



Cucumber Recruitment

Carbon Reduction Plan

Introduction

Cucumber Recruitment acknowledges the urgent need to address climate change and reduce our carbon footprint while providing essential healthcare staffing solutions. The residential care sector faces staffing challenges, and our role as a recruitment partner in this industry necessitates a responsible approach to sustainability. We are committed to aligning our operations with ISO 14001 standards and reducing our environmental impact while continuing to serve our clients effectively.

Carbon Reduction Goals

In pursuit of our commitment to sustainability, Cucumber Recruitment sets the following carbon reduction goals:

1. **ISO 14001 Compliance:** Achieve full compliance with ISO 14001 standards, incorporating environmental management into our daily operations by the end of 2024.
2. **Carbon Neutrality by 2040:** Work towards achieving carbon neutrality across our operations by 2040, ensuring that we are taking full responsibility for our carbon emissions.
3. **20% Reduction in Energy Consumption by 2025:** Improve the energy efficiency of our office operations, including lighting, heating, and cooling, to reduce energy consumption by 20% compared to the 2022 baseline year.
4. **30% Reduction in Transportation Emissions by 2025:** Target a 30% reduction in transportation-related emissions by promoting alternative commuting methods and exploring more sustainable transportation options for our employees.
5. **Waste Reduction to Zero Waste to Landfill by 2025:** Implement a comprehensive waste reduction program to achieve zero waste to landfill by 2025, including responsible disposal of office equipment and materials.
6. **Supplier Sustainability:** Collaborate with suppliers who prioritize sustainable practices and reduce their carbon footprint, in alignment with ISO 14001 standards.

Carbon Reduction Strategies

Cucumber Recruitment will implement the following strategies to achieve our carbon reduction goals:

1. **Energy Efficiency:** Upgrade office facilities with energy-efficient lighting, heating, and cooling systems, and promote employee awareness of energy-saving practices.
2. **Transportation Optimization:** Encourage employees to use public transportation, carpool, and telecommute. Explore the integration of hybrid or electric vehicles into the company fleet.
3. **Zero Waste Program:** Implement a comprehensive waste reduction program, including recycling, digitization, and responsible disposal of equipment and materials.
4. **Supplier Engagement:** Collaborate with suppliers who prioritize sustainability, assess their carbon footprint, and select partners committed to reducing their environmental impact.
5. **Employee Training and Engagement:** Develop training programs and initiatives to engage employees in environmentally responsible practices, focusing on energy conservation and waste reduction.

Monitoring and Reporting

Cucumber Recruitment is committed to transparency and accountability. We will establish a system for continuous monitoring and reporting of our carbon emissions, progress towards reduction targets, and adherence to ISO 14001 standards. Regular assessments will allow us to make necessary adjustments to our strategies to ensure we meet our environmental goals.

Conclusion

Cucumber Recruitment is determined to serve the residential care sector with excellence while also fulfilling our commitment to sustainability. By aligning our operations with ISO 14001 standards and implementing these carbon reduction strategies, we aim to reduce our environmental impact and contribute to the global effort to combat climate change. We pledge to regularly review and update this plan to ensure we make meaningful progress in reducing our carbon emissions.

Cucumber Recruitment Baseline Footprint Benchmarking: Jan - Dec 2022

In our pursuit of achieving Net Zero emissions by 2040, Cucumber Recruitment has meticulously assessed our carbon footprint during the baseline year of January to December 2022. This comprehensive analysis aimed to provide a detailed understanding of the sources and magnitudes of our emissions, facilitating the establishment of targeted reduction strategies. The primary contributors to our carbon footprint during this period were identified across key operational areas:

1. Office Operations:

- *Energy Consumption:* Our office activities, including lighting, heating, and electronic equipment usage, contributed significantly to our carbon footprint. Energy consumption data was meticulously gathered to assess the impact of day-to-day operations on our emissions.
- *Waste Production:* Waste generated within our office spaces, encompassing both recyclable and non-recyclable materials, was quantified. This includes paper waste, electronic waste, and other consumables, contributing to our overall environmental impact.

2. Employee Commuting:

- *Transportation Emissions:* Commuting by employees using various modes of transportation, such as personal vehicles or public transportation, was a substantial contributor. Data on the commuting habits of our workforce was collected to understand the emissions associated with daily travel to and from the workplace.

3. Temporary Healthcare Professional Transportation:

- *Employee Travel:* Cucumber Recruitment's commitment to providing healthcare professionals to clients necessitates transportation. The emissions associated with travel for both our employees and the temporary healthcare professionals were assessed. This includes commuting to work locations and travel between different client sites.

By gathering detailed data on these sources of emissions, we have established a robust baseline that forms the foundation for our carbon reduction initiatives. This baseline year provides specific and quantifiable metrics for each aspect of our operations, allowing us to set realistic reduction targets and track our progress effectively.

Moving forward, Cucumber Recruitment is committed to utilizing this baseline data as a benchmark for continuous improvement. We will regularly revisit and update our reduction strategies based on the insights gained from this foundational year, ensuring that our journey toward Net Zero emissions remains grounded in accurate data and meaningful progress.

Commitment to Net Zero 2040

Cucumber Recruitment is dedicated to the ambitious goal of achieving Net Zero emissions by 2040, reflecting our commitment to environmental responsibility and sustainability. To lay the foundation for this endeavor, in the baseline year spanning January to December 2022, we conducted a comprehensive assessment of our carbon emissions.

This assessment revealed that our carbon footprint primarily originated from various sources within our operations. Our office activities, including energy consumption and waste production, constituted significant contributors. Additionally, the transportation sector played a crucial role, encompassing both employee commuting and the transportation of temporary healthcare professionals to our clients.

The data collected during this baseline year serves as a crucial benchmark, providing us with valuable insights into the specific areas where emissions are most prominent. This comprehensive understanding enables us to establish a starting point for our carbon reduction initiatives. By dissecting the sources of emissions, we can strategically develop targeted initiatives to address each aspect of our operations, promoting efficiency and sustainability.

Moreover, this baseline data will be instrumental in tracking our progress over the coming years. It forms the basis for establishing realistic and achievable reduction targets, allowing us to gauge the effectiveness of our initiatives and make informed adjustments as necessary. Cucumber Recruitment is committed to transparency and accountability throughout this journey, and the data collected in the baseline year will be a critical reference point in our ongoing efforts to achieve Net Zero emissions by 2040.

Baseline Year: 2022																	
EMISSIONS	TOTAL (tCO ₂ e)																
Scope 1	<table border="1"> <tr> <td>Scope 1 – Direct Emissions</td> <td>tCO₂e</td> </tr> <tr> <td>Scope 1 Total</td> <td>0.0000</td> </tr> </table> <p><i>Our business processes and activities currently do not generate emissions within this scope. Nevertheless, we will continuously monitor and regulate these processes, promptly reporting any emissions that may arise.</i></p>	Scope 1 – Direct Emissions	tCO ₂ e	Scope 1 Total	0.0000												
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Scope 2	<table border="1"> <tr> <td>Scope 2 – Indirect Emissions</td> <td>tCO₂e</td> </tr> <tr> <td>Electricity (Head office & Branches)</td> <td>10.3537</td> </tr> <tr> <td>Gas (Heating type)</td> <td>0.4253</td> </tr> <tr> <td>Water</td> <td>0.0000</td> </tr> <tr> <td>Scope 2 Total</td> <td>10.7790</td> </tr> </table>	Scope 2 – Indirect Emissions	tCO ₂ e	Electricity (Head office & Branches)	10.3537	Gas (Heating type)	0.4253	Water	0.0000	Scope 2 Total	10.7790						
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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>Our business processes and activities currently do not generate emissions within this scope. Nevertheless, we will continuously monitor and regulate these processes, promptly reporting any emissions that may arise.</i>
Scope 2	Scope 2 – Indirect Emissions tCO₂e
	Electricity (Head office & Branches) 10.3537
	Gas (Heating type) 0.4253
	Water 0.0000
	Scope 2 Total 10.7790
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) 301.9911
	Work From Home 4.2724
	Scope 3 Total 310.5197
Total Emissions	310.1393 tCO₂e
Reporting Year: 2022	

Carbon Reduction Initiatives and Projects - 2023 and Beyond:

1. **Energy Efficiency and Office Upgrades:**
 - **Project:** Upgrade office facilities with energy-efficient lighting, heating, and cooling systems.
 - **Initiative:** Install motion sensors and programmable thermostats to optimize energy consumption.
2. **Employee Commuting and Transportation:**
 - **Project:** Promote alternative commuting methods.
 - **Initiative:** Encourage employees to use public transportation, carpool, and telecommute. Explore the integration of hybrid or electric vehicles into the company fleet.
3. **Waste Reduction and Responsible Disposal:**
 - **Project:** Implement a comprehensive waste reduction program.
 - **Initiative:** Establish clear recycling guidelines, digitize documents to reduce paper usage, and ensure responsible disposal of office equipment and materials.
4. **Supplier Sustainability Collaboration:**
 - **Project:** Collaborate with suppliers who prioritize sustainability.
 - **Initiative:** Assess supplier carbon footprints and select partners committed to reducing their environmental impact.
5. **Employee Training and Engagement:**
 - **Project:** Develop training programs and initiatives.
 - **Initiative:** Educate employees on energy conservation and waste reduction, engaging them in environmentally responsible practices.
6. **ISO 14001 Compliance:**
 - **Project:** Achieve full compliance with ISO 14001 standards by the end of 2024.
 - **Initiative:** Implement environmental management practices into our daily operations, including regular environmental audits and performance assessments.
7. **Carbon Neutrality by 2030:**
 - **Project:** Work towards achieving carbon neutrality across our operations.
 - **Initiative:** Offset remaining emissions through renewable energy purchases and carbon offset programs, as necessary.
8. **Regular Monitoring and Reporting:**
 - **Project:** Establish a system for continuous monitoring and reporting.
 - **Initiative:** Regularly assess our carbon emissions, progress towards reduction targets, and adherence to ISO 14001 standards. Provide transparency and accountability to stakeholders.

Cucumber Recruitment is committed to implementing these initiatives and projects to reduce our carbon footprint, aligning with international standards and contributing to a more sustainable future while serving the needs of the residential care sector effectively.

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 Cucumber Recruitment:

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Date:

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>