



Last Minute Healthcare Carbon Reduction Plan

Executive Summary:

In alignment with the UK sustainability goals, Last Minute Healthcare is embarking on its inaugural Carbon Reduction Plan. **This plan establishes a baseline for emissions from January to December 2022, incorporating ISO 14001 standards, internal organisational changes, and a commitment to achieve Net Zero by 2040.** Our baseline emission footprint will serve as a starting point for mitigating our environmental impact while upholding our commitment to delivering quality healthcare staffing services.

1. Emission Baseline and Measurement:

1.1 Inventory Development:

- Establish a comprehensive baseline inventory of Scope 1, 2, and 3 emissions for the year 2022.
- Utilise averages in instances where emission data is unavailable to ensure a comprehensive and conservative estimate.

1.2 ISO 14001 Alignment:

- Conduct a thorough gap analysis to align internal policies and procedures with ISO 14001 standards.
- Implement necessary changes to integrate ISO 14001 requirements into our business processes.

2. Internal Organisational Changes:

2.1 Awareness Programs:

- Introduce internal awareness programs to educate employees on the importance of carbon reduction and sustainable practices.
- Encourage a culture of environmental responsibility through training sessions and communication channels.

2.2 Operational Efficiency:

- Identify areas of operational improvement to enhance energy efficiency and reduce resource consumption.
- Implement technology upgrades and best practices to minimise our environmental footprint.

3. Commitment to Net Zero 2040:

3.1 Interim Targets:

- Set interim targets leading up to the Net Zero commitment in 2040.
- Regularly evaluate progress and adjust strategies to meet interim milestones.

3.2 Stakeholder Communication:

- Communicate our commitment to Net Zero to stakeholders, including clients, suppliers, and healthcare professionals.
- Foster collaboration and encourage collective efforts in achieving sustainability goals.

4. Healthcare Staffing Operations:

4.1 Quality Governance:

- Continue rigorous quarterly audits, supplemented by external specialist auditors like Neuen Solutions during annual framework audits.
- Ensure that quality governance remains a cornerstone of our operations, contributing to the overall excellence of healthcare services.

4.2 Compliance Process:

- Maintain a robust compliance process for healthcare professionals, adhering to NHS standards and industry-leading recruitment agency expectations.
- Regularly update compliance protocols to align with evolving standards and best practices.

5. Framework Memberships:

5.1 NHS Improvement Approved Frameworks:

- Leverage our membership in major NHS Improvement approved frameworks, such as HealthTrust Europe (HTE), to align our operations with industry best practices.
- Participate actively in framework audits and implement recommendations to enhance sustainability.

5.2 Private Contracts:

- Align private contracts with sustainability goals, integrating environmental considerations into contractual agreements.
- Collaborate with private partners to ensure mutual commitment to sustainable practices.

Conclusion:

Last Minute Healthcare's Carbon Reduction Plan marks a pivotal step towards sustainable and responsible healthcare staffing operations. By setting a clear baseline, aligning with ISO 14001 standards, implementing internal changes, and committing to Net Zero by 2040, we aim to contribute to a greener future while maintaining our unwavering commitment to delivering high-quality healthcare services. This plan reflects our dedication to environmental stewardship and positions Last Minute Healthcare as a leader in sustainable healthcare staffing solutions.

Baseline Year: 2022	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Scope 1 – Direct Emissions tCO₂e
	Scope 1 Total 0.0000
<i>As a result of our business processes, we have determined that there are no emissions falling within Scope 1. However, we remain vigilant and transparent in our commitment to promptly report any changes that may arise in the future.</i>	
Scope 2	Scope 2 – Indirect Emissions tCO₂e
	Electricity (Head office & Branches) 6.2122
	Gas (Heating type) 0.2363
	Water 0.0000
	Scope 2 Total 6.4485
Scope 3 (Included Sources)	Scope 3 tCO₂e
	Waste Generated in Operations 4.2562
	Upstream transportation & distribution 0.0000
	Downstream transportation & distribution 0.0000
	Business Travel 0.0000
	Commuting (round trip to location) 355.3647
	Work From Home 0.0000
	Scope 3 Total 359.6209
Narratives	
Total Emissions	366.0693 tCO₂e

Current Emissions Reporting

Current Year: 2022	
Current year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Scope 1 – Direct Emissions tCO₂e
	Scope 1 Total 0.0000
<i>As a result of our business processes, we have determined that there are no emissions falling within Scope 1. However, we remain vigilant and transparent in our commitment to promptly report any changes that may arise in the future.</i>	
Scope 2	Scope 2 – Indirect Emissions tCO₂e
	Electricity (Head office & Branches) 6.2122
	Gas (Heating type) 0.2363
	Water 0.0000
	Scope 2 Total 6.4485
Scope 3 (Included Sources)	Scope 3 tCO₂e
	Waste Generated in Operations 4.2562
	Upstream transportation & distribution 0.0000
	Downstream transportation & distribution 0.0000
	Business Travel 0.0000
	Commuting (round trip to location) 355.3647
	Work From Home 0.0000
	Scope 3 Total 359.6209
Narratives	
Total Emissions	366.0693 tCO₂e
Reporting Year: 2022	

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

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

Signed on behalf of Last Minute Healthcare:



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Date: ...01/10/2023.....

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>