0.10 tCO2e</b> - minimal waste is produced within the business as we are a service-based business.</p> <p><b>Business travel:</b></p> <p><b>9.70 tCO2e</b> produced through a combination of car, rail and taxi travel.</p> <p><b>Employee commuting:</b></p> <p><b>452.25 tCO2e</b> produced through a combination of car and public transport by our workforce.</p> <p><b>Upstream leased assets:</b></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><b>Upstream transportation and distribution:</b></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><b>Downstream:</b></p> <p>Downstream emissions are N/A for our business given that we are a Healthcare staffing agency that has no leased assets (as a lessor), sold products, or franchise/investments and hence, no downstream transportation or distribution.</p>
<b>Total emissions</b>	<b>472.33 (tCO2e)</b>

## 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 <sub>2</sub> 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 tCO<sub>2</sub>e by 2027. We are pleased to report that we are currently on schedule in achieving this reduction, representing significant progress on our pathway to Net Zero by 2050. This is despite experiencing a growth in the average number of workers across our business during the period.

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 commitment to reducing our carbon footprint, we will continue to implement practical measures to improve environmental performance across our operations, including:

- **Energy Efficiency:** Continue the rollout of LED lighting and PIR motion sensors to reduce energy consumption across our facilities.
- **Virtual Collaboration:** Promote the use of video conferencing and online training to minimise unnecessary business travel.
- **Sustainable Travel:** Encourage employees to use public transport, car sharing, walking, or cycling for business travel where practical.
- **Electric Vehicles:** Progressively transition company vehicles to electric or low-emission alternatives as part of our fleet replacement programme.
- **Renewable Energy:** Work with landlords to review electricity suppliers annually and encourage the use of renewable energy sources where possible.
- **Paperless Working:** Continue to reduce paper consumption through electronic timesheets, invoicing, contracts, and document management systems.
- **Waste Reduction:** Promote recycling and responsible waste management across all office locations.
- **Sustainable Procurement:** Consider environmental impact when selecting suppliers and

services where practicable.

- **Employee Engagement:** Encourage staff to support carbon reduction initiatives through awareness and responsible working practices.
- **Collaboration and Review:** Work with landlords and key stakeholders to identify opportunities to reduce emissions and review progress annually.

Our objective is to achieve continual year-on-year reductions in energy consumption, waste generation, and carbon emissions while supporting longer-term Net Zero ambitions.

**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>7</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>8</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>9</sup>.

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:**



.....Date:

14 May 2026

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