



Cabinet Office

CARBON REDUCTION PLAN

Policy - Statement

Entrada Recruitment Group, as a specialist recruitment consultancy for Allied Health Professionals in the UK, acknowledges the urgent need to address the global climate crisis. We are committed to playing our part in reducing carbon emissions and minimizing our environmental footprint.

Our dedicated team, working exclusively within the Allied Health Professionals sector, understands the importance of sustainability and environmental responsibility in our operations. In line with our commitment to carbon reduction and emission control, we pledge to:

Assess and Monitor Emissions: We will regularly assess and monitor our carbon emissions, including those generated by our office operations, transportation, and other relevant activities. This assessment will help us identify areas for improvement and set reduction targets.

Energy Efficiency: We will implement energy-efficient measures in our offices, including the use of energy-efficient appliances, LED lighting, and the responsible use of heating and cooling systems.

Transportation: We will encourage our team members to use sustainable transportation options, such as carpooling, public transport, or cycling, whenever feasible. We will also explore the potential for remote work and virtual meetings to reduce the need for travel.

Waste Reduction and Recycling: We will strive to minimize waste generation in our office, promoting recycling and responsible disposal of waste materials. This includes reducing single-use plastics and adopting sustainable packaging solutions.

Green Procurement: We will source products and services from environmentally responsible suppliers, prioritizing eco-friendly and sustainable options when making purchasing decisions.

Remote Work: We will encourage remote work and telecommuting options where possible, reducing the carbon footprint associated with commuting.

Employee Awareness: We will provide training and raise awareness among our employees about the importance of reducing carbon emissions and encourage them to take eco-friendly actions in their personal lives.

Offsetting Emissions: Recognizing that some emissions may be unavoidable, we will explore carbon offset programs to mitigate our remaining emissions, supporting projects that promote reforestation and renewable energy.

Continuous Improvement: We commit to continually improving our carbon reduction efforts by regularly reviewing and updating our strategies and goals in line with the latest advancements in sustainability practices.

As a recruitment consultancy committed to the well-being of the environment, we understand the crucial role businesses like ours play in addressing the climate crisis. Our efforts to reduce carbon emissions and control our environmental impact align with our dedication to providing a sustainable future for Allied Health Professionals and the broader community.

Entrada Recruitment Group is committed to making responsible choices and actively participating in the global effort to combat climate change. We pledge to be transparent about our progress and to work towards a more sustainable and environmentally responsible future for the benefit of current and future generations.

As this marks the inception of our Carbon Reduction Plan, we have made initial estimations for certain emissions due to the absence of precise data. Nevertheless, going forward, we are committed to consistent monitoring and obtaining more accurate figures in subsequent years. Our management has resolved to adopt a January to December monitoring period for each calendar year within this report.

Carbon Reduction Plan

Supplier name: **Entrada Recruitment Group**

Publication date: 20th January 2023

Commitment to achieving Net Zero

Entrada Recruitment Group is committed to achieving Net Zero emissions by **2035**.

Baseline Emissions Footprint

This Baseline Emission Report serves as the foundational document for understanding the carbon emissions associated with the operations of Entrada Recruitment Group. It is important to note that this report represents our first step in the journey toward carbon reduction and emission control. As we embark on this path, our initial estimates have been made due to the absence of precise data. The aim is to continually monitor and improve upon these figures in the coming years.

Monitoring Period:

For this report, the monitoring period has been set from January to December, aligning with the calendar year.

Emission Sources and Estimations: for 1st January – 31st December 2022

Office Operations:

Electricity: Estimated annual electricity consumption - 50,000 kWh

Heating and Cooling: Estimated annual energy use for heating and cooling - 45000 kWh

Transportation:

Employee Commuting: Estimated annual emissions from employee commuting - 61.4980 tCO₂e

Waste Management:

Office Waste: Estimated annual emissions from office waste disposal - 2.1281 tCO₂e

Procurement:

Supply Chain Emissions: Estimated annual emissions related to our supply chain - currently we are unable to estimate this as data for this is not available, however we endeavour to collate as much data as possible in the coming years.

Key Considerations:

The above estimates are based on available information and industry averages. Accuracy of these estimates will be improved as we gather more data and refine our measurement techniques. Future reports will provide a more precise and comprehensive picture of our emissions.

Baseline Year: 2022	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Scope 1 – Direct Emissions tCO₂e
	Stationary Combustion (Boiler, Generator) 0.0000
	Mobile Combustion (Company Fleet) 0.0000
	Process Emissions (On-Site Manufacturing) 0.0000
	Fugitive Emissions (F-Gasses) 0.0000
	Scope 1 Total 0.0000
<i>We have determined that there are no emission sources falling within the scope of Scope 1.</i>	
Scope 2	Scope 2 – Indirect Emissions tCO₂e
	Electricity (Head office & Branches) 10.3537
	Gas (Heating type) 0.4253
	Water 0.0000
	Scope 2 Total 10.7790
<i>Refer to page 3 of this document</i>	
Scope 3 (Included Sources)	Scope 3 tCO₂e
	Waste Generated in Operations 2.1281
	Upstream transportation & distribution 0.0000
	Downstream transportation & distribution 0.0000
	Business Travel 0.0000
	Commuting (round trip to location) 61.4980
	Work From Home 0.6782
	Scope 3 Total 64.3043
<i>Refer to page 3</i>	
Total Emissions	75.0833 tCO₂e

Current Emissions Reporting

Current Year: 2022	
Current year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Scope 1 – Direct Emissions tCO₂e
	Stationary Combustion (Boiler, Generator) 0.0000
	Mobile Combustion (Company Fleet) 0.0000
	Process Emissions (On-Site Manufacturing) 0.0000
	Fugitive Emissions (F-Gasses) 0.0000
	Scope 1 Total 0.0000
<i>We have determined that there are no emission sources falling within the scope of Scope 1.</i>	
Scope 2	Scope 2 – Indirect Emissions tCO₂e
	Electricity (Head office & Branches) 10.3537
	Gas (Heating type) 0.4253
	Water 0.0000
	Scope 2 Total 10.7790
<i>Refer to page 3 of this document</i>	
Scope 3 (Included Sources)	Scope 3 tCO₂e
	Waste Generated in Operations 2.1281
	Upstream transportation & distribution 0.0000
	Downstream transportation & distribution 0.0000
	Business Travel 0.0000
	Commuting (round trip to location) 61.4980
	Work From Home 0.6782
Scope 3 Total 64.3043	
<i>Refer to page 3</i>	
Total Emissions	75.0833 tCO₂e
Reporting Year: 2022	

Carbon Reduction Initiatives

In our commitment to reducing carbon emissions and adhering to international standards, Entrada Recruitment Group is dedicated to implementing the following initiatives in accordance with ISO 14001 and PAS 2060:

1. Energy Efficiency Improvements:

Evaluate and upgrade the energy efficiency of our office spaces by adhering to ISO 14001 standards and PAS 2060 requirements, focusing on reducing energy consumption. Encourage employees to power down equipment and reduce energy waste when not in use, in line with ISO 14001 environmental management principles.

2. Sustainable Transportation:

Promote the use of sustainable transportation options among our employees, aligning with PAS 2060 recommendations for emissions reduction in travel. Explore the possibility of providing incentives for employees who adopt eco-friendly commuting practices in accordance with ISO 14001 guidelines.

3. Waste Reduction and Recycling:

Minimize waste generation within our office by adhering to ISO 14001 waste management principles, including reducing single-use plastics and optimizing waste disposal. Investigate sustainable packaging solutions for all our procurement needs to align with PAS 2060's focus on responsible practices.

4. Remote Work and Virtual Meetings:

Embrace remote work practices and the use of virtual meetings to reduce the need for employee travel, especially for business meetings and training, in line with ISO 14001's focus on environmental performance improvement.

5. Supplier Engagement and Sustainable Procurement:

Collaborate with suppliers who share our commitment to sustainability and prioritize eco-friendly products and services, adhering to ISO 14001 requirements for supplier assessment and improvement. Develop supplier guidelines that emphasize environmentally responsible practices, aligning with PAS 2060's emphasis on sustainable supply chains.

6. Employee Awareness and Engagement:

Conduct training and awareness programs to educate employees about carbon reduction and the importance of their role in achieving our goals, in accordance with ISO 14001's emphasis on employee involvement. Encourage employees to adopt eco-friendly behaviors in their daily lives and share best practices within our organization, aligning with ISO 14001's commitment to continual improvement.

7. Carbon Offsetting Programs:

Investigate and participate in carbon offset programs, supporting projects that focus on reforestation, renewable energy, and other initiatives aligned with carbon reduction, in line with PAS 2060's requirements for carbon neutrality.

8. Continuous Improvement:

Regularly assess and adjust our carbon reduction strategies based on emerging best practices and technological advancements, in accordance with ISO 14001's commitment to continual improvement.

Set specific reduction targets and track progress to ensure we meet our emission reduction goals over time, complying with PAS 2060's requirements for transparent and verifiable emissions reductions.

Entrada Recruitment Group is committed to these initiatives in alignment with ISO 14001 and PAS 2060 standards, ensuring that our carbon reduction efforts are consistent with international best practices. Our dedication to these initiatives reflects our commitment to a greener, more sustainable future for our organization and the broader community.

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:

CJ Woods

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Date: 27/10/2023

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>