

## **CARBON REDUCTION PLAN (CRP)**

**Huldra Healthcare Ltd / Huldra Recruitment Ltd**

**Date: June 2026**

**Compliant with PPN 06/21 and the UK Government's Net Zero Strategy**

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### **1. Commitment to Achieving Net Zero**

Huldra Healthcare Ltd and Huldra Recruitment Ltd are fully committed to achieving **Net Zero greenhouse gas emissions by 2050**, in line with UK Government policy. We recognise our responsibility to reduce emissions across Scopes 1, 2 and 3 and to embed sustainability into all operational, procurement, and workforce practices. Our commitment extends to ensuring that our suppliers and partners also uphold high environmental standards.

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### **2. Baseline Emissions Footprint (2023/24)**

Our baseline year is **2023/24**, reflecting the first full year of structured emissions monitoring.

#### **Scope 1 – Direct Emissions**

These include fuel use from company vehicles and heating within our office environment.

**Estimated emissions: 5–8 tCO<sub>2</sub>e**

#### **Scope 2 – Indirect Energy Emissions**

These include electricity consumption within our shared office premises.

**Estimated emissions: 2–4 tCO<sub>2</sub>e**

#### **Scope 3 – Other Indirect Emissions**

These include staff mileage, procurement, waste, digital systems, and supply-chain activity.

**Estimated emissions: 25–40 tCO<sub>2</sub>e**

**Total Baseline Emissions: 32–52 tCO<sub>2</sub>e**

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### **3. Current Emissions (2025/26)**

Our emissions profile remains broadly consistent with the baseline year, reflecting stable fleet usage, office occupancy, and operational activity.

### Category Estimated CO<sub>2</sub>e (tonnes/year) Notes

**Scope 1** 5–8 tCO<sub>2</sub>e Company vehicles and heating

**Scope 2** 2–4 tCO<sub>2</sub>e Shared office electricity

**Scope 3** 25–40 tCO<sub>2</sub>e Staff travel and procurement

**Total: 32–52 tCO<sub>2</sub>e**

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## 4. Carbon Reduction Measures Implemented to Date

We have already taken several steps to reduce our environmental impact:

- Adoption of **digital care management systems** (OneTouch) to reduce paper usage
  - Route optimisation to reduce unnecessary staff mileage
  - Encouragement of hybrid and low-emission vehicles
  - Recycling of paper, plastics, and toner cartridges
  - Reduced office energy consumption through hybrid working
  - Use of cloud-based systems to reduce printing and storage requirements
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## 5. Planned Carbon Reduction Measures (2026–2030)

We will continue to reduce emissions through the following initiatives:

### Fleet and Travel

- Transition to **hybrid or electric vehicles** for company use
- Introduction of telematics to monitor fuel efficiency
- Incentives for staff to adopt low-emission vehicles

### Energy and Buildings

- Collaboration with Maylands Business Centre to explore renewable energy options
- Improved insulation and heating controls
- Gradual transition from gas to electric heating where feasible

### Digital Transformation

- Move towards **100% digital documentation**

- Reduce printed materials by **80% by 2028**

### **Procurement**

- Require suppliers to provide environmental compliance statements
- Prioritise suppliers with sustainable packaging and UK-based distribution

### **Waste Management**

- Introduce enhanced recycling stations
- Reduce general waste by **30% by 2028**

### **Staff Engagement**

- Annual sustainability training
  - Appointment of a **Green Champion**
  - Quarterly reporting on progress
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## **6. Carbon Reduction Targets**

### **Year Target**

**2028** 15% reduction in total emissions

**2035** 40% reduction

**2050** Net Zero

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## **7. Governance and Reporting**

Carbon reduction governance is overseen by the **Director**, who is responsible for monitoring progress, ensuring compliance with PPN 06/21, and reporting annually to the Senior Leadership Team. Emissions data will be reviewed quarterly and formally reported each April.

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## **8. Supplier Engagement**

We require all suppliers to demonstrate compliance with:

- The **Modern Slavery Act 2015**
- Environmental sustainability standards
- Carbon reduction commitments aligned with Net Zero 2050

Suppliers may be asked to provide their own Carbon Reduction Plans or environmental statements as part of our due-diligence process.

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## 9. Declaration

This Carbon Reduction Plan has been reviewed and approved by the senior leadership of Huldra Healthcare Ltd and Huldra Recruitment Ltd and is published in accordance with **PPN 06/21**.

**Signed:**

Director, Huldra Healthcare Ltd / Huldra Recruitment Ltd

**Date:** June 2026

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## 10. Policy Ownership, Review and Approval

This Carbon Reduction Plan is owned by the **Director**, who is responsible for ensuring that it remains accurate, compliant, and aligned with current legislation and government guidance. The Plan will be reviewed **annually**, or sooner if significant changes occur in legislation, procurement requirements, or operational activity.

**Next Review Date:** June 2027

**Reviewed By:** Director

**Approved By:** Senior Leadership Team

All updates will be version-controlled and communicated to staff, suppliers, and commissioning bodies as required.

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