



## First Active 365

# Carbon Reduction Plan (2022-2050)

### Introduction

First Active 365 is committed to reducing our carbon footprint as a healthcare recruitment agency. We understand the importance of contributing to a sustainable future. While our primary focus is on staffing for the private care sector and the NHS, we acknowledge the environmental impact associated with our operations. This initial carbon reduction plan outlines our journey towards achieving net-zero emissions by 2050, utilizing averages and estimates for the baseline year of 2022.

### Baseline Year (Jan to Dec 2022)

In 2022, we have established a baseline for our carbon emissions. Given the limitations in data collection, we will rely on estimates and averages for the emissions associated with our activities. This baseline will encompass energy consumption, waste management, and staff commuting.

### Emission Reduction Targets

#### 1. Waste Management (2022-2025):

- Measure waste: Implement an in-house system to measure and categorize waste before disposal to gain better insight.
- Promote recycling: Encourage recycling practices among employees to reduce waste sent to communal disposal.

#### 2. Staff Commuting (2022-2025):

- Encourage alternative transportation: Promote walking, cycling, and carpooling among employees to reduce the environmental impact of their commutes.
- Provide support: Offer incentives or subsidies for employees using environmentally friendly transportation.

#### 3. Energy Consumption (2022-2025):

- Assess energy use: Estimate energy consumption in our facilities and set targets for reduction.
- Investigate remote work: Continue promoting remote work to reduce energy consumption in offices.

#### 4. Monitoring and Reporting (2022-2050):

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- Regular assessments: Annually review and adjust our carbon reduction efforts based on data collected.
- Carbon offset initiatives: Explore opportunities for carbon offset programs to compensate for emissions.

## Engaging our Community

We understand the importance of community engagement in our sustainability initiatives. As a service-based company, we will continue to encourage our employees and clients to embrace environmentally responsible practices in their daily activities.

## Conclusion

First Active 365 is dedicated to the journey of carbon reduction and environmental responsibility. While we may face challenges in data collection, we are committed to identifying, measuring, and mitigating the components that contribute to our carbon footprint. We aim to continuously improve our practices, and through collective efforts, achieve net-zero carbon emissions by 2050. Our mission is to provide quality staffing solutions while contributing to a cleaner, greener future.

## Commitment to Achieving Net Zero with Enhanced Data Accuracy (2022-2027)

At First Active 365, we are fully committed to our path towards net-zero emissions by 2050, and we understand that achieving this goal necessitates the collection of better and more accurate data. Over the next five years, we pledge to intensify our efforts in the following ways:

1. **Data Enhancement (2022-2027):** We will invest in improving the accuracy and granularity of our data collection methods, refining our baseline measurements, and ensuring a more precise understanding of our carbon footprint.
2. **Continuous Monitoring (2022-2027):** We will implement robust systems for real-time monitoring of our emissions, waste, and energy consumption. Regular assessments will enable us to identify emerging trends and areas for improvement promptly.
3. **Data Transparency (2022-2027):** We will prioritize data transparency by openly sharing our carbon footprint data and reduction progress with our community, employees, and clients, fostering accountability and engagement.
4. **Refined Targets (2022-2027):** With better data, we will set more specific, science-based targets for emission reduction, waste management, and energy conservation, ensuring that our actions align with the most current environmental standards.
5. **Technological Advancements (2022-2027):** We will explore advanced technologies to streamline data collection and analytics, making our processes more efficient and accurate.
6. **Employee Engagement (2022-2027):** We will actively involve our employees in data collection and encourage their ideas and contributions for more accurate measurement and reduction strategies.

- 7. Regular Reporting (2022-2027):** We will continue to issue annual reports on our carbon reduction progress, detailing our commitment to enhanced data accuracy and the steps we have taken to achieve our net-zero aspirations.

*Our commitment is resolute, and we pledge to continue making improvements in our data collection, monitoring, and reduction efforts to ensure we remain on track to achieve our net-zero goal by 2050. Our dedication to environmental stewardship and a sustainable future remains unwavering.*

*We understand that this baseline statement relies on averaged data and estimates, and it may not capture the full extent of our carbon emissions. Over the next five years, our commitment is to significantly improve the accuracy and granularity of our data collection, ensuring a more precise understanding of our carbon footprint. Our journey towards net-zero emissions by 2050 will be guided by this evolving data, as we work diligently to refine our carbon reduction strategies.*

*We pledge to provide regular updates on our progress, maintain transparency in our efforts, and continually strive to minimize our environmental impact. Our mission is to achieve net-zero emissions while contributing to a cleaner, greener future for our community and the planet.*

<b>Baseline Year: 2022</b>	
<b>Baseline year emissions:</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>Scope 1 – Direct Emissions</b> <span style="float: right;"><b>tCO<sub>2</sub>e</b></span>
	Stationary Combustion (Boiler, Generator) <span style="float: right;">0.0000</span>
	Mobile Combustion (Company Fleet) <span style="float: right;">0.0000</span>
	Process Emissions (On-Site Manufacturing) <span style="float: right;">0.0000</span>
	Fugitive Emissions (F-Gasses) <span style="float: right;">0.0000</span>
	<b>Scope 1 Total</b> <span style="float: right;"><b>0.0000</b></span>
<i>Given that our business operations and activities do not directly contribute to Scope 1 emissions, we can confidently state that we have a zero-emissions status.</i>	
<b>Scope 2</b>	<b>Scope 2 – Indirect Emissions</b> <span style="float: right;"><b>tCO<sub>2</sub>e</b></span>
	Electricity (Head office & Branches) <span style="float: right;"><b>2.2778</b></span>
	Gas (Heating type) <span style="float: right;">0.0000</span>
	Water <span style="float: right;">0.0000</span>
	<b>Scope 2 Total</b> <span style="float: right;"><b>2.2778</b></span>
<i>Heating is inclusive in our electricity utility bill.</i>	
<b>Scope 3</b> (Included Sources)	<b>Scope 3</b> <span style="float: right;"><b>tCO<sub>2</sub>e</b></span>
	Waste Generated in Operations <span style="float: right;"><b>2.1281</b></span>
	Upstream transportation & distribution <span style="float: right;">0.0000</span>
	Downstream transportation & distribution <span style="float: right;">0.0000</span>
	Business Travel <span style="float: right;">0.0000</span>
	Commuting (round trip to location) <span style="float: right;">235.2580</span>
	Work From Home <span style="float: right;">3.5381</span>
<b>Scope 3 Total</b> <span style="float: right;"><b>240.9242</b></span>	
<i>Commuting is an area of concern for us which we are now monitoring. Due to limited data available currently, we are hoping to get more precise data over the next iteration of our CRP and we will then be able to target and reduce emissions in this area.</i>	
<b>Total Emissions</b>	<b>243.202 tCO<sub>2</sub>e</b>

## Current Emissions Reporting

<b>Current Year: 2022</b>	
<b>Current year emissions:</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>Scope 1 – Direct Emissions</b> <span style="float: right;"><b>tCO<sub>2</sub>e</b></span>
	Stationary Combustion (Boiler, Generator) <span style="float: right;">0.0000</span>
	Mobile Combustion (Company Fleet) <span style="float: right;">0.0000</span>
	Process Emissions (On-Site Manufacturing) <span style="float: right;">0.0000</span>
	Fugitive Emissions (F-Gasses) <span style="float: right;">0.0000</span>
	<b>Scope 1 Total</b> <span style="float: right;"><b>0.0000</b></span>
<i>Given that our business operations and activities do not directly contribute to Scope 1 emissions, we can confidently state that we have a zero-emissions status.</i>	
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	Gas (Heating type) <span style="float: right;">0.0000</span>
	Water <span style="float: right;">0.0000</span>
	<b>Scope 2 Total</b> <span style="float: right;"><b>2.2778</b></span>
<i>Narratives</i>	
<b>Scope 3</b> <b>(Included Sources)</b>	<b>Scope 3</b> <span style="float: right;"><b>tCO<sub>2</sub>e</b></span>
	Waste Generated in Operations <span style="float: right;"><b>2.1281</b></span>
	Upstream transportation & distribution <span style="float: right;">0.0000</span>
	Downstream transportation & distribution <span style="float: right;">0.0000</span>
	Business Travel <span style="float: right;">0.0000</span>
	Commuting (round trip to location) <span style="float: right;">235.2580</span>
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<b>Total Emissions</b>	<b>243.202 tCO<sub>2</sub>e</b>
<b>Reporting Year: 2022</b>	

## 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 First Active 365:

..... *RUSS ROBERTS* .....

Date: .....03/11/2023.....

<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>