

VIVID HEALTHCARE SEARCH LIMITED

Carbon Reduction Plan

Company number **11870150**

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[Vivid Healthcare- Recruitment Agency - Healthcare Jobs \(vivid-healthcare.co.uk\)](http://vivid-healthcare.co.uk)

Introduction

As a leading healthcare recruitment consultancy, Vivid Healthcare is dedicated to not only connecting top talent with employers but also to contributing to a healthier and more sustainable future. Recognising the urgent need to address the climate crisis, we are committed to reducing our carbon footprint and promoting environmentally responsible practices within our organisation.

This Carbon Reduction Plan outlines our strategic approach to minimising our environmental impact, including initiatives to optimise energy consumption, reduce waste, and support sustainable transportation. By implementing these measures, we aim to demonstrate our leadership in sustainability and inspire others in the industry to follow suit. Through our commitment to environmental stewardship, we believe we can make a positive contribution to a more sustainable and resilient world.

Commitment to achieving Net Zero by 2040

Vivid Healthcare, a beacon of healthcare recruitment, is steadfast in its commitment to a greener future. We pledge to reduce our carbon footprint to zero by 2040, a bold step towards a sustainable world.

To achieve this ambitious goal, we will embark on a journey of innovation. We will harness the power of the sun and wind, transitioning to renewable energy sources. Our offices will become havens of efficiency, minimising energy consumption. Waste will be transformed, recycled into valuable resources, fostering a circular economy.

We encourage our employees to embrace sustainable transportation, choosing bicycles, public transport, or electric vehicles. Together, we will create a workplace that is not only efficient but also eco-friendly.

By taking these bold steps, Vivid Healthcare is not just fulfilling a corporate responsibility; we are leading by example, inspiring others to join us on this journey towards a net-zero future.

Baseline Year 1st August 2023 – 31st July 2024

Scopes and categories	Metric tons CO ₂ 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	5.0696
Category 7: Employee commuting to locations	474.4226
Category 8: Upstream leased assets	0.00
Category 9: Downstream transportation and distribution	0.00
Total	479.4922

Zero Emissions reasons

Scope 1 (Direct Emissions): Our business operates within restrictive processes that do not generate direct emissions. As we do not own or control any combustion equipment or facilities, we have no direct emissions from owned or controlled sources, ensuring zero Scope 1 emissions.

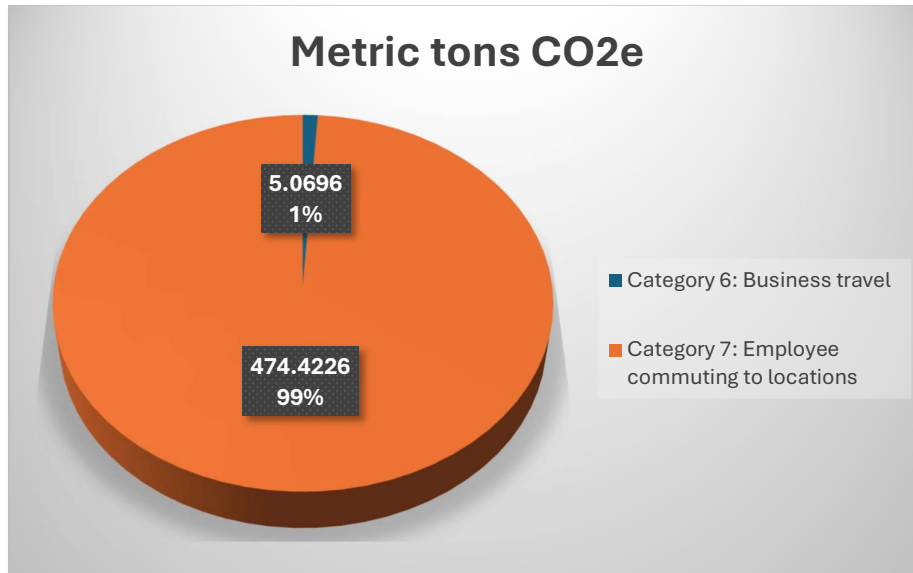
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling. Our rent includes utilities, we currently lack specific data regarding these emissions. However, we have requested information from the landlord to gain better insight into the energy usage tied to our operations. Once this data is obtained, we will record and report the associated emissions in line with our environmental goals. These figures will be included in our reports as soon as they become available.

Scope 3 (Category 1–4): Our business activities do not contribute to Scope 3 emissions in Categories 1–4, which cover purchased goods and services, capital goods, fuel- and energy-related activities (not included in Scope 1 or 2), and upstream transportation and distribution. As these categories involve activities that are outside the core of our business model, our processes do not generate emissions in these areas.

Scope 3 (Category 5 – Waste Generated in Operations): Our rent includes utilities; we currently lack specific data regarding these emissions. However, we have requested information from the landlord to gain better insight into the wastage tied to our operations. Once this data is obtained, we will record and report the associated emissions in line with our environmental goals. These figures will be included in our reports as soon as they become available.

Scope 3 (Category 8–9 – Upstream and Downstream Leased Assets): Our business procedures are limited in these areas, as we do not own or lease significant assets that would contribute to upstream or downstream emissions, ensuring minimal to no emissions in these categories.

Emissions Chart



Reporting Year 1st August 2023 – 31st July 2024

Since this is the inaugural year of implementing our Carbon Reduction Plan, the emissions data for our baseline year and the current reporting period are identical. Establishing this baseline is crucial as it sets the foundation for measuring and comparing future reductions. As we continue to refine our carbon tracking and reporting processes, this baseline will serve as a reference point for assessing our progress toward Net Zero emissions. By using the same emissions data for both baseline and current reporting, we ensure a consistent starting point for tracking our environmental impact moving forward.

Emissions reduction targets

As part of our commitment to sustainability, Vivid Healthcare has set ambitious emission reduction targets to lower our environmental impact. By 2040, we aim to reduce our carbon emissions related to business travel and employee commuting by 25%. This will be achieved through a combination of promoting remote working options, incentivising the use of low-emission transport, and adopting sustainable travel policies. Business travel emissions currently stand at 5.0696 tCO_{2e}, while commuting emissions total 474.4226 tCO_{2e}. To address this, we will prioritise virtual meetings and encourage carpooling, public transport, and cycling for commuting. These efforts will contribute to our broader goal of reducing our overall carbon footprint and aligning with global climate objectives. By leading with responsibility in our sector, we aim to inspire similar efforts across the healthcare recruitment industry, supporting a more sustainable and resilient future for all.

Carbon Reduction Initiatives

To achieve our carbon reduction targets, Vivid Healthcare is implementing several key initiatives aimed at minimising our environmental impact. These include:

1. **Employee Training:** We will introduce sustainability training for all staff, raising awareness about energy conservation, waste reduction, and sustainable commuting practices. This will empower employees to adopt greener habits both at work and home.
2. **Sustainable Commuting:** We will promote low-carbon commuting options, such as carpooling, cycling, and the use of public transport. Additionally, we will introduce incentives for employees who choose these eco-friendly alternatives or work remotely, reducing emissions from commuting.
3. **Green Business Travel:** We will prioritise virtual meetings to minimise unnecessary travel. When travel is required, we will promote the use of low-emission vehicles and carbon offset programmes.
4. **Supply Chain Management:** We will work closely with suppliers to ensure they meet sustainability standards, favouring those with clear environmental policies and practices. This will help reduce our indirect carbon emissions across the supply chain.

Through these initiatives, we are dedicated to fostering a more sustainable and responsible business model.

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

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

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

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).

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