

Carbon Reduction Plan

Supplier name: Kate Cowhig International Healthcare Recruitment Ltd.

Publication date: 23th November 2023

Commitment to achieving Net Zero

Kate Cowhig International Healthcare Recruitment Ltd (as part of the CPL group) is committed to achieving Net Zero emissions by **2045**. This is in line with our parent company CPL resources.

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: 2019	
Additional Details relating to the Baseline Emissions calculations.	
We conducted our initial carbon assessment in H1 2022 and used 2019 as the most realistic baseline year as the following years were impacted by Covid19 and remote working. In 2023 we updated our baseline to include material scope 3 emissions and have increased our countries in scope from 6 to 10 countries out of a total 13. Our baseline year of 2019 (along with 2020 & 2021) was also updated to include emissions associated with newly acquired company Neusta.	
Baseline year emissions:	
Scope 1	84.27 tCO₂e
Scope 2	158.82
Scope 3 (Included Sources)	142.21 tCO₂e Included Scope 3 categories: • Waste • Business Travel • Water
Total Emissions	385 tCO₂e

Current Emissions Reporting

Further change to boundary for 2022 data: In 2022 the scope of the footprint was altered to include further Scope 3 Categories: Purchased Goods & Services, Upstream transport & Distribution and Employee Commuting. We also included 3 more sites bringing our country collection to 10 out of our 13 countries, Scope 3 accounts for 96% of our overall emissions in 2022 and Purchased Goods & Services were the biggest contributor at 79% of overall emissions.

Reporting Year: 2022	
Scope 1	100.15 (tCO ₂ e)
Scope 2	162.27 (tCO ₂ e)
Scope 3 (Included Sources)	5,776.33 tCO₂e Included Scope 3 categories: • Purchased Goods and Services * • Upstream Transport & Distribution • Waste • Business Travel • Employee Commuting *Transportation & Distribution associated with PG&S and Capital Goods are included in the emission figures.
Total Emissions	6,039 (tCO ₂ e)

Emissions reduction targets

Please see excerpt from our [Sustainability Strategy and Report 2022](#) pg. 46.

We have committed to achieving total Net Zero emissions (including scope 3) by 2045, 5 years ahead of the 2050 deadline called for in the Paris Agreement (Paris Agreement to the United Nations Framework Convention on Climate Change) through the following carbon reduction plan;

Extend and conduct a full scope 3 screening and extend scope 1, 2 & 3 footprint to all 13 Cpl countries by 2024.

By extending our scope 1 & 2 data capture to all 13 countries by 2023, conducting a scope 3 analysis to determine which of the 15 categories are relevant by 2023, and conducting full scope 3 assessment across all Cpl countries by 2024.

Reduce electricity use within buildings by 40% by 2035 from 2019 baseline by switching to 100% renewable electricity (where possible) across all operations by 2025.

Through measuring electricity used within buildings in kWh and percentage of renewable electricity used in buildings, percentage of LED Lighting across all operations, and percentage of Lighting sensors across all operations.

Introduce a transition plan into our strategy that aligns to a 1.5°C world using climate-related scenario analysis through a Task Force on Climate-related Financial Disclosures (TCFD) commitment by 2023.

By conducting a climate risk assessment using TCFD methodology by end 2023.

Measure and reduce our water usage across our offices by 2026 through the development of a water reduction programme.

We are committed to developing a water reduction programme across all Cpl offices.

Business travel

We commit to implementing a business travel policy by Q1 2023 that will align with our business expansion plans.

Reduce carbon emissions by 50% from 2019 baseline by 2028 and to net zero from our own operations by 2035 (scope 1 & 2).

We will achieve this by measuring our Total Scope 1 emissions from company facilities and vehicles and Scope 2 emissions generated from purchased energy (e.g., electricity, cooling, and heating).

Reduce Waste to landfill by 50% by 2025.

Through increased recycling facilities and waste management training.

Measure and reduce our e-waste generation.

We are committed to reducing our e-waste impact by refurbishing and donating where possible.

Replace 100% fleet with hybrid/electric vehicles by 2025.

As our vehicles retire, we commit to replacing them with hybrid or electric options.

Engage with our property owners to discuss the impact of biodiversity by 2023 and encouraging them to utilise any suitable green areas for conservation by 2026.

We will educate our property owners on the impact of biodiversity and encourage them to utilise any suitable green areas for conservation.

Achieve a gold medal in the Ecovadis sustainability rating.

Having achieved a silver rating in 2022, we hope to achieve gold by 2025 through our environmental developments.



Carbon Reduction Projects

Please see our [Sustainability Strategy and Report](#) to further details on our Carbon Reduction Projects.

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:


.....

Date: 23th November 2023

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>