

CARBON REDUCTION PLAN – HCRG Soleus Ltd

Supplier name: HCRG Soleus Ltd (previously known as Soleus People Ltd)

Publication date: 31-08-24

Republished 10 March 2025 following legal entity change

Commitment to achieving Net Zero

HCRG Soleus is committed to achieving Net Zero emissions by 2040

Introduction

As responsible corporate citizens, we understand that our operations have an environmental impact, particularly with regard to carbon emissions. With this understanding in mind, we have undertaken the task of crafting a comprehensive Carbon Reduction Plan for the year 2023-2024. This plan embodies our unwavering commitment to minimizing our carbon footprint while simultaneously enhancing our service delivery and corporate responsibility.

In this document, we will outline our initial steps and strategies for reducing our carbon emissions in 2024-2025. Through a combination of eco-conscious operational practices, technological advancements, and the cultivation of a culture of environmental awareness, HCRG Soleus aims to set an example for sustainability within our industry.

Baseline Emissions Footprint

In the construction of this baseline emission footprint for HCRG Soleus Ltd, we have conscientiously utilised 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've based our estimations on industry benchmarks and available information, it's crucial to recognise that these figures are general approximations, and our 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. This baseline serves as a starting point, emphasising our dedication to transparency and our goal of working towards a more sustainable future.

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2023-2024	
Additional Details relating to the Baseline Emissions calculations.	
Historic baseline, no prior scope 3 emissions reporting.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1 Direct Emissions	0.0 <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 Indirect Emissions	10.779
Scope 3 (Included Sources)	259.323 <i>After a thorough examination of our business processes and activities, we can confidently state that no emissions areas have been identified within the categories "Upstream transportation & distribution", "Downstream transportation & distribution" and "Business Travel".</i>
Total Emissions	270.102

Current Emissions Reporting

Reporting Year: 2023-2024 (Baseline year)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0.0 <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	10.779
Scope 3 (Included Sources)	259.323 <i>After a thorough examination of our business processes and activities, we can confidently state that no emissions areas have been identified within the categories "Upstream transportation & distribution", "Downstream transportation & distribution" and "Business Travel".</i>
Total Emissions	270.102

Our Commitments:

Emissions reduction targets

As part of our ongoing carbon reduction strategy, HCRG Soleus 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.

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. We project that carbon emissions will decrease over the next five years to 216tCO₂e by 2029. This is a reduction of 10%

Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2023/24 baseline was calculated.

- We 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.

- We are fostering modern working practices, e.g. remote and hybrid work options, which not only enhance work-life balance but also reduce the need for extensive commuting, thereby minimising our collective impact on the environment.
- We promote cycle to work/car sharing schemes and support the use of public transport and cycling, providing greener alternatives for our employees and contributing to a more sustainable future. By combining these efforts, we are taking meaningful steps to combat climate change and create an eco-friendlier workplace.
- Implementation of recycling policies within our serviced office environment, ensuring that we reduce waste and make the most of available recycling facilities.
- Moved towards a paperless environment and reduce paper usage through limited printing and conscientious handling of wastepaper.

By incorporating these measures into our daily routines, we aim to contribute to a greener and more environmentally conscious workplace, aligning with our commitment to a sustainable future

In the future we hope to implement further measures such as:

- Moving to full Cloud services to reduce energy consumption with less equipment on premises
- Having recently moved to new offices in June 2024, which we selected with carbon reduction in mind for example the building insulation and heating
- Further promote cycle to work and car sharing schemes
- Review our Environmental Policy and ensure it forms part of our company induction for all staff. Improved/more regular internal communications around carbon reduction
- We are aiming for future formal certification(s) in respect of positive carbon reduction Activities e.g. ISO 14001

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.

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

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

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

Signed on behalf of HCRG Soleus Limited:

A handwritten signature in black ink, appearing to read 'Megan Grant', with a long horizontal stroke extending to the right.

Megan Grant

Managing Director, Altrix Group incorporating HCRG Soleus Limited

Date: 31-08-24

Updated with new legal entity name – 10 March 2025