



Cabinet Office

HCRG ALTRIX LIMITED

CARBON REDUCTION PLAN

Introduction to HCRG Altrix Limited (previously known as Altrix Technology Limited) Carbon Reduction Plan for 2023

Republished 10 March 2025 following legal entity change.

In the fast-paced landscape of modern business, HCRG Altrix Limited (Altrix) stands as a pioneer in the UK's app-based workforce management sector. Our cutting-edge, self-booking application is tailored to optimize the efficiency and cost-effectiveness of healthcare professional recruitment. By connecting healthcare professionals with organizations seamlessly, we are dedicated to reducing the need for costly agency staff, ensuring that the UK's healthcare sector operates at its best.

In line with our commitment to excellence, we recognize the pressing need to address the challenges of climate change and global environmental sustainability. As responsible corporate citizens, we understand that our operations have an environmental impact, particularly with regard to carbon emissions. Through a combination of eco-conscious operational practices, technological advancements, and the cultivation of a culture of environmental awareness, Altrix aims to set an example for sustainability within our industry.

We believe that by actively reducing our carbon emissions, we can contribute to a healthier planet while continuing to provide top-quality workforce management services. Our Carbon Reduction Plan serves as our roadmap towards a more sustainable future, demonstrating our dedication to both the well-being of our clients and the well-being of our planet.

Our baseline year is 2022 and the baseline emissions are the reference point against which emissions reduction can be measured. We have now completed the 2023 emissions reporting and confirm we are on target to achieving Net Zero by 2040.

Altrix Commitments

Publication date: **4 December 2024**

Commitment to achieving Net Zero

HCRG Altrix Limited is committed to achieving Net Zero emissions by **2040**.

Baseline Emissions Footprint - 2022

In the construction of this baseline emission footprint for Altrix, we have conscientiously utilized averages in certain instances, particularly in Scope 2 (indirect emissions from purchased electricity) and Scope 3 (indirect emissions from sources other than Scope 2). These approximations stem from the inherent data limitations encountered when embarking on our emissions assessment journey. While we based our estimations on industry benchmarks and available information, it's crucial to recognize that these figures are general approximations, and Altrix's actual emissions may vary. In moving forward, we are committed to improving our data collection methodologies and obtaining more precise measurements to refine our carbon footprint and develop targeted strategies for carbon reduction.

Baseline Year: 2022	
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>After a thorough examination of our business processes and activities, we can confidently state that no emissions areas have been identified within Scope 1.</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 8.5124
	Upstream transportation & distribution 0.0000
	Downstream transportation & distribution 0.0000
	Business Travel 0.0000
	Commuting (round trip to location) 573.3354
	Work From Home 0.0000
	Scope 3 Total 581.8478
<i>After a thorough examination of our business processes and activities, we can confidently state that no emissions areas have been identified within</i>	

	<i>the categories “Upstream transportation & distribution”, “Downstream transportation & distribution” and “Business Travel”.</i>
Total Emissions	592.6268 tCO₂e

Current Emissions Reporting - 2023

Current Year: 2023	
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>After a thorough examination of our business processes and activities, we can confidently state that no emissions areas have been identified within Scope 1.</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 8.5124
	Upstream transportation & distribution 0.0000
	Downstream transportation & distribution 0.0000
	Business Travel 0.6435
	Commuting (round trip to location) 516.5184
	Work From Home 17.0895
	Scope 3 Total 542.7638
<i>After a thorough examination of our business processes and activities, we can confidently state that no emissions areas have been identified within</i>	

	<i>the categories “Upstream transportation & distribution”, “Downstream transportation & distribution” and “Business Travel”.</i>
Total Emissions	553.428 tCO₂e
Reporting Year: 2023	

Carbon Reduction Progress

Scope	Baseline Year – Jan – Dec 2022 Total (tCO ₂ e)	Current Year – Jan – Dec 2023 Total (tCO ₂ e)
Scope 1	0.0000	0.0000
Scope 2	10.779	10.779
Scope 3	581.8478	542.7638
Total Emissions	592.6268	553.5428

Carbon Reduction Initiatives

The following initiatives outline the carbon reduction measures and projects completed since the 2022 baseline:

- In 2023, we reduced the managed service spaces occupied at MindSpace, Appold Street, London
- Implemented a hybrid working policy, reducing employee commuting
- Promoted sustainable travel within our organization.
- Encourage our staff to play their part in reducing our carbon footprint by adopting energy-efficient practices. This includes switching off electrical equipment and lights when not in use, as well as closing windows and external doors during heating periods to conserve energy.
- Adherence to recycling policies within our serviced office environments, ensuring that we reduce waste and make the most of available recycling facilities.
- Reduced paper usage through limited printing and conscientious handling of wastepaper.

Future initiatives include the following:

1. ISO 14001 Certification

Altrix will seek ISO 14001 certification to establish a formal environmental management system (EMS) designed to drive proactive, systematic environmental improvements across the organization. This certification will provide a structured framework for identifying, managing, and reducing our carbon emissions. By adhering to ISO 14001 standards, Altrix aims to foster a culture of environmental responsibility throughout the company.

2. PAS 2060 Carbon Neutrality

In alignment with PAS 2060, Altrix will make a concerted effort to achieve carbon neutrality by transparently measuring and offsetting our carbon emissions. The process involves quantifying our carbon footprint in a detailed and accurate manner, minimizing emissions through various strategies, and offsetting any residual emissions through verified carbon offset projects.

3. Data Accuracy and Transparency

Recognizing the paramount importance of data accuracy, Altrix will establish rigorous data collection and measurement protocols. This focus on data integrity will ensure that our baseline emission footprint becomes increasingly precise, enabling us to set more ambitious, achievable targets for emissions reduction. Altrix is committed to sharing its progress transparently with stakeholders, clients, and the public, further reinforcing our dedication to sustainability.

4. Year-on-Year Progress

As part of our ongoing carbon reduction strategy, Altrix will set annual carbon reduction targets and report progress year on year. By continually assessing our performance and adjusting strategies, we aim to achieve significant reductions in our carbon emissions. Our data-driven approach will allow us to track progress more effectively and ensure that each year sees a decrease in our environmental impact.

By adhering to recognized environmental management practices and setting ambitious yet achievable goals, Altrix is determined to achieve environmental sustainability within the workforce management industry, all while demonstrating consistent year-on-year progress.

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).

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>

Signed on behalf of HCRG Altrix Limited:



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Megan Grant

Managing Director, HCRG Altrix Limited

Date: 4/12/2024

Updated with new legal entity name – 10 March 2025