



Primus Nursing

Carbon Reduction Plan: 2022 - 2040

Baseline Year: Jan – Dec 2022

Introduction: Primus Nursing, with over 20 years of experience serving the largest healthcare providers in the UK, is dedicated to environmental responsibility. This Carbon Reduction Plan outlines our strategy, using January to December 2022 as the baseline year, to attain net-zero carbon emissions by 2040. The plan aligns with ISO 14001 standards, ensuring our policies reflect environmentally conscious practices.

Baseline Emission Footprint (2022):

1. Evaluate energy consumption, transportation, and office operations from January to December 2022.
2. Calculate baseline emissions, incorporating averages to benchmark the initiation of our carbon reduction journey.

Carbon Reduction Targets:

1. Short-Term (2023-2025):

- Decrease energy consumption by 15% through the adoption of energy-efficient measures.
- Implement sustainable commuting practices to reduce transportation-related emissions.
- Initiate waste reduction programs, aiming for a 20% decrease in office waste.

2. Mid-Term (2026-2030):

- Increase the utilisation of renewable energy sources, targeting 30% of total consumption.
- Upgrade office facilities for heightened energy efficiency.
- Promote employee engagement in carbon reduction efforts.
- Foster collaborations with suppliers committed to sustainable practices.

3. Long-Term (2031-2040):

- Achieve carbon neutrality in both office operations and the supply chain.
- Invest in carbon offset projects and nature-based solutions.
- Strive for a 50% reduction in total energy consumption.
- Advocate sustainability among employees, suppliers, and clients.

ISO 14001 Alignment:

1. Integrate ISO 14001 environmental management principles into daily operations.
2. Align policies with ISO 14001 standards to ensure consistent adherence to eco-friendly practices.
3. Regularly audit and review processes to maintain ISO 14001 compliance.

Policies Alignment:

1. Energy Management:

- Implement energy-efficient technologies and practices.
- Conduct regular energy audits to identify and address inefficiencies.
- Foster a culture of energy conservation among employees.

2. Transportation:

- Encourage sustainable commuting options.
- Explore low-emission or electric vehicles for company use.
- Monitor and reduce travel-related emissions through efficient planning.

3. Waste Management:

- Introduce comprehensive recycling programs.
- Minimize the use of single-use plastics.
- Educate and engage employees in responsible waste management.

4. Supply Chain:

- Prioritize suppliers with robust sustainability practices.
- Integrate sustainability criteria into supplier selection processes.
- Collaborate with partners committed to carbon reduction.

Monitoring and Reporting:

1. Regularly track and report progress toward carbon reduction goals.
2. Conduct annual sustainability reports aligned with ISO standards.
3. Foster transparency by sharing achievements and challenges with stakeholders.

Employee Engagement:

1. Promote environmental awareness among employees.
2. Establish an employee-led Green Team to drive sustainability initiatives.
3. Provide training on carbon reduction strategies to enhance employee involvement.

Conclusion: Primus Nursing is committed to a sustainable future, aligning with ISO standards, and continually improving our carbon reduction efforts. By 2040, our aim is to achieve net-zero carbon emissions, contributing to a healthier environment and a more sustainable healthcare industry.

Primus Nursing proudly declares an unwavering commitment to achieving net-zero carbon emissions by 2040. Our dedication extends beyond the healthcare services we provide, embodying a responsibility to minimize our environmental impact. This commitment will guide our strategic decisions, shaping every aspect of our operations, from energy consumption and transportation practices to supply chain management. By aligning with ISO 14001 standards, we aim not only to meet regulatory expectations but to set a benchmark for environmentally conscious business practices in the healthcare sector. As we navigate the path towards net-zero, Primus Nursing embraces transparency, regularly assessing and reporting our progress to stakeholders. Our pledge to net zero underscores our commitment to a sustainable future, one that prioritizes both the well-being of our communities and the health of our planet.

Baseline Year: 2022	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	Scope 1 – Direct Emissions tCO₂e
	Stationary Combustion (Boiler, Generator) 0.0000
	Mobile Combustion (Company Fleet) 0.0000
	Process Emissions (On-Site Manufacturing) 0.0000
	Fugitive Emissions (F-Gasses) 0.0000
	Scope 1 Total 0.0000
<i>No emissions have been identified within this scope owing to the nature of our business processes and activities.</i>	
Scope 2	Scope 2 – Indirect Emissions tCO₂e
	Electricity (Head office & Branches) 3.1061
	Gas (Heating type) 0.0945
	Water 0.0000
	Scope 2 Total 3.2006
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) 66.1144
	Work From Home 0.3418
	Scope 3 Total 70.7123
Commuting constitutes the primary contributor within this scope, and continuous efforts are underway to optimize, oversee, and regulate emissions within this category.	
Total Emissions	73.9130 tCO₂e

Current Emissions Reporting

Current Year: 2022		
Current year emissions:		
EMISSIONS	TOTAL (tCO₂e)	
Scope 1	Scope 1 – Direct Emissions tCO₂e	
	Stationary Combustion (Boiler, Generator) 0.0000	
	Mobile Combustion (Company Fleet) 0.0000	
	Process Emissions (On-Site Manufacturing) 0.0000	
	Fugitive Emissions (F-Gasses) 0.0000	
	Scope 1 Total	0.0000
	<i>No emissions have been identified within this scope owing to the nature of our business processes and activities.</i>	
Scope 2	Scope 2 – Indirect Emissions tCO₂e	
	Electricity (Head office & Branches) 3.1061	
	Gas (Heating type) 0.0945	
	Water 0.0000	
	Scope 2 Total	3.2006
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) 66.1144	
	Work From Home 0.3418	
	Scope 3 Total	70.7123
<i>Commuting constitutes the primary contributor within this scope, and continuous efforts are underway to optimize, oversee, and regulate emissions within this category.</i>		
Total Emissions	73.9130 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 Primus Nursing:



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Date: 21-11-23

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>