



Carbon Reduction Plan

Goldsmith Personnel Ltd

Supplier Name: Goldsmith Personnel Ltd

Publication Date: 22/01/26

Responsible Person: N Goldsmith Managing Director / Nominated Director

Publication Review Date: 21/01/27

Policy Period: 2026–2027

This Carbon Reduction Plan sets out Goldsmith Personnel Ltd's commitment to reducing its environmental impact and working towards Net Zero carbon emissions. It has been prepared in line with the principles of PPN 06/21 and is suitable for use in tender submissions.

1. Commitment to Achieving Net Zero

Goldsmith Personnel Ltd is committed to achieving Net Zero emissions by 2050, or earlier where reasonably practicable.

As a provider of health and social care services, we recognise that we have a responsibility to reduce the environmental impact of our operations while continuing to deliver safe, reliable and person-centred care. Our services involve office-based activity, staff travel, care delivery in the community, digital systems, procurement and waste generation. We are committed to managing these activities in a way that reduces avoidable emissions and supports a more sustainable care sector.

To achieve this, Goldsmith Personnel Ltd will:

- assess and monitor our carbon emissions across relevant Scope 1, Scope 2 and Scope 3 categories;
- reduce avoidable travel through efficient rota planning, local recruitment, clustered care runs and use of remote meetings where appropriate;
- improve energy efficiency across our offices and branch operations;
- continue moving towards paperless systems through digital care planning, electronic monitoring, digital policies, electronic staff records and secure online communication;
- reduce waste by promoting recycling, responsible disposal and reduced use of single-use items where safe alternatives are available;
- consider environmental impact within procurement decisions, including use of local suppliers where appropriate;

- engage staff in carbon reduction through induction, supervision, team meetings and internal communication;
- review progress annually and update this Carbon Reduction Plan as our data, systems and operating model develop.

Our aim is to embed environmental responsibility into everyday service delivery without compromising the safety, dignity or wellbeing of people who draw on our care and support.

2. Baseline Emissions Footprint

Baseline Year: 2025/26

Goldsmith Personnel Ltd has not previously published a formal Carbon Reduction Plan. The figures below therefore represent our first estimated baseline reporting year and have been prepared using available operational information, including office utility use, estimated business travel, staff travel patterns, waste management and digital working arrangements. We will continue to improve the accuracy of our emissions data annually as part of our carbon reduction monitoring.

3. Baseline Year Emissions

Emission Source	Scope	Measurement / Total tCO ₂ e
Gas	Scope 2	3.20
Electricity	Scope 2	5.40
Water Supply	Scope 2 / 3	0.30
Company Cars / Fuel	Scope 1	2.10
Employee Travel / Business Mileage	Scope 3	92.00
Waste Disposal	Scope 3	1.40
Purchased Goods and Services / Office Supplies	Scope 3	4.60
Total Baseline Emissions		109.00 tCO₂e

4. Current Emissions Reporting

Current Reporting Year: 2025/26

Because this is Goldsmith Personnel Ltd's first formal Carbon Reduction Plan, the current reporting year is the same as the baseline year.

Emission Source	Scope	Current Reporting Year tCO ₂ e
Gas	Scope 2	3.20
Electricity	Scope 2	5.40
Water Supply	Scope 2 / 3	0.30
Company Cars / Fuel	Scope 1	2.10
Employee Travel / Business Mileage	Scope 3	92.00

Waste Disposal	Scope 3	1.40
Purchased Goods and Services / Office Supplies	Scope 3	4.60
Total Current Emissions		109.00 tCO₂e

5. Carbon Reduction Targets

Goldsmith Personnel Ltd is committed to achieving Net Zero emissions by 2050. As this is our first formal Carbon Reduction Plan, our initial target is to reduce our total reportable emissions from 109.00 tCO₂e in 2025/26 to 92.65 tCO₂e by 2030/31. This represents a planned reduction of approximately 15% over five years.

Subject to operational demand, contract growth and the availability of reliable emissions data, we will seek to achieve further reductions as follows:

Year	Target Emissions	Reduction from Baseline
2025/26 Baseline	109.00 tCO ₂ e	Baseline
2026/27	105.75 tCO ₂ e	3%
2027/28	102.50 tCO ₂ e	6%
2028/29	99.20 tCO ₂ e	9%
2029/30	95.90 tCO ₂ e	12%
2030/31	92.65 tCO ₂ e	15%

This is a credible target for a care provider because staff travel is operationally necessary, but emissions can still be reduced through better rota planning, local recruitment, digital communication, paperless systems and lower-emission purchasing.

6. Completed Carbon Reduction Initiatives

Project	Scope	Detail
Digital care planning and monitoring	Scope 3	Goldsmith uses electronic care planning, care records and monitoring systems, reducing paper records and unnecessary office travel.
Reduced printing	Scope 3	Policies, forms, rotas, staff records and management communication are increasingly held and shared digitally.
Online meetings	Scope 3	Remote meetings are used where appropriate to reduce unnecessary travel by managers, office staff and external stakeholders.
Localised rota planning	Scope 3	Care calls are planned geographically where possible to reduce avoidable staff travel and support continuity of care.

Local recruitment	Scope 3	Goldsmith prioritises local recruitment to reduce staff travel distances and improve service resilience.
Recycling and waste control	Scope 3	Office waste is managed responsibly, with recycling encouraged and unnecessary single-use items reduced where safe alternatives exist.
Energy-conscious office practice	Scope 2	Staff are encouraged to switch off lights, computers and equipment when not in use and to use energy responsibly.

7. Future Carbon Reduction Initiatives

Project	Scope	Detail	Target Date
Annual carbon review and accuracy	Scope 1, 2 and 3	Review emissions annually and improve accuracy of data collection.	Annually
Paperless service delivery	Scope 3	Continue reducing printed documents through digital care records, electronic policies and online staff communication.	2026/27
Sustainable travel planning	Scope 3	Continue clustering rotas, reducing avoidable travel and supporting staff to use public transport where practical.	2026/27
Local supplier preference	Scope 3	Use local suppliers where quality, value and compliance requirements are met.	2026/27
Low-emission vehicle review	Scope 1	Consider hybrid or electric vehicles when any company vehicles are renewed.	At renewal
Staff awareness	Scope 3	Include environmental awareness in staff communications,	2026/27

		induction and team meetings.	
Energy efficiency review	Scope 2	Review lighting, heating, equipment use and office energy efficiency.	2026/27
Waste reduction	Scope 3	Reduce unnecessary single-use products and improve recycling arrangements.	Ongoing

8. Governance, Monitoring and Review

The Managing Director / nominated Director has overall responsibility for this Carbon Reduction Plan. Operational responsibility will be delegated to senior managers who oversee office management, procurement, quality assurance, workforce deployment and business systems.

Progress will be reviewed at least annually and will include:

- review of emissions data where available;
- review of energy, travel, waste and procurement practices;
- progress against carbon reduction initiatives;
- staff feedback and suggestions;
- updates required for tender submissions or commissioner reporting;
- approval of any revised targets.

This plan will be updated annually, or sooner where there is a significant change in Goldsmith Personnel Ltd's operations, premises, fleet, service model or reporting requirements.

9. Declaration and Sign Off

This Carbon Reduction Plan has been prepared in line with the principles of PPN 06/21 and associated guidance for Carbon Reduction Plans. Goldsmith Personnel Ltd recognises that this is its first formal baseline reporting year and will continue to improve the accuracy of its emissions reporting through annual review.

This Carbon Reduction Plan has been reviewed and approved by the senior management team of Goldsmith Personnel Ltd.

Signed by: *Norma Goldsmith*

Name: _____ Norma Goldsmith _____

Title: Managing Director

Date: _____ 22/01/26 _____