



Core People TA  
Core Healthcare  
Carbon Reduction Plan 2024

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## Core People - Carbon Reduction Plan 2024

Core People is working with ClimatePartner to calculate the Corporate Carbon Footprint (CCF) of Core People LTD .The CCF for 2024 will reflect the total CO<sup>2</sup> emissions released by Core People, within the ClimatePartner system boundaries, during the reporting period of January 2024 – December 2024. All calculations will be based on the guidelines of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol).

## Core People commitment to achieving Net Zero

We are committed to achieving Net Zero by 2050.

## Emission Scope Categories

Scope 1: Direct carbon emissions from owned or controlled sources (e.g., fuel for fleet cars).

Scope 2: Indirect carbon emissions from consumed purchased electricity, heat or steam.

Scope 3: Indirect carbon emissions from all other business activities (e.g., purchased goods/services, capital goods, production of purchase materials, transport related activities not owned or controlled by Core People, waste disposal, business travel, etc).

## Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past.

Baseline emissions are the reference point against which emissions reduction can be measured.

<b>Baseline year: 2023 (Jan 2024 – Dec 2024)</b>	
Additional details relating to the baseline emissions calculations:  Our baseline emissions are being calculated by ClimatePartner. The Corporate Carbon Footprint (CCF) report for 2024 will be published in January/February 2025.	
<b>Scope 1</b>	TBC January/February 2025
<b>Scope 2</b>	TBC January/February 2025
<b>Scope 3</b>	TBC January/February 2025

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<b>Total</b>	TBC January/February 2025
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### Current Emissions Reporting

<b>Current year: 2023 (Jan 2024 – Dec 2024)</b>	
Additional details relating to the current emissions calculations:	
Core People began calculating corporate carbon emissions in 2024. Therefore, the current reporting year (including emissions produced) is the same as the baseline year (2024). Our Corporate Carbon Footprint report will be published in 2025.	
<b>Scope 1</b>	TBC January/February 2025
<b>Scope 2</b>	TBC January/February 2025
<b>Scope 3</b>	TBC January/February 2025
<b>Total</b>	TBC January/February 2025

### Emissions Reduction Targets

To continue our progress to achieving Net Zero by 2050, we will initially focus on reducing our carbon emissions from Scope 1 and 2 emissions. Once we have a firm baseline established, we will put interim emission reduction targets in place to ensure that we are on track to achieve our agreed target date.

### Carbon Reduction Initiatives

#### Completed Carbon Reduction Initiatives

The following environmental management measures and projects have already been completed or implemented. Whilst we understand these projects have led to a reduction in carbon emissions, we are unable to quantify the extent, as we began calculating and reporting on our carbon emissions in 2023. Our 2023 calculations will enable us to quantify the measures in effect.

- Appointed a Core People ESG representative.
- Ensured representation at the RCI Group<sup>2</sup> ESG Working Group meetings.
- Invested in route planning software to maximise efficiency of journeys and avoid clean air zones, if appropriate
- Invested in electrical vehicle charging points at our base location
- Invested in efficient equipment for our workplaces

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- Increased flexible/hybrid working, to reduce employee commuting.
- Increased online training, to support remote delivery of MAST, CPD and additional training activities.
- Introduced online collaboration tools (SharePoint, Microsoft Teams) for meetings, which reduces unnecessary long-distance travel for our national workforce.
- Promoted active commuting, employing local staff and encouraging them to walk or take public transport wherever possible.
- Promoted an Around the World in 80 Days Challenge (miles/steps walked competition), which encouraged staff to walk wherever possible to raise funds for Ukraine.
- Facilitated recycling and reuse of company hardware.

### Planned Carbon Reduction Initiatives

We plan to build on our existing knowledge and understanding by implementing the following projects:

- Appoint an Environmental Sustainability Lead
- Develop a new Environmental Policy, which outlines our commitment to minimising the negative environmental impact of our activities
- Develop a route map for achieving Net Zero to include:
  - achievable GHG reduction targets
  - measure and report progress
  - identification of cost-effective emission reduction opportunities and commitment to required changes in operations to deliver them.
  - identification and management of climate-related risks to our business
  - identification and utilisation of carbon removal schemes (such as tree planting)
- Set organisation-wide carbon emissions reduction targets, supported by interim targets.
- Provide online carbon literacy training to key staff.
- Issue internal communications about the importance of the Net Zero project and engaging ways to encourage colleagues to commit to making changes (e.g., a “pledge wall”).
- Developing an external communications plan, that includes developing website content that highlights how Core People services support the delivery of net zero ambitions.
- Invest in electric ambulance vehicles for 2025
- Prioritise environmental considerations when procuring supplies and furnishing new buildings, including using recycled furniture.
- Advocate for the use of green energy suppliers to buildings in which we are a tenant.

### **Declaration and Sign Off**

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

**Signed on behalf of the Core People**

Date: