



**For the period  
1<sup>st</sup> Apr 2024 - 31<sup>st</sup> Mar 2025**

**Publication Date:  
11th August 2025**

## 1. Introduction

**Evercare Recruitment Limited – Company Number (12545641)**

**Website:** [www.evercarerecruitment.co.uk](http://www.evercarerecruitment.co.uk)

**About Evercare Recruitment Limited** Evercare Recruitment is a dedicated and experienced healthcare agency based in the North-West of England. Our mission is to deliver high-quality, reliable, and affordable healthcare services to meet the diverse needs of our clients. We specialise in providing skilled professionals to a wide range of healthcare establishments.

Our comprehensive services include the provision of:

- Healthcare Support Workers
- Senior Healthcare Support Workers
- RGN and RMN Nurses
- Health and Social Care Professionals

We are committed to empowering the healthcare sector by ensuring our partners have access to the best talent, all while upholding the highest standards of care.

**Our Commitment to Quality and Service.** At Evercare Recruitment, we take pride in our unique approach to staffing, with a steadfast focus on delivering measurable results and fostering long-term partnerships for our clients. Our dedication to excellence is underpinned by a meticulous process of candidate selection and ongoing support, ensuring we consistently provide solutions that meet both customer and regulatory requirements.

We offer:

- **Ongoing Support:** We provide a comprehensive and practical experience for all our staff. Our support includes both face-to-face and online training, ensuring all team members are equipped with the latest knowledge and tools. Our staff also benefit from a mobile app that helps them manage their work-life balance effectively.
- **Comprehensive Expertise:** All our recruits receive regular, top-tier training, regardless of their prior experience. This keeps them fully up-to-date with the latest care standards, regulations, and best practices, enabling us to provide cutting-edge solutions for the healthcare industry.
- **Valued Partnership:** We believe our clients' commitment to exceptional care is their greatest asset. We demonstrate our appreciation by fostering strong, collaborative partnerships that offer tailored staffing solutions, directly contributing to their business goals while ensuring seamless continuity of care.
- **Precise Planning:** Our meticulous process guarantees that we only provide data-driven and actionable staffing plans that meet our rigorous standards for delivering high-quality and impactful healthcare services.

**Our Operations** Evercare Recruitment is headquartered in the North-West of England and is dedicated to achieving the highest standards in healthcare provision. We are committed to the continuous professional development of our staff and the implementation of innovative,

low-carbon strategies across our operations where possible. By aligning our practices with both regulatory requirements and the expectations of our stakeholders, we not only lead by example but also strengthen our position as a trusted partner in the journey towards a more sustainable and caring UK.

## 2. GHG Inventory Reporting

### Geographical Boundaries

This Carbon Reduction Plan covers the following sites within Evercare Recruitment Ltd's operational control:

Site	Estate Size (sqft)	% of Total Estate Size	Description & Type of Control (operational / financial)	Tenure	Included in this Report
St. John's House, St. Johns Place, Preston, PR1 3XX		100%	Main Head Office	Rented	Yes
<b>Total Applicable Estate Size</b>		<b>100%</b>			
Total Estate Size (including out of scope)	sqft	100%			
Number of Sites	1		Operational & Financial control		

## 3. Scope of Works

### Our Commitment to Sustainability and Responsible Practices

At Evercare Recruitment Limited, we are deeply committed to operating in an environmentally conscious and sustainable manner. This comprehensive plan outlines our dedication to responsible practices and continuous improvement, serving as the foundation for our environmental strategy as a leading healthcare recruitment agency.

## Our Environmental Strategy and Goals

To ensure a precise reflection of our environmental impact, we have established a baseline reporting period for our environmental data, running from **1st April 2024 to 31st March 2025**. This timeframe allows us to capture a comprehensive and realistic starting point for tracking our environmental performance as our organisation develops and grows.

We are committed to achieving **Net Zero emissions by 2050**. This ambitious target is underpinned by thoroughly collated data, providing a robust and achievable pathway. We will pursue this Net Zero goal using the **Science Based Targets initiative (SBTi)** calculation methodology, ensuring our objectives align with the latest climate science and contribute to limiting global warming to well below 2°C, with an ambition to achieve 1.5°C.

We are actively developing a comprehensive **Carbon Reduction Plan** in strict adherence to the **PPN006/25 guidelines**. This plan incorporates mandatory reporting requirements, ensuring full transparency and accountability for our carbon reduction efforts in line with government and regulatory expectations.

Significant efforts are underway to streamline our data collection for emissions reporting, including utilising a specially developed tool to enhance the accuracy of this data. This is crucial for mandatory emissions reporting across **Scope 1** (direct emissions), **Scope 2** (indirect emissions from purchased energy), and **Scope 3** (all other indirect emissions). We have a specific emphasis on mandatory reporting for all relevant categories under Scope 3, ensuring a thorough and complete picture of our carbon footprint.

Our commitment extends beyond mandatory emissions reporting to include other areas that contribute to more accurate and comprehensive internal reporting. This encompasses adherence to **Streamlined Energy and Carbon Reporting (SECR)** requirements and broader **Environmental, Social, and Governance (ESG)** reporting. This integrated approach ensures all relevant environmental metrics are captured and reported internally, providing a holistic understanding of our organisation's sustainability performance.

## Our Approach to Emissions Measurement

All collected environmental data undergoes rigorous calculations and conversion into emissions figures using established methodologies. Our primary resources for these calculations are:

- **GHG Protocol Corporate Standard:** This foundational framework ensures consistent and globally recognised methods for accounting and reporting greenhouse gas emissions.
- **Government Conversion Factors for Company Reporting:** These official factors are used to convert activity data (e.g., kWh of electricity) into carbon dioxide equivalent emissions.
- **GHG Protocol Scope 3 Standard:** This specific standard provides guidance on categorising and calculating emissions from the value chain, ensuring comprehensive Scope 3 reporting.

For any of our operational sites where specific energy consumption data might not be readily available due to all-inclusive rental agreements, we will utilise averages for reporting purposes. This practical approach ensures accurate and feasible reporting across all our facilities.

This plan demonstrates Evercare Recruitment's dedication to not only providing high-quality healthcare staffing solutions but also to being a responsible and sustainable organisation.

## 4. Descriptive Information

Inventory Details	Scope of Reporting
Company name	Evercare Recruitment Ltd
Description of the company	HealthCare Agency, providing quality health care services
Chosen consolidation approach (equity share, operational control or financial control)	Operational & Financial control
Description of the businesses and operations included in the company's organisational boundary	Preston
Reporting period covered	1st Apr 2024 to 31st Mar 2025
List of Scope 3 activities included in the report	Water/Wastewater, Business travel, Employee Commute, Air travel, Homeworking, Hotel Stay
List of Scope 1, Scope 2, and Scope 3 activities excluded from the report with justification for their exclusion	Scope 3 – Upstream & Downstream T&D as these do not fall in our current activities.
The year chosen as base year and rationale for choosing the base year	1st Apr 2024 to 31st Mar 2025 reporting period.
Once a base year has been established, the chosen base year emissions recalculation policy. If base year emissions have been recalculated, the context for any significant emissions changes that triggered the recalculation.	Emission reporting began on 1st Apr 2024 to 31st Mar 2025.

## 5. Description of Methodologies and Data Used

Scope	Methodologies used to calculate or measure emissions, providing a reference or link to any calculation tools used
Scope 1	N/A (Not Applicable) due to restrictive activities of our business model.
Scope 2	For offices estimated usage <a href="#">UK business energy statistics 2025 - Uswitch</a>

Scope and category	Description of the types and sources of data used to calculate emissions	Description of the data quality of reported emissions	Description of the methodologies, allocation methods, and assumptions used to calculate emissions
Upstream Scope 3 emissions			
Category 1: Purchased goods and services	N/A	N/A	N/A
Category 2: Capital goods	N/A	N/A	N/A
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2) Water & Wastewater	Rented Premises	Estimated monthly usage from <a href="#">UK business energy statistics 2025 - Uswitch</a>	m <sup>3</sup>
Category 4: Upstream transportation and distribution	N/A	N/A	N/A
Category 5: Waste generated in operations	Rented premises	Average from Cambridge study	Assumption that collected container weight (1100 litres) is 87.8kg (from Cambridge study)
Category 6: Business travel	Appointments	Journey refunds	Refund slips
Category 7: Employee commuting	Attendance	Journey records	In miles from various modes of commute
Category 8: Upstream leased assets	N/A	N/A	N/A

## 6. GHG Emissions Data

Baseline year 1<sup>st</sup> April 2024 – 31<sup>st</sup> March 2025

Scopes and categories	Tons CO <sub>2</sub> e
<b>Scope 1:</b> Direct emissions from owned/controlled operations	0.00
<b>Scope 2:</b> Indirect emissions from the use of purchased electricity, steam, heating, and cooling (All locations)	1.428
<b>Scope 3 Emissions Categories Breakdown</b>	
Category 1: Purchased goods and services	0.00
Category 2: Capital goods	0.00
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2) Water & Wastewater	0.012
Category 4: Upstream T&D	0.00
Category 5: Waste generated in operations	0.097
Category 6: Business travel – Land	1.629
Category 6: Hotel Stay	0.220
Category 7: Employee commuting	7.081
Category 7: Work From Home	0.400
Category 8: Upstream Leased Assets	0.00
Category 9: Downstream T&D	0.00
Scopes	
<b>Scope 1</b>	<b>0.000</b>
<b>Scope 2</b>	<b>1.428</b>
<b>Scope 3</b>	<b>9.439</b>
<b>Total Emissions</b>	<b>10.867</b>

- *As this marks our initial Carbon Reduction Plan, our Baseline and Current years and the emission's figures are identical.*

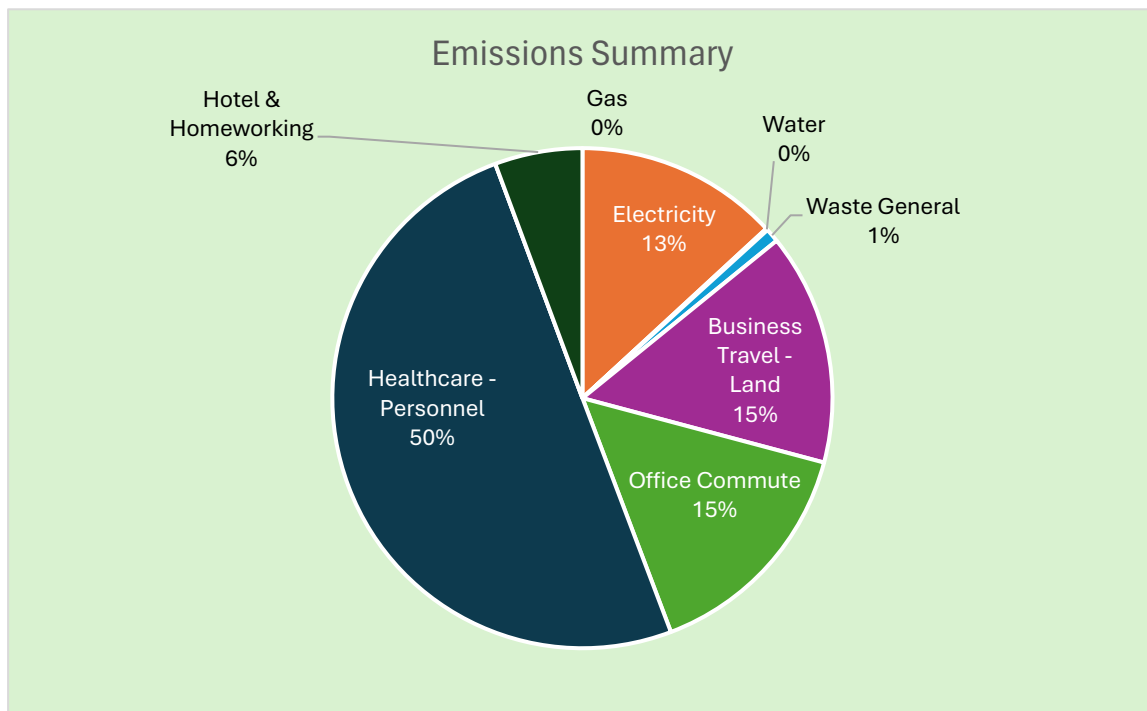


Figure 1

## Analysis of Emissions 1<sup>st</sup> Apr 2024 – 31<sup>st</sup> Mar 2025

Our emissions during the baseline year of 1st April 2024 to 31st March 2025 totalled **10.867 tonnes CO<sub>2</sub>e**. The vast majority of our emissions (**86.86%**) fall under Scope 3, with the following categories having the largest impact:

- **Employee Commuting (65.16%):** This is our largest single source of emissions, capturing the impact of our staff's daily travel to and from our office.
- **Business Travel – Land (14.99%):** This category represents the second-largest impact, predominantly from essential travel undertaken for client meetings and site visits.
- **Purchased Electricity (13.14%):** This accounts for the electricity consumed at our head office.
- **Work From Home (3.68%):** This reflects the energy consumption of our staff's remote work setups.

Our **Scope 1 emissions** (direct emissions from owned/controlled operations) are zero, as we do not operate company-owned vehicles or combustion equipment. Our total **Scope 2 emissions** from purchased electricity are **1.428 tonnes CO<sub>2</sub>e**.

## Science-Based Targets Initiative (SBTi) Targets

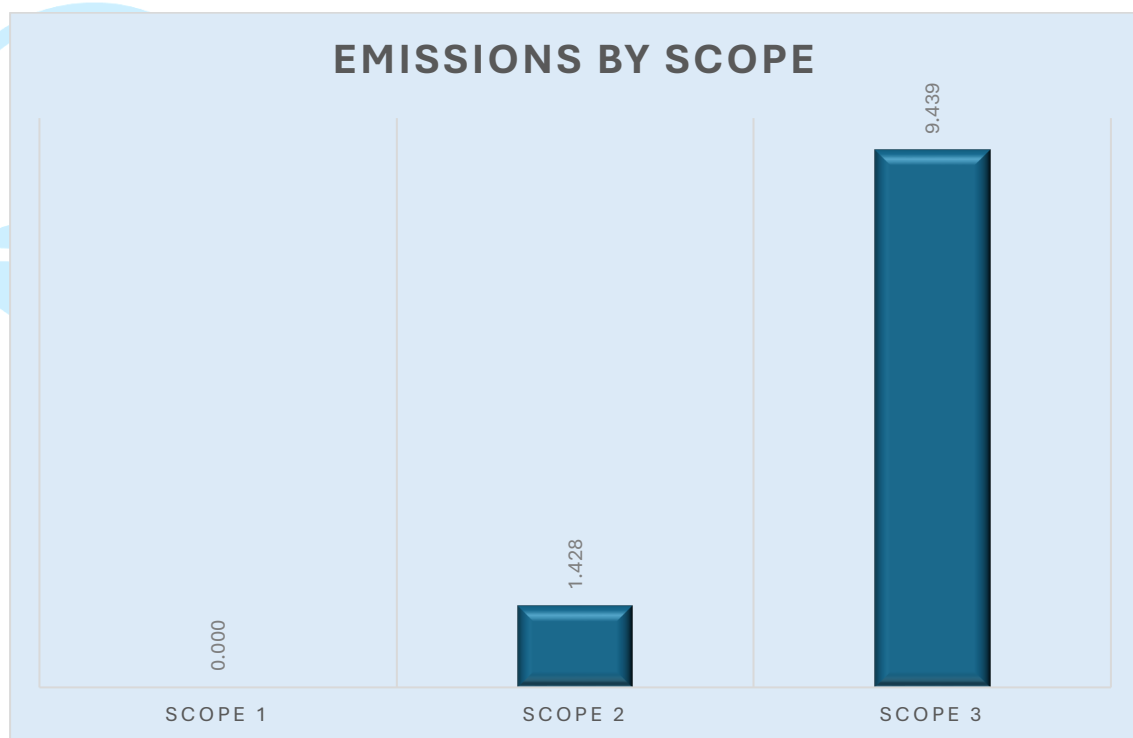
To achieve our commitment of Net Zero emissions by 2050, we are setting the following near-term and long-term targets in line with SBTi principles.

**Near-Term Target (by 2030):** We commit to a **50% reduction in our Scope 1 and Scope 2 emissions** by 2030, compared to our 2024 baseline. We will also reduce our **Scope 3 emissions by 30%** over the same period, focusing on our highest-impact categories.

**Long-Term Target (by 2050):** We commit to achieving Net Zero emissions across our entire value chain, including Scope 1, 2, and 3 emissions, by 2050.

**Key Actions to Achieve These Targets:**

- **Reduce Commuting Emissions:** We will introduce initiatives to reduce the impact of employee commuting, such as promoting car-sharing schemes and supporting the use of public transport.
- **Reduce Travel Emissions:** We will implement a "travel hierarchy" that prioritises virtual meetings and encourages the use of low-carbon transportation (e.g., rail) for necessary in-person travel.
- **Optimise Home and Office Energy:** We will invest in smart energy management systems for our head office and provide guidance to remote employees to improve their home office energy efficiency.
- **Engage Our Supply Chain:** We will work with our suppliers to better understand and reduce our upstream and downstream emissions from purchased goods and services.



## Zero Emissions Reasons: Organisational Activities Currently Out of Scope (and Inherent in 2024-2025 Data)

Category	1 Apr 2024 – 31 Mar 2025	Zero Emissions Reason
Scope 1	0.00	Emissions from heating are zero. Organisation's business model does not contribute to emissions in this scope.
Scope 3 Category 4: Upstream T&D	0.00	Emissions from upstream transmission and distribution are zero. This indicates there were no emissions associated with the upstream transmission and distribution of purchased goods and services.
Scope 3 Category 9: Downstream T&D	0.00	Emissions from downstream transmission and distribution are zero. This indicates no emissions associated with the downstream transmission and distribution of sold products.
Activities, operations, or assets located outside of the United Kingdom	N/A	Emissions from these are excluded as the report focuses on activities within the stated geographical boundaries of First4.
Emissions from franchises or subsidiaries	N/A	These are excluded because these entities have separate legal identities and operational control from <b>Evercare Recruitment Ltd.</b>

## 7. Commitment to achieving Net Zero by 2050

Evercare Recruitment Limited reaffirms its commitment to achieving Net Zero greenhouse gas emissions by **2050**.

## 8. Carbon Reduction Targets

At Evercare Recruitment Limited, we are committed to playing our part in tackling climate change. We have established clear and ambitious targets for reducing our carbon emissions, ensuring our efforts are aligned with UK national guidelines and global scientific recommendations.

- **Baseline Year:** 1st April 2024 – 31st March 2025
- **Total Baseline Emissions:** 52.156 tonnes of CO<sub>2</sub>e
- **Scope 1:** 0.000 tonnes of CO<sub>2</sub>e
- **Scope 2:** 0.799 tonnes of CO<sub>2</sub>e
- **Scope 3:** 51.357 tonnes of CO<sub>2</sub>e
- **Net-Zero Commitment:** By 2050 (aligned with UK guidelines)

### Near-Term Targets (Aligned with 1.5°C Pathway)

To drive significant change, Evercare Recruitment Limited is setting ambitious near-term targets in line with the Science Based Targets initiative (SBTi) 1.5°C pathway, which calls for roughly halving emissions before 2030.

**Target Year: 2030**

### **Scope 1 & 2 Reduction Target**

- **Goal:** We aim to achieve a substantial absolute reduction in our Scope 1 and Scope 2 emissions, targeting at least a **42% reduction by 2030** from our 2024-2025 baseline. This objective is directly in line with the SBTi's recommended 1.5°C pathway for these scopes.
- **Baseline (2024-2025):** 0.799 tonnes of CO<sub>2</sub>e (Scope 1: 0.000, Scope 2: 0.799)
- **Example Target:** A 42% reduction would see us reduce our combined Scope 1 and 2 emissions to approximately **0.463 tonnes of CO<sub>2</sub>e** by 2030.

### **Scope 3 Reduction Target**

- **Goal:** We will implement a comprehensive strategy to significantly reduce our Scope 3 emissions. As Scope 3 emissions account for a substantial **98.47%** of our total emissions, an ambitious target in this area is of paramount importance.
- **Baseline (2024-2025):** 51.357 tonnes of CO<sub>2</sub>e.

### **Proposed Actions to Achieve Near-Term Targets**

We will focus our efforts on the following key areas:

- **Employee Commuting:** We will encourage our office-based staff to adopt sustainable commuting practices through public transport incentives, cycling facilities, and carpooling programmes.
- **Business Travel:** We will develop and implement policies to reduce non-essential business travel, promoting the use of virtual meetings, optimising travel routes, and favouring lower-emission transport options.
- **Purchased Goods and Services:** We will engage with our suppliers to understand their sustainability efforts and encourage them to reduce their carbon footprint, favouring those who demonstrate a commitment to these goals.
- **Waste Generated in Operations:** We will implement robust waste reduction, reuse, and recycling programmes to minimise the amount of waste sent to landfill.
- **Fuel- and Energy-Related Activities (Water & Wastewater):** We will focus on water efficiency measures throughout our operations to further reduce associated energy consumption and emissions.
- **Hotel Stays:** We will explore options to minimise emissions from hotel stays by partnering with providers who demonstrate strong sustainability credentials or by optimising travel schedules to reduce the need for overnight stays.

### **Long-Term Target (Net Zero by 2050)**

Our ultimate long-term ambition at Evercare Recruitment Limited is to achieve **Net Zero greenhouse gas emissions across our entire value chain by 2050**. This commitment is aligned with both UK government guidelines and the SBTi Net-Zero Standard.

- **Deep Decarbonisation:** We are committed to achieving at least a **90-95% absolute reduction** in our Scope 1, 2, and 3 emissions by 2050, from our 2024-2025 baseline. This will require a fundamental transformation of our operations and deep collaboration throughout our supply chain.

- **Residual Emissions:** Any remaining emissions by 2050 (typically no more than 5-10%) will be permanently neutralised through credible carbon removal projects. Importantly, offsetting through carbon credits will only be used for these residual emissions and will not be considered a substitute for direct emissions reduction

## Our Commitment and Next Steps

Evercare Recruitment Limited is fully committed to achieving these ambitious climate goals. Our next steps will include:

- **Publicly communicating** these targets to all our stakeholders.
- **Developing a detailed decarbonisation roadmap**, which will outline the specific initiatives and investments required to reach our targets.
- **Regularly measuring and transparently reporting** on our progress.
- **Engaging with our employees, clients, and suppliers** to work collaboratively towards these crucial goals.
- **Seeking official validation of our targets** from the Science Based Targets initiative (SBTi) to ensure they are fully aligned with the latest climate science.

## 9. Carbon Reduction Initiatives

Evercare Recruitment Limited is fully committed to reaching our Net Zero 2050 target. Our comprehensive strategy, informed by our refined baseline data, is designed to deliver significant and absolute reductions across all our emission scopes. Our 2025 baseline emissions are **11.575 tonnes of CO<sub>2</sub>e**.

### Reducing Emissions from Homeworking (Scope 3 Focus)

Our largest single source of emissions is from employees working from home, accounting for **5.00 tonnes of CO<sub>2</sub>e**. We will implement the following initiatives:

- **Optimised Remote Working Practices:** We will provide guidance and resources to employees on how to reduce their energy consumption while working from home.
- **Energy Efficiency Awareness:** We will launch awareness campaigns to educate staff on the most impactful energy-saving measures they can take, such as using energy-efficient appliances and smart plugs.
- **Encouraging Low-Carbon Habits:** We will explore incentivising the use of renewable energy tariffs for employees' homes where feasible and practical.

### Optimising Travel & Commuting (Scope 3 Focus)

Reducing emissions from travel is a key area for us, given that business travel and employee commuting combined account for **4.00 tonnes of CO<sub>2</sub>e** and **1.00 tonne of CO<sub>2</sub>e** respectively. Our strategy includes:

- **Virtual First Policy:** We will prioritise virtual meetings and remote collaboration to reduce the need for physical business travel, particularly for internal meetings and non-essential client visits.

- **Sustainable Travel Policy:** We'll develop and enforce a policy encouraging lower-emission travel options (e.g., public transport, trains over flights) for essential business travel.
- **Employee Commute Incentives:** We'll promote and incentivise sustainable commuting options for our staff (e.g., cycle-to-work schemes, public transport subsidies, carpooling initiatives).

## Decarbonising Purchased Electricity (Scope 2 Focus)

Our Scope 2 emissions, at **0.80 tonnes of CO<sub>2</sub>e**, are a clear target for reduction. We are focusing on the emissions from the electricity we use:

- **Transition to Renewable Energy:** We will actively explore and procure 100% renewable electricity for our office facilities, where feasible. This could be through green tariffs or renewable energy certificates.
- **Energy Efficiency Upgrades:** We'll invest in energy-efficient lighting (LED) and IT equipment to reduce overall electricity consumption at our office.

## Minimising Operational Waste (Scope 3 Focus)

Our waste generation in operations contributes **0.02 tonnes of CO<sub>2</sub>e**. We're dedicated to reducing this further:

- **Reduce, Reuse, Recycle Programme:** We will strengthen waste reduction, reuse, and recycling programmes across our office.
- **Responsible Procurement:** We'll collaborate with our suppliers to reduce packaging and waste generated from the goods and services we purchase.

## Continuous Monitoring & Innovation

Our journey to Net Zero is ongoing, and we are committed to continuous improvement:

- **Data Accuracy & Reporting:** We will maintain rigorous data collection for all emission sources, utilising our refined baseline, and report transparently on our progress.
- **Technology & Innovation:** We will explore new technologies and innovative solutions that can further reduce our carbon footprint across all operational areas.

These initiatives will be supported by ongoing employee engagement and training to foster a company-wide culture of sustainability.

## 10. Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN006/25 (formerly PPN06/21) 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 standard<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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) Standard<sup>3</sup>.

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

This Carbon Reduction Plan has been reviewed and signed off by the board of directors

*Signed on behalf of Evercare Recruitment Ltd:*



**Name:** Talha Abdul Patel  
**Position:** Director

**Company:** Evercare Recruitment Ltd

**Date of signature:** 11/08/2025

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<sup>1</sup><https://ghgprotocol.org/corporate-standard>

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

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