

## CANDY HEALTHCARE LIMITED

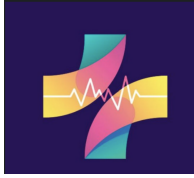
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# Carbon Reduction Plan

## Introduction

As a prominent player in healthcare staffing, Candy Healthcare is on a mission to reduce its environmental impact with the launch of its inaugural Carbon Reduction Plan. Committed to sustainability, the company aims to incorporate eco-friendly practices throughout its operations and significantly cut its carbon emissions to reach net-zero by 2040.

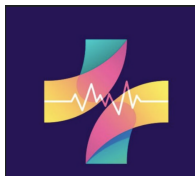
- **Energy efficiency:** Introducing measures to reduce energy consumption across offices and facilities, such as upgrading lighting systems and optimising HVAC systems.
- **Sustainable procurement:** Prioritising suppliers who provide environmentally friendly products and services.
- **Waste reduction:** Implementing waste management programmes to minimise waste production and encourage recycling.
- **Employee engagement:** Educating and empowering employees to actively participate in sustainability initiatives and reduce their individual carbon footprints.
- **Transportation and logistics:** Exploring opportunities to reduce emissions related to business travel and transportation.

Through these efforts, Candy Healthcare Limited seeks to make a meaningful contribution to carbon emissions reduction while setting a positive example for the wider healthcare industry.

## Commitment to achieving Net Zero by 2040

Candy Healthcare is taking proactive steps to lessen its environmental impact through the introduction of its first comprehensive Carbon Reduction Plan. Driven by a strong commitment to sustainability, the company is dedicated to adopting green practices across its operations and lowering its carbon emissions with the goal of reaching net-zero by 2040.

For the year 2023, Candy Healthcare has established a baseline measurement of its carbon emissions, setting a foundation for tracking progress in reducing emissions over time. This baseline covers various scopes and categories, offering a thorough overview of the company's current environmental footprint.



## Baseline Emissions Footprint 1<sup>st</sup> January – 31<sup>st</sup> December 2023

Scopes and categories	Metric tons CO <sub>2</sub> e
Scope 1: Direct emissions from owned/controlled operations	0.00
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling	0.00
Scope 3: emissions	
Category 1: Purchased goods and services	0.00
Category 2: Capital goods	0.00
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	0.00
Category 4: Upstream transportation and distribution	0.00
Category 5: Waste generated in operations	0.00
Category 6: Business travel	57.803
Category 6: Hotel Stay	0.493
Category 7: Employee commuting – Healthcare	56.4988
Category 7: Home Working	0.7207
Category 8: Upstream leased assets	0.00
Category 9: Downstream transportation and distribution	0.00
<b>Total</b>	<b>115.5155</b>

### Zero Emissions reasons

#### Scope 1: Direct Emissions

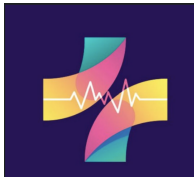
Candy Healthcare Limited does not generate any direct emissions (Scope 1) as our operations do not involve owning or controlling combustion equipment or facilities. This means we have zero emissions from sources that are directly owned or controlled by our company.

#### Scope 2: Indirect Emissions

As our rental agreement includes utilities, we currently lack specific data on our energy consumption and associated emissions. We have requested information from our landlord to obtain a more accurate understanding of the energy usage related to our operations. Once this data is available, we will calculate and report the corresponding Scope 2 emissions in our environmental reports.

#### Scope 3: Indirect Emissions

- **Categories 1-4:** Our business activities do not contribute to Scope 3 emissions in these categories, which include purchased goods and services, capital goods, fuel and energy-



related activities (not included in Scope 1 or 2), and upstream transportation and distribution. These activities are not core to our business model, and therefore, we do not generate emissions in these areas.

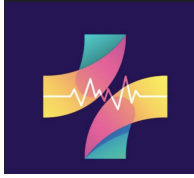
- Category 5: Waste Generated in Operations:** Given the nature of our operations within the healthcare sector and controlled environments, we do not generate any waste. We are committed to maintaining this practice and minimizing our environmental impact. If any waste-related emissions arise in the future, we will ensure transparent and accurate reporting.
- Categories 8-9: Upstream and Downstream Leased Assets:** Our business operations are limited in these areas, as we do not own or lease significant assets that would contribute to upstream or downstream emissions. This means we have minimal to no emissions in these categories.

By understanding and reporting our greenhouse gas emissions, Candy Healthcare Limited is taking a proactive step towards environmental sustainability and transparency.

### Methodology & References

The emissions data have been documented following the established reporting standards for Carbon Reduction Plans, along with the GHG Reporting Protocol corporate guidelines, utilizing the relevant government conversion factors for greenhouse gas reporting. Scope 1 and Scope 2 emissions have been reported to meet SECR requirements, while the applicable Scope 3 emissions have been recorded based on the Carbon Reduction Plan standards and the Corporate Value Chain (Scope 3) guidelines.

Scope and category	Description of the types and sources of data used to calculate emissions	Government conversion factors for company reporting	Emissions in tons CO <sub>2</sub> e
Scope 3: Category 6: Business Travel-Land	Journey Refunds	ghg emissions	57.803
Scope 3: Category 6: Hotel Stay UK	Organisation Event	ghg emissions	0.493
Scope 3: Category 7: Employee Commute - Healthcare	Attendance	ghg emissions	56.4988
Scope3: Category 7: Home Working	Attendance	ghg emissions	0.7207



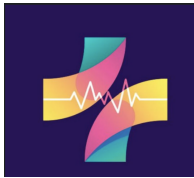
## Current Emissions Reporting 1<sup>st</sup> January – 31<sup>st</sup> December 2023

Since this is the initial year of implementing our Carbon Reduction Plan, the emissions figures for both our baseline and the current reporting period are identical. Setting this baseline is crucial for monitoring our efforts to decrease carbon emissions over time. It provides a reference point to gauge future reductions and measure our progress toward achieving our Net Zero objectives. By applying the same emissions data for both the baseline and the current report, we establish a uniform foundation to assess our environmental impact as we move forward

### Emissions reduction targets

In pursuit of its 2040 net-zero emissions objective, Candy Healthcare has set robust goals to significantly cut its carbon footprint. Focus areas include travel for business, employee commuting, hotel stays, and work-from-home practices, with specific reduction targets aimed for 2030.

- **Scope 3: Business Travel (57.803 tCO<sub>2</sub>e):**  
Candy Healthcare is committed to a 40% reduction in emissions from business travel by 2030. This will be achieved by encouraging virtual meetings, minimizing non-essential travel, and promoting low-emission transportation options, including electric vehicles and public transit.
- **Scope 3: Employee Commuting – Healthcare (56.4988 tCO<sub>2</sub>e):**  
The goal is to cut commuting emissions by 35% by 2030. To reach this target, the company will support remote and hybrid work models, encourage carpooling, and help employees adopt co-friendly transportation options.
- **Scope 3: Hotel Stays (0.493 tCO<sub>2</sub>e):**  
By 2030, Candy Healthcare aims to reduce emissions from hotel stays by 50% by collaborating with environmentally conscious hotels and promoting accommodations with lower carbon footprints.
- **Scope 3: Home Working (0.7207 tCO<sub>2</sub>e):**  
The company plans to reduce emissions related to home working by 30% by 2030 by equipping employees with energy-efficient home office tools and providing tips to lower energy use during remote work.



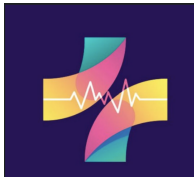
To achieve these targets, Candy Healthcare will rely on ongoing monitoring, employee engagement, and partnerships with suppliers to foster continual progress toward its Net Zero ambitions.

## Carbon Reduction Initiatives

Candy Healthcare's sustainability journey involves proactive strategies to cut emissions from travel, encourage the use of eco-friendly transport, and optimize energy use in remote work settings. With its first Carbon Reduction Plan, the company is dedicated to embedding sustainable practices throughout its operations and working toward a goal of net-zero emissions by 2040

- **Business Travel (57.803 tCO<sub>2</sub>e):**  
Candy Healthcare intends to minimize non-essential travel by emphasizing virtual meetings whenever possible. For unavoidable travel, the company promotes the use of public transportation and low-emission vehicles, such as electric or hybrid options. Travel policies will be updated to incorporate platforms and services that prioritize emissions reduction.
- **Employee Commuting – Healthcare (56.4988 tCO<sub>2</sub>e):**  
Acknowledging the constant demand for healthcare services, Candy Healthcare is committed to reducing emissions from commuting. It will support remote and hybrid work arrangements and encourage alternatives like carpooling, cycling, and public transit. Over the long term, subsidies for purchasing or leasing electric vehicles are being considered to further cut commute-related emissions.
- **Hotel Stays (0.493 tCO<sub>2</sub>e):**  
Candy Healthcare is collaborating with hotels that follow sustainable practices to lessen the environmental impact of employee travel. Employees will be encouraged to choose eco-friendly accommodations and to avoid overnight stays whenever feasible.
- **Home Working (0.7207 tCO<sub>2</sub>e):**  
To address emissions from home offices, the company will provide employees with energy-saving equipment and share tips for reducing electricity and heating consumption. This may include tools like smart thermostats or LED lighting to help decrease home energy use.

Candy Healthcare will closely track these initiatives, evaluating progress regularly to ensure they align with its sustainability targets. By committing to these initiatives, the company is leading the way in environmental responsibility within the healthcare staffing industry.



## 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>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</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>3</sup>.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

*Signed on behalf of Candy HEALTHCARE LIMITED :*

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Name:

Position:

Date:

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<sup>1</sup><https://ghgprotocol.org/corporate-standard>

<sup>2</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>3</sup><https://ghgprotocol.org/standards/scope-3-standard>