

EVERGOOD ASSOCIATES LIMITED

2023 Carbon Reduction Plan

Achieving Net Zero by 2050



EVERGOOD
ASSOCIATES

Working for you

COMMITMENT TO ACHIEVING NET ZERO

Evergood Associates Limited (company number 04856609) is a leading health and social care recruitment specialist with over 20 years of experience in the public and private sectors. We operate nationally, across several NHS frameworks, including Crown Commercial Services (CCS) and Healthcare Trust Europe (HTE) to secure better value for our clients and excellent opportunities for our candidates. Our aim is to improve the lives of our candidates, clients and the wider community directly through the recruitment placements we make as well as our overarching social value principals. Consequently we understand the importance of making a positive impact, including on the environment.

Evergood Associates Limited is committed to achieving Net Zero emissions by 2050 across scope 1, 2 and 3.

BASELINE EMISSIONS FOOTPRINT

Baseline Year: 2023 (01/10/22 – 30/09/23)

The Carbon Reduction Plan has been completed in compliance with PPN 06/21. Our Carbon Emissions in 2023 were measured in line with the GHG Protocol and include the greenhouse gases stated in the Kyoto Protocol.

Baseline year emissions: 2023		
EMMISSIONS	TOTAL (tCO ₂ e)	
Scope 1	0.00	
Scope 2	1615.23	
Scope 3	Business travel	6.90
	Employee commuting and homeworking	35.87
	Upstream transportation and distribution	0.00
	Downstream transportation and distribution	0.00
	Waste generated in operations	0.00
Total Emissions	1658.00	

CURRENT EMISSIONS REPORTING

Reporting Year: 2023 (01/10/22 – 30/09/23)

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REPORTING PERIOD

Evergood Associates Limited will publish a Carbon Reduction Plan on a yearly basis detailing emissions released from UK operations from 1 October to 30 September, in line with our financial reporting year.

BASELINE YEAR AND CURRENT REPORTING YEAR

2023 was the first year that Evergood Associates Limited has measured its CO₂e emissions therefore the report for the Baseline Year and the Current Reporting Year contain identical figures.

Scope 1

Scope 1 is reported as 0.00 tCO₂e in 2023 as Evergood Associates Limited does not have a boiler, on-site manufacturing, a fleet of vehicles or f-gases to report on.

Scope 2

Within Scope 2 we have measured the emissions released from working from home and the consumption of purchased electricity in the office. Some staff members utilise the company's Hybrid Working Policy, working from home at least 2 days a week, therefore heating, lighting and computer consumption have all been taken into account to calculate emissions released due to working from home.

Scope 3

BUSINESS TRAVEL

The emissions resulting from business travel, have been calculated. This includes travel by rail, bus, rental cars, flights and employee-owned vehicles for business purposes, excluding the commute to and from work.

EMPLOYEE COMMUTING AND HOMEWORKING

The Employee Commuting and Homeworking subset in Scope 3 is reported as 35.87 tCO₂e in 2023.

UPSTREAM TRANSPORTATION AND DISTRIBUTION

We have not measured the emissions for this category as it is irrelevant or material to our carbon footprint given the nature of our business or due to lack of direct control on data collection.

DOWNSTREAM TRANSPORTATION AND DISTRIBUTION

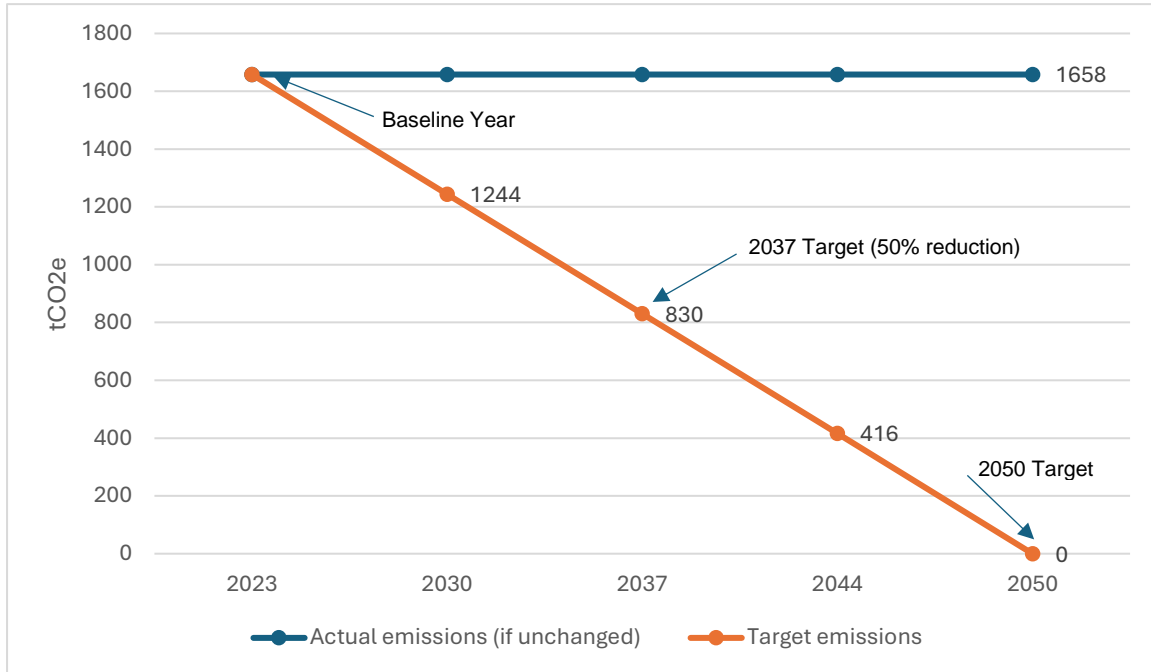
We have not measured the emissions for this category as it is irrelevant or material to our carbon footprint given the nature of our business or due to lack of direct control on data collection.

WASTE GENERATED IN OPERATIONS

As of the reporting date Evergood Associates Limited does not have a waste removal provider therefore the company does not currently have specific data regarding CO₂e emissions related to waste disposal at its operating site.

THE EMISSION REDUCTION TARGET

We have adopted the following carbon reduction targets in order to progress our ambition to achieving Net Zero by 2050:



CARBON REDUCTION PROJECTS

COMPLETED CARBON REDUCTION INITIATIVES

The following environmental management measures and projects have been completed or implemented since the 2023 baseline:

- Microsoft Teams and Zoom meetings have been encouraged to continue to minimise the need for work-related travel and therefore emissions.
- Where work-related travel is unavoidable we encourage staff to use a car-sharing scheme.
- A Hybrid Working Policy has been implemented to allow staff to apply to work from home, where it's appropriate to do so, and reduce emissions from commute-related journeys.
- We have introduced a Company Vehicle scheme where all qualifying staff have the opportunity to lease a fully electric vehicle through a tax-efficient salary sacrifice scheme.
- We have incorporated the most efficient and effective equipment as regards to lighting and heating the office spaces to reduce electricity consumption.
- We have implemented a system whereby lights are turned off outside of office hours.
- We have installed a hot water urn to prevent multiple inefficient boils of the kettle used by staff.
- Employees are encouraged to walk to obtain their lunch rather than using their vehicles.
- We will source a green electricity tariff at the commencement of our new contract with the supplier.

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 factors² for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR (Streamlined Energy and Carbon Reporting) 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.

Signed on behalf of Evergood Associates Limited:

A handwritten signature in black ink, appearing to read 'Carrie Williams', with a long horizontal flourish extending to the right.

**Name and Job Title: Carrie Williams, Principal Advisor and Group General Counsel
Date: 10 June 2024**

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>