



Cabinet Office

Carbon Reduction Plan

Supplier name: Smithridge Healthcare Ltd

Publication date: 03/01/2025

Commitment to achieving Net Zero

Smithridge Healthcare Ltd is committed to achieving Net Zero emissions by 2045.

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: Jan to Dec 2024	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	Direct emissions from company facilities Our business process and activities are limited hence why we have nothing in scope 1.
Scope 2	Purchased Electricity for own use a) Electricity 1.23 tCO ₂ e / Year Purchased Heating, Steam, and Cooling a) Heat/ Gas 2.66 tCO ₂ e / Year

Scope 3 (Included Sources)	Business Travel
	a) Fuel 2.11 tCO ₂ e / Year
	Employee Commuting
	b) Personal Vehicle 3.06 tCO ₂ e / Year
	c) Pubic Transport 12.02 tCO ₂ e / Year
	Purchased Goods
	a) Office Paper 0.096 tCO ₂ e / Year
	Upstream transport and distribution
	a) Office Supplies 0.007.5 tCO ₂ e / Year
	Downstream transportation and distribution - Of products sold and purchased by your company and how they arrive with the end user including retail and storage
	a) Candidate travel 8.44 tCO ₂ e / Year
Total Emissions	16.72 tCO₂e / Year

Current Emissions Reporting

Reporting Year: Jan to Dec 2024	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Direct emissions from company facilities Our business process and activites are limited hence why we have nothing in scope 1.
Scope 2	Purchased Electricity for own use

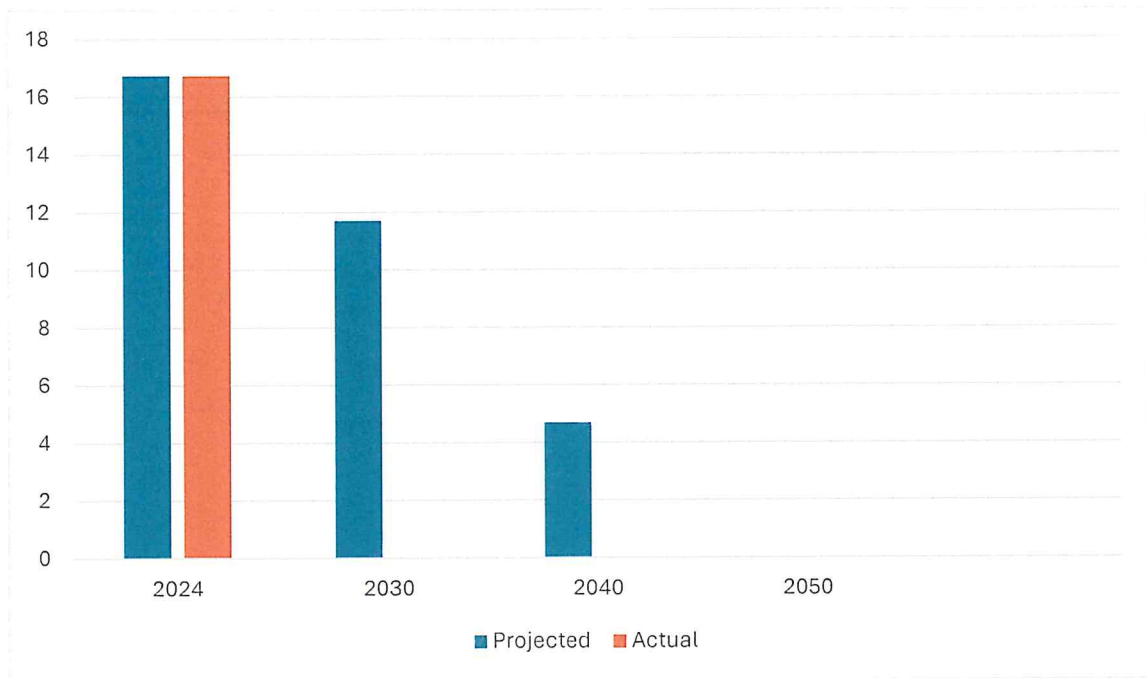
	<p>a) Electricity 1.23 tCO₂e / Year</p> <p>Purchased Heating, Steam, and Cooling</p> <p>b) Heat/ Gas 2.66 tCO₂e / Year</p>
Scope 3 (Included Sources)	<p>Business Travel</p> <p>d) Fuel 2.11 tCO₂e / Year</p> <p>Employee Commuting</p> <p>e) Personal Vehicle 3.06 tCO₂e / Year</p> <p>f) Pubic Transport 12.02 tCO₂e / Year</p> <p>Purchased Goods</p> <p>b) Office Paper 0.096 tCO₂e / Year</p> <p>Upstream transport and distribution</p> <p>b) Office Supplies 0.007.5 tCO₂e / Year</p> <p>Downstream transportation and distribution - Of products sold and purchased by your company and how they arrive with the end user including retail and storage</p> <p>b) Candidate travel 8.44 tCO₂e / Year</p>
Total Emissions	16.72 tCO₂e / Year

Emissions reduction targets

We project that carbon emissions will decrease over the next five years to **1.17** tCO₂e by 20**30**. This is a reduction of **30**%

Progress against these targets can be seen in the graph below:

Carbon Reduction: Projected vs. Actual



Carbon Reduction Projects

Energy Efficiency Projects

- **LED Lighting Upgrades:** Replace traditional lighting with energy-efficient LED bulbs in offices.
- **HVAC Optimisation:** Upgrade or optimise heating, ventilation, and air conditioning systems to reduce energy use.
- **Smart Energy Management:** Implement smart meters and energy monitoring systems to identify and eliminate energy wastage.

Travel and Transportation Projects

- **Public Transit Incentives:** Provide subsidies or incentives for employees to use public transport.
- **Virtual Operations:** Expand virtual meetings, interviews, and onboarding to reduce business travel.

Sustainable Office Projects

- **Digital Transformation:** Minimise paper usage by digitizing all documentation and recruitment processes.
- **Green IT Practices:** Use energy-efficient IT hardware and responsibly recycle old equipment.
- **Waste Management:** Introduce comprehensive recycling and composting systems in offices.

Supply Chain and Partner Collaboration

- Green Procurement Policies: Source office supplies and services from vendors with sustainability credentials.
- Client Collaboration: Work with healthcare facilities that share sustainability goals and align on carbon reduction strategies.
- Eco-Friendly Candidate Placements: Promote telehealth or remote roles where possible to minimise travel.

Behavioural Change Projects

- Employee Sustainability Challenges: Launch internal competitions (e.g., reducing personal carbon footprints).
- Workplace Green Teams: Create employee-led groups to brainstorm and lead carbon reduction initiatives.
- Incentive Programs: Reward employees for eco-friendly commuting, waste reduction, or innovative green ideas.

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 the Supplier:

Smithridge Healthcare Ltd

G. Birch



Date: 03/01/2025

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>