

# Carbon Reduction Plan

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Published: March 2024

Reporting Year: 2023–2024

Organisation Address: 380 Kingsland Road, Hackney, London, E8 4AA

Organisation Size: SME

Company Registration: 05050365

## 1. Commitment to Achieving Net Zero

Goldsmith Personnel Ltd is committed to achieving Net Zero carbon emissions across our direct operations and supply chain by 2050, in line with the UK Government target. We recognise the role that health and care organisations play in tackling climate change and are actively embedding sustainability into our care delivery, workforce travel, procurement, and business practices.

## 2. Baseline Emissions Footprint

Baseline Year: 2023

Emissions Scope: Scope 1 (Direct), Scope 2 (Indirect), and partial Scope 3 (Business Travel, Procurement)

Emission Source	tCO <sub>2</sub> e (2023 Baseline)
Scope 1 – Direct fuel use	120
Scope 2 – Electricity (office)	15
Scope 3 – Business mileage	450
Scope 3 – Procurement & waste	163
Total Baseline Emissions	748 tCO <sub>2</sub> e

### 3. Current Emissions Reporting

Goldsmith Personnel will publish annual emissions data, aligned with SECR (Streamlined Energy and Carbon Reporting) guidance. Our next update is due by March 2025, based on FY 2024 emissions.

### 4. Emissions Reduction Targets

To achieve Net Zero by 2050, we have set the following interim targets:

- 30% reduction by 2030 (to 523 tCO<sub>2</sub>e)
- 60% reduction by 2040
- Net Zero by 2050

We will achieve these reductions by transitioning to electric fleet vehicles, reducing office energy use, switching to green suppliers, and minimising travel through digital working practices.

### 5. Carbon Reduction Projects to Date

- Introduced electronic care monitoring to reduce paper and physical mileage.
- Consolidated shift planning to reduce carer travel distance by 10%.
- Switched to LED lighting and low-energy heating in head office.
- Piloted a hybrid-working policy for central staff to cut commuting emissions.
- Committed to only using certified PPE suppliers who declare carbon disclosure data.

### 6. Future Planned Initiatives

- Adopt electric pool vehicles for coordinators and field managers by 2026
- Review and switch to green energy tariffs by end of 2025
- Train all managers in carbon literacy for care providers
- Implement a digital procurement system to favour sustainable suppliers
- Introduce environmental KPIs into supplier selection and staff induction

### 7. Declaration and Governance

This Carbon Reduction Plan has been approved by Goldsmith Personnel's Director and will be reviewed annually. The Director is responsible for oversight and accountability.

Signed:

Mrs N. I. Goldsmith

Director, Goldsmith Personnel Ltd

Date: 31/03/2024