VIVID HEALTHCARE SEARCH LIMITED

Carbon Reduction Plan 2026

Supplier name: Vivid Healthcare Search Limited
Company number: 11870150
Registered office: 131 Finsbury Pavement, London, EC2A 1NT
Publication date: 16 July 2026
Current reporting period: 1 April 2025 to 31 March 2026
Baseline period: 1 August 2023 to 31 July 2024

Commitment to achieving Net Zero

Vivid Healthcare Search Limited is committed to achieving Net Zero greenhouse gas emissions by 2040.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases produced prior to the introduction of strategies to reduce emissions. The baseline is used as a reference point against which future emissions can be considered. Vivid Healthcare's previously published baseline covered 1 August 2023 to 31 July 2024. The previously published employee commuting figure is retained for transparency but has been identified for methodological restatement because it is not consistent with the company's current headcount and known public-transport commuting profile.

Baseline emissions: 1 Aug 2023 – 31 Jul 2024	tCO2e
Scope 1	0.0000
Scope 2	0.0000
Scope 3 – Business travel	5.0696
Scope 3 – Employee commuting	474.4226*
Total previously published baseline	479.4922*

*Historic published figure subject to methodological restatement. No percentage reduction claim is made against this figure.

Current Emissions Reporting

Reporting period: 1 April 2025 to 31 March 2026

Vivid Healthcare had an average headcount of 10. Employees attended the London office Monday to Friday and commuted from London or Greater London primarily by public transport. Business air travel consisted of approximately one London–Northern Ireland return journey per quarter. The company operates from a serviced communal office; utilities and waste services are controlled by the building operator and are not separately metered or measured for Vivid Healthcare.

Emissions	tCO2e	Reporting basis
Scope 1	0.000	No owned or controlled combustion sources.
Scope 2	0.000	No separately purchased or metered electricity; utilities supplied by serviced-office operator.
Scope 3 Cat. 4 – Upstream transportation and distribution	0.000	No material physical upstream freight/distribution activity identified.
Scope 3 Cat. 5 – Waste generated in operations	Not quantified	Waste and recycling managed communally by serviced-office provider; no Vivid-specific weight
Scope 3 Cat. 6 – Business travel	0.954	Estimated 4 London–Northern Ireland return journeys by domestic air.
Scope 3 Cat. 7 – Employee commuting	2.910	Estimated for 10 staff commuting Mon–Fri from London/Greater London by public transport.
Scope 3 Cat. 9 – Downstream transportation and distribution	0.000	No material physical downstream distribution activity for recruitment services.
Total quantified emissions	**3.864**	**Excludes Category 5 where Vivid-specific activity data is unavailable.**

Estimation methodology: Employee commuting is estimated using 10 employees, 230 commuting days per employee and an assumed average 40 km return journey, using a blended public-transport proxy based on relevant UK Government conversion factors for National Rail and London Underground. Business air travel is estimated using four return journeys (eight sectors) and an assumed 520 km per flight sector using the relevant domestic-flight passenger conversion factor. These estimates will be refined as journey-level data becomes available.

Emissions Reduction Targets

Vivid Healthcare is committed to achieving Net Zero by 2040. The company will improve the quality of its emissions data so that a validated and consistently calculated comparison year can be established. Vivid will seek to reduce avoidable business travel, prioritise virtual meetings where appropriate, maintain public transport as the predominant employee commuting method and progressively reduce emissions per employee. Once the historic baseline has been methodologically restated, measurable interim reduction targets will be reviewed against a consistent baseline.

Carbon Reduction Projects and Initiatives

Measures in place and continuing include public transport as the primary employee commuting method; prioritisation of virtual meetings where appropriate; limiting domestic air travel to necessary business trips; use of recycling facilities provided by the serviced-office operator; use of digital recruitment, compliance and administrative processes to minimise paper consumption; and engagement with the serviced-office provider to seek improved access to energy and waste information.

Future Data Improvements

Vivid Healthcare intends to record business travel at journey level and undertake periodic employee commuting surveys covering approximate journey distance and principal transport mode. Where suitable building energy or waste data becomes available, Vivid will assess a reasonable allocation methodology for its occupied space. These measures will improve the completeness and comparability of future annual Carbon Reduction Plans.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with Procurement Policy Note PPN 006: Taking account of Carbon Reduction Plans in the procurement of major government contracts, and the associated guidance and Technical Standard for Completion of Carbon Reduction Plans.

Emissions have been reported and recorded with reference to the published reporting requirements for Carbon Reduction Plans and the GHG Protocol Corporate Standard and use the appropriate UK Government greenhouse gas conversion factors for company reporting where activity data is available.

Scope 1 and Scope 2 emissions have been reported with reference to applicable Streamlined Energy and Carbon Reporting (SECR) principles. The required subset of Scope 3 categories has been addressed in accordance with the Carbon Reduction Plan reporting requirements and the Corporate Value Chain (Scope 3) Standard. Where Vivid-specific activity data is unavailable because services are controlled by the serviced-office provider, this limitation is disclosed transparently.

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

Director: Jacob Jayson
Signature: JJayson
Date: 9 July 2026

References: Procurement Policy Note PPN 006 and associated Technical Standard; GHG Protocol Corporate Standard; GHG Protocol Corporate Value Chain (Scope 3) Standard; UK Government greenhouse gas conversion factors for company reporting.